



# Creating A Better Tomorrow For All

2016 DOT FOODS  
CHARITABLE ANNUAL REPORT



TRUSTED **VALUES**. INNOVATIVE **SOLUTIONS**. SHARED **GROWTH**.





# Neighbors Helping Neighbors

By Pat Tracy

Welcome to the Dot Foods 2016 Charitable Annual Report, showing what we, as an organization with 5,300 team members strong, have been able to accomplish in our schools, communities and around the world this past year. 2016 was a particularly rewarding year as we supported our neighbors in the footprint of our 11 facilities across the country. However, before I get in to the details of our work, I need to comment on current events.

As everyone is aware, the U.S. recently completed one of the most unusual and troubling national election campaigns in our history. Many would say the presidential campaign generated more raw emotion and created more division in our country than ever before. For many of us, this introduced confusion, uneasiness and concern in an otherwise somewhat tranquil life.

Why do I mention this? For our neighbors in need, this confusion, uneasiness and concern are part of their daily lives. Their personal turmoil is caused not by the election cycle, but rather by a lost job or underemployment, a household budget that never balances or chronic health issues. These, and many other circumstances, often require very difficult choices, such as: Do I get my prescription filled or buy food for my family?

For many of our neighbors, it is an unfortunate part of an ongoing struggle. It has been our company's privilege, in partnership with the entire Dot team, to seek to make a difference in our communities. This is what we call "neighbors helping neighbors" and is embodied in all the community work that Dot does throughout the year.

As you read through this annual report (and we certainly hope you do) you will learn more about the specifics of the individual areas of support we provide. When woven together, they represent our companywide response in serving the communities around each of our facilities.

## FOOD IS OUR CURRENCY

Our donation of healthy and nutritious food represents our greatest contribution to others. Some would say that next to our employee team, food is our

company's greatest asset. Why not use it in responding to what is perhaps our greatest calling?

Although the majority of our food support is shared with our neighbors in the U.S., we also provide support to our international neighbors in places like Haiti, Honduras, Guatemala and others. Our food ends up in the backpacks of children so elementary school kids know they'll have something to eat at home over the weekend. It goes out to our pantries, making the difference for many single-parent households that need help stretching their incomes to cover monthly expenses. With our food bank partnerships, our donations go to day care facilities, soup kitchens, senior citizen programs and other agencies in need.

## THE UNITED WAY

The United Way organizations in our communities arguably do more on a broad spectrum to meet the needs in each neighborhood than any other single organization. They provide funding to many different facilities, each working within its own niche to reduce turmoil experienced by families everywhere. Dot is very proud of our now 18-year association with the United Way and our team members' support of that partnership.

## VOLUNTEER PROGRAMS

Each year, our volunteers continue to leverage their individual talents throughout their communities. Money and food alone cannot carry the day for the nonprofits working hard to make a difference in each community. Our Dot volunteers offer leadership, time, heart and a ready smile, providing a sunny moment in possibly an otherwise dismal day for those they serve.

## TRACY FAMILY FOUNDATION (TFF)

I would be remiss if I didn't comment on the work of the TFF in the eight counties around the Mt. Sterling facility. Since its inception 20 years ago, the efforts of the TFF continue to positively impact our schools, the nonprofit community and local families. This work, of course, is made possible through the dedication of our employee team as they advance the success of our organization each year.

## SUCCESS IN OUR COMMUNITIES

As you read through this report, it could seem rather self-serving lauding all of the work we do on an annual basis in helping our neighbors. However, it is clear from continual employee feedback that this aspect of our business is one our team members are most proud of and most engaged in. For this reason, we offer this information in reflection of the efforts of our 5,300 employees and what can happen when we focus on both success at work and success in our communities. Happy reading!





# PLANNING AHEAD FOR A BRIGHTER TOMORROW:

## Our Perspective on the Future of Dot Charitable

*By Pat Tracy, Suzy Kassing and Angie Wettstein*

A glance back at our past year and overall charitable history—as we do in this annual report—is rewarding as we witness the effect our contributions have made on our communities in Mt. Sterling and at our distribution centers (DCs). We have participated in improving food programs and school facilities, have furthered the work of many local non-profits and have created new avenues for Dot employees to connect to their communities through donations and volunteerism.

We look forward to the charitable work ahead as we bolster a variety of causes and programs. As time goes on and our charitable reach grows, we feel the need to be even more intentional in our focus. Three themes will guide Dot Foods' philanthropic work over the next five to 10 years: community, leadership and growth.

### PROACTIVE COMMUNITY OUTREACH

Since Robert and Dorothy Tracy founded Dot, partnering with our local communities has been a priority. As Dot continues to expand, we will work to increase this engagement across our company. To that end, we'll be developing a deeper understanding of the needs of each community while taking a long-term approach to our support.

Dot will continue to provide single, one-time grants to non-profits large and small. However, we want to be more proactive in assisting communities as they strive to meet their most pressing needs. We anticipate this will entail working directly with community leaders to form partnerships that benefit them and satisfy our need to contribute to the quality of our communities.

### CULTIVATING FUTURE LEADERS

Leadership is essential to our charitable work. Whether it's offering support to Dot's volunteers or contributing to efforts that make a meaningful difference on the local level, Dot will remain devoted to leadership development of our people. Expect to see even more leadership opportunities for Dot employees in the future.

Dot will also remain focused on strengthening partnerships with

local schools. We want to proactively support the institutions that are preparing our future Dot team members and educating our communities' youth, which includes our employees' children and grandchildren.

**AS OUR BUSINESS GROWS,  
WE WILL BE ABLE TO  
IMPACT THE LIVES  
OF EVEN MORE  
PEOPLE  
NATIONWIDE.**



### EXPANSION THROUGH GROWTH

We are also excited at the prospect of offering members of the Dot family more opportunities to get involved locally. We want to ensure that everyone who wants to participate has the chance to do so. That includes aggressively expanding the Teaming with Local Charities (TLC) program to all DCs, helping to gain broader participation across the entire Dot team and broadening the reach of our charitable efforts.

Your work toward our company's success provides the ability to do our charitable work. Many of you also serve your communities through our TLC Volunteer Program or by volunteering for many, many other causes. This annual report celebrates the inspiring work that we have all had a part in this last year. It's even more encouraging and motivating to imagine the opportunities ahead.

As our business grows, we will be able to impact the lives of even more people nationwide. Join us in exploring ways to broaden our impact within our communities and provide programs that allow everyone to get involved. Give ideas. Support a cause. Volunteer. Continue to provide your best effort every day, knowing the reach of your work stretches far beyond the walls of our company.



# 2016 Dot Charitable Committees by Location



**IDAHO** Amanda Lara, Cheryl Hurre, Josh Hall, Gabriel Reyes, Heidi Praegitzer, Scott Vail, Adrian Flores, Anthony Soto, Terry Fate, Carla Peterson, Amber Jimenez, Juan Hernandez



**MT. STERLING** Back row: Craig Venvertloh, Suzy Kassing, Angela Epping, Angie Wettstein, Amelia Baugher, Pat Tracy. Front row: Samantha Allen, Amanda Wallace, Terry Lucas. Not shown: Ed Scott, Kimberly Bartlett, Angela Sparrow, Trey Bobier.



**MISSOURI** Back row: Collin Salzenstein, Brett Knowles, Caleb Oliver, Steve Ramlet. Front row: Emily Waterman, Megan Cramsey, Morgan Mitchell. Not shown: Brian Baldwin, Lindsey Poland, John Buckley, Victoria Townson, Katja Reed, Alex Blassie.



**CALIFORNIA** David Bigelow, Brenda Carson, Tori Salemi, Jessica Rodriguez, Joe Lema, Dennis Gilbert



**OKLAHOMA** Back row: Whitney Owens, Shane Ellis, Justin Meador, Jim Robertson. Front row: Lori Miller, Randii Stewart, Jenn Muniz. Not shown: Rob Hendry, Justin Haynes, Criselda Reyna, Ralph Beck, Dixon Caldwell, Lisa Todd.





**CHICAGO** Leanne Stephenson, Erikka English, Christina Crandall, Donna Furlong



**INDIANA** Back row: Randy Templin, Jon Carter, Bob Bennett, Steve Finch. Front row: Jennifer Moistner, Erin Naylor, Rinda Kieffer, Kate Robinson. Not shown: Ashley Mays.



**NEW YORK** Back row: Mark Greenwood, Pat Veith, Mike Mein, Clint Carver. Front row: Joe Little, Bob Sementelli, Molly Barber, Brian Stoutenger, Steve Kuchko, John Becker, Angelo Vigliotti.



**MARYLAND** Back row: Tim Miles, Cindy Avey. Front row: Lisa Zulauf, Kayla Smoot, Cathy McCartney.



**TENNESSEE** Heather Hassell, Becky Owen, Evan Reams. Not shown: Jim McArthur, John Campbell.



**GEORGIA** Back row: Billy Sells, Jennifer Evans, Penny Pitts. Front row: Tim Truxel. Not shown: Sharie Smith, Wendy Nolen.

**EACH DOT FOODS LOCATION HAS A CHARITABLE COMMITTEE RESPONSIBLE FOR COORDINATING VOLUNTEER ACTIVITIES AND LOCAL GIVING THROUGHOUT THE YEAR. THESE ARE THE PEOPLE WHO HELPED ORGANIZE AND EXECUTE DOT'S PHILANTHROPIC WORK IN 2016.**



# 2016 ALZHEIMER'S ASSOCIATION CAMPAIGN: Goal Met!

Dot's second annual Alzheimer's Association campaign produced outstanding results. In 2016, employees contributed \$54,340, exceeding the \$50,000 companywide goal. Dot does a dollar-for-dollar match on this fundraising effort. In total, the 2016 campaign resulted in a donation of \$108,681. The goal of Dot's work with the Alzheimer's Association is to help educate people about the disease and provide resources and support for those who need assistance.

2016 was a slightly scaled-back version of the campaign that first launched in 2015. In "small years," the campaign is shorter, and hosting educational sessions and participating in a Walk to End Alzheimer's are optional. Director of Talent and Inclusion Pamela Kelly served as one of the corporate chairs of the campaign and was thrilled with the participation in 2016.

"The funds raised will advance the care and support research efforts of the Alzheimer's Association nationally and within our Dot Foods communities," Kelly said. "Our team's generous donations play an important role in improving the lives of people living with Alzheimer's, their families and caregivers. Dot employees' contributions matter considerably to this effort. Their hard work in this endeavor has taken our company to our highest level of success yet. Thank you for all that you have done!"

2017 will see a return to a "big year" campaign. Each location has a goal of holding four educational sessions. Be on the lookout for activities at your location running through the end of August.



▲ Employees at Dot Foods Indiana held a yard sale fundraiser for the Alzheimer's Association. Employee and community donations raised \$1,256.



▲ New champions are crowned! Dot's St. Louis corporate sales office organizes an annual trivia night to raise money for their Alzheimer's campaign. Employees donate to participate in raffles and games as part of the event.

## FUNDRAISING BY LOCATION

Mt. Sterling	\$13,274
St. Louis	\$10,035
Tennessee	\$6,549
Oklahoma	\$4,696
Indiana	\$4,214
New York	\$4,195
California	\$3,560
Idaho	\$3,368
Georgia	\$3,050
Maryland	\$1,400
<b>Location Total</b>	<b>\$54,341</b>
<b>Dot Match</b>	<b>\$54,340</b>
<b>GRAND TOTAL</b>	<b>\$108,681</b>

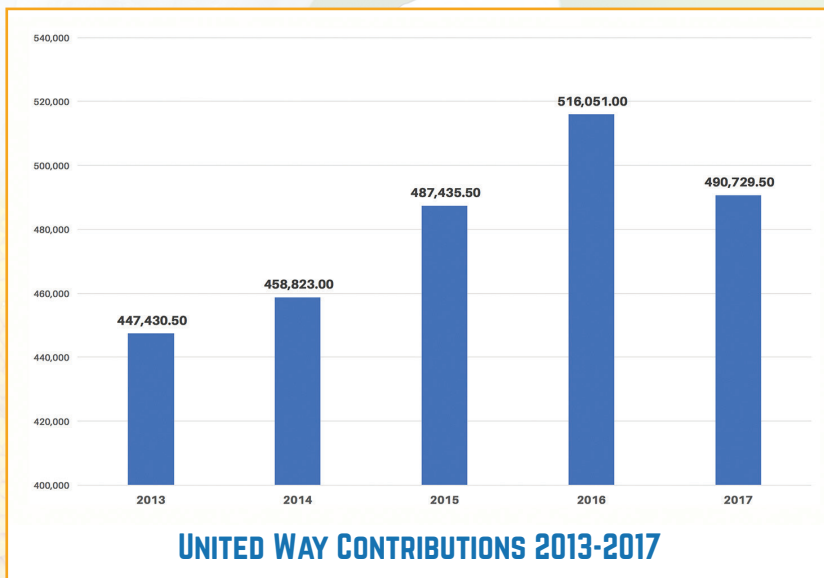
alzheimer's   
association®



# UNITED WAY CAMPAIGN



## Teamwork = Continued Success



Dot continued its partnership with the United Way last year, and with the help of employees at all locations, Dot once again achieved excellent results.

Every year many employees make the choice to contribute part of their paycheck to the annual United Way campaign, directly impacting the charitable groups of their choice in their community. Your generosity was on full display in the 2017 United Way campaign. Employee contributions totaled \$327,153. Organizers did not set a companywide fundraising goal this time but elected instead to let each Dot location establish their target. Three exceeded their employee contribution goals and several others got very close.

Dot matches all employee contributions 50 cents on the dollar, so the grand total raised in the 2017 United Way campaign came to just under half a million dollars: \$490,729.50. That total is down from the 2016 campaign. Rachel Stahl, Mt. Sterling United Way chairperson, believes an increase in the donation required to take part in casual days in Mt. Sterling impacted fundraising efforts.

“The United Way campaign continues to be a success thanks to the amazing employees behind it,” said Stahl. “From the committee members handling sign-ups and fundraising to the payroll deductions signed by hundreds of employees, everyone has a part in impacting the local organizations that benefit each year from the United Way. Thank you to everyone who has donated and helped the United Way chapters continue their mission. I encourage anyone who would like more information on the campaign or what programs benefit from the funds to reach out to your HR manager.”

LOCATION	GOAL	EMPLOYEE DONATIONS	TOTAL RAISED (includes Dot match)
Mt. Sterling	\$175,000	\$123,650	\$185,475
New York	\$35,000	\$34,402	\$51,603
Georgia	\$28,000	\$32,760	\$49,140
Idaho	\$26,500	\$22,510	\$33,765
St. Louis	\$24,000	\$31,667	\$47,500.50
California	\$20,000	\$18,109	\$27,163.50
Tennessee	\$20,625	\$15,128	\$22,692
Indiana	\$17,000	\$12,922	\$19,383
Maryland	\$15,000	\$19,481	\$29,221.50
Oklahoma	\$15,000	\$14,600	\$21,900
Chicago	-----	\$1,924	\$2,886
<b>TOTAL:</b>		<b>\$327,153</b>	<b>\$490,729.50</b>

► New York Inventory Control Specialist Matt Colwell won \$500 for his support of the United Way! Eileen Donovan with the United Way of Central New York presented Colwell's prize for taking part in the Step Up Challenge. The program challenged previous donors to contribute \$1 more per week than they did the year before to the United Way campaign. Participating employees were entered into a raffle.



◀ Cynthia Abrego from the Idaho Sanitation team won the United Way candy raffle fundraiser at her DC. Employees paid \$3 to guess how many pieces of candy were in the jug. The closest guess took home all the treats.



# THE TLC PROGRAM:

## Connecting With Our Communities Today and Tomorrow

Dot's employees share the love throughout their local communities, and 2016 was no exception. Through the Teaming with Local Charities (TLC) program, 306 Dot employees served a combined 5,128 volunteer hours.

"Our TLC volunteers are some of the most generous people I know," said Mt. Sterling TLC Director Elly Passmore. "Not only do they give generously of their time and talents, through the incentive program, a very large number turn that time into cash for the charities they support."

Dot rewards employees who give 20 hours or more to TLC-approved organizations with the choice of eight hours paid time off or a \$400 donation in the individual's name to a nonprofit of their choice. In 2016, a total of \$36,400 in donations were made and 125 PTO days were awarded.

These numbers are down from 2015 totals. Passmore anticipated a dip because of the discontinuation of the Big Brothers Big Sisters program in Mt. Sterling and said she understands it can be difficult to find time to volunteer in an already busy schedule. Of the 306 people who recorded TLC hours in 2016, 79 accumulated enough to earn an incentive.

Passmore is excited by new opportunities on the horizon. Program leaders hope to offer a wider range of approved volunteer experiences to match employee interest and better reflect

the diversity within Dot's workforce. Mt. Sterling's TLC group launched new programs in February 2017, and there are additional initiatives in the works. Passmore's vision is to have the TLC program active at every Dot location so everyone has the chance to share their talents in ways that benefit local communities and support personal growth.

"We're hopeful a broader range of charitable interests and volunteer activities will appeal to more employees and ultimately give us even greater community impact," Passmore said.

Mt. Sterling employees interested in learning more about the TLC program may contact [epassmore@dotfoods.com](mailto:epassmore@dotfoods.com). At all other locations, contact your HR manager.

Year	Money Awarded to Nonprofits	PTO Days Awarded
2012	\$38,400	105
2013	\$48,400	141
2014	\$36,800	113
2015	\$39,200	143
2016	\$36,400	125

► Assistant Dispatcher Joyce Emerick was named 2015 TLC Volunteer of the Year. She gave a total of 120 hours to volunteer efforts in 2015.



Making a Difference i



# Neighbor-to-Neighbor Helps Fight Hunger at the Holidays

Dot Foods Mt. Sterling volunteers helped make the holiday season a little brighter for their communities by delivering \$50,000 worth of product to West Central Illinois food pantries in December.

When the Neighbor-to-Neighbor (N2N) program was first rolled out in 2010, and when it was hosted again in 2014, Dot donated to regional food banks near each distribution center. Those food banks then distributed the Dot donation throughout their network of pantries.

This time, the N2N committee chose to specifically reach out to local organizations in need and carefully selected 10 food pantries that directly serve the immediate areas where Dot Foods Mt. Sterling employees live.

Deliveries of the donations took place over three days in mid-December, helping keep the pantries well stocked during the busy holiday season that stretches their resources. Dot volunteers were on hand to assist each organization with receiving and unloading of products.

“Being able to see the difference in the communities we live in made this experience even more rewarding,” said Kayla Sisk, chairperson of the 2016 Neighbor-to-Neighbor campaign.

Keeping the focus on directly serving local agencies in need, each pantry was allowed to shop for \$5,000 worth of product from Dot that would best address its specific needs. According to Sisk, “This was a huge benefit to them to be able to fill in any missing items that they weren’t able to get from the regional food banks.”

“It’s a challenge to keep the pantries stocked to the level where we need them to be because the need keeps increasing,

especially around the holiday,” said Becky Pruden, director of community services at Two Rivers Regional Council, which operates two of N2N recipient pantries. “Thanks to generous donations, like this one from Dot, we’re able to help make sure our families in need have enough to eat.”

Fighting hunger is a cause that has always been central to Dot’s charitable mission. In 2016, Dot Foods donated \$5.8 million worth of food to local food banks and to Food for the Poor, a relief organization that helps combat hunger worldwide.

And while Dot’s Mt. Sterling Teaming with Local Charities (TLC) group has an ongoing food pantry program, the N2N campaign is another way to provide additional support. All together, the 10 pantries chosen for the 2016 N2N program help feed more than 8,700 people in the West Central Illinois region each month.

The N2N program will be expanded to all DCs in late 2017/early 2018, allowing Dot to have a further impact in the communities its employees call home



▲ Members of the Mt. Sterling Charitable Committee joined with food pantry representatives kickoff of the 2016 Neighbor-to-Neighbor program.



▲ Dot volunteers helped deliver the N2N donations to all 10 pantries.

## 2016 NEIGHBOR-TO-NEIGHBOR RECIPIENT FOOD PANTRIES

TWO RIVERS/MT. STERLING – BROWN COUNTY

SHEPHERD’S PANTRY – HANCOCK COUNTY

TWO RIVERS COUNCIL – PIKE COUNTY

OUTREACH COMMUNITY CENTER –  
SCOTT COUNTY

SOUTHEASTERN FOOD PANTRY/LIVING FAITH UNITED  
METHODIST CHURCH – HANCOCK COUNTY

LOAVES & FISHES – McDONOUGH COUNTY

CASS COUNTY FOOD PANTRY – CASS COUNTY

MACOMB SALVATION ARMY –  
MCDONOUGH COUNTY

CATHOLIC CHARITIES – ADAMS COUNTY

LUTHERAN CHURCH OF ST. JOHN –  
ADAMS COUNTY



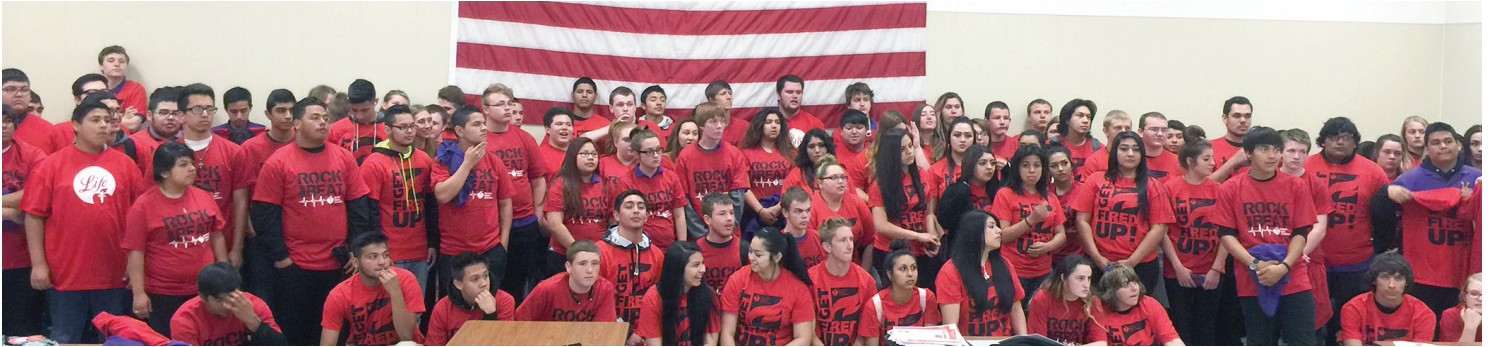


## CALIFORNIA

The charitable group at Dot's Modesto DC sponsored a number of local organizations in 2016 including Soccer Team Barza. The team is coached by Warehouse Order Selector Jose Villalobos and Inventory Control II Manuel Morales Sr.

## CHICAGO

Dot's newest DC embraced the season of giving with these toy donations for Sistah'Sistah Helping Hands. The group works with schools, families and communities to help kids in the Chicago area realize their potential and build their futures.



## IDAHO

Dot's Burley facility has a lot of heart! They sponsored the Red Out for Heart at Mt. Harrison High School. The event teaches students about hands-only CPR and heart health.

## INDIANA

Volunteering at Rock Solid Ministries' food pantry has become an annual tradition for the Indiana team. They give their time to work at the pantry, handing out food each holiday season.



## MARYLAND

The Maryland dispatch team leads by example. They supported Girls on the Run and Girls, Inc., by participating in the Muddy Mommas obstacle course run. Both groups are dedicated to raising awareness about issues facing women and girls today.



# Our Impact Today

Each of Dot's 10 distribution centers (DCs) and the corporate sales office has a charitable committee dedicated to making a difference in their respective communities. In 2016, all locations gave generously of their time, talent and treasure in a variety of ways.

## MISSOURI

March Madness hit Dot's St. Louis corporate sales office. Employees who donated non-perishable items or money enjoyed a special lunch and the opportunity to watch some of the NCAA men's basketball tournament. The fundraiser benefited the St. Louis Area Food Bank.



## MT. STERLING

People lined up to take part in Dot's largest mobile food pantry to date in Pittsfield, Illinois. Volunteers helped distribute more than 11,000 pounds of food.



## NEW YORK

Liverpool employees turned one person's trash into another's treasure by collecting old cell phones. They donated the old phones to Cell Phones for Soliders, a group that provides free communication services to veterans and troops serving around the world.



## OKLAHOMA

The Ardmore DC's charitable committee broke out the big check to help local Bureau of Narcotics Agent Josh McGee organize a youth basketball league. The program focuses on helping students from low-income families strive for excellence through teamwork.



## TENNESSEE

Students at Dyersburg Intermediate School kicked off their school year with hot dogs and chips courtesy of Dot Foods Tennessee. Employees manned the grill to cook 500 hot dogs for the school's family picnic.





# Past. Present. Future.

*By Jean Buckley, TFF President*

In 1960, Dot Foods was founded and Robert and Dorothy Tracy's dream to start their own business became a reality. With a successful business launched and a deep-seated desire to give back to their community, they realized a second dream in 1997. The Tracy family—Robert, Dorothy and their 12 children and spouses—started the Tracy Family Foundation (TFF).

Nearly two decades after the founding of the TFF, much of 2016 was spent looking at the past, living in the present and imagining the future. In our forever quest to create a better tomorrow for all, coupled with the appetite by the Tracy family to ramp up the efforts of the Foundation, we spent countless hours in 2016 planning for the future.

## ABOUT THE FOUNDATION

The majority of the TFF's donations fell within its focus areas of education, leadership, youth and families, and Brown County economic development. The Foundation proactively invested in the West Central Illinois counties of Adams, Brown, Cass, Greene, Hancock, McDonough, Morgan, Pike, Scott and Schuyler. Additional grants were awarded in other areas within the United States but are by invitation only.

## EDUCATION ACTIVITIES

Dorothy received her Bachelor of Science degree in Education from the University of Illinois. As a tribute to Dorothy/a.k.a. Mom/a.k.a. Grandma Tracy, education continues to garner the largest percentage of grant dollars within our focus areas. The most significant amounts of dollars and time are devoted to the School Leadership Initiative. We are striving for a world-class education system for both public and Catholic schools in West Central Illinois. In

2016, 32 educators from West Central Illinois graduated from the one-and-a-half year Executive Development Program for School Leadership. Sixty-two additional educators were selected to begin the training in 2017. The Foundation's goal is to train 150 school leaders by 2020.

## BUILDING FOR THE FUTURE

In 2016, we nearly tripled our output of capacity building opportunities for nonprofits. We recognize that an investment in the capacity building of a nonprofit is an investment in the effectiveness and future sustainability of the organization. Three pilot programs were rolled out—Lean, Video Storytelling & Social Media Training and Core Capacity Assessments. The desired outcome from the projects is for the participating organizations to be better positioned to create a brighter tomorrow for those they serve.

**For more information about the Tracy Family Foundation, please visit [tracyfoundation.org](http://tracyfoundation.org).**



## Creating A Better Tomorrow For All

### 2016 DOT FOODS CHARITABLE ANNUAL REPORT

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**Front row: Scott Stamerjohn, Lauren Tracy,  
Jean Buckley, John Oliver**

**Back row: Fred Schmidt, Mike Tracy, Angie Tracy,  
Jim Tracy, Drew Stamerjohn, Pat Smith**