



2018 Dot Foods Charitable Annual Report

Kindness in Motion



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

Your Kindness in Our Communities

Written by John Tracy, Executive Chair



“What you do matters in our business, which ultimately impacts our communities.”

If you're like me, it's hard to believe that 2018 is behind us and we're already looking forward to a new decade. It's exciting to think that 2020 is the year we celebrate Dot's 60th anniversary!

Reflecting on 2018, it's hard not to focus on the challenges the business faced. We didn't receive the kind of bonuses we all would like, nor did we serve our customers in the highest quality manner we wanted. But, like everything else, things keep moving. We keep adapting, evolving, and changing as if we're in continuous motion. That has been the case since Dad and Mom founded the business and I expect we will continue in that forward motion for many years to come.

Despite our business challenges this past year, it is humbling to see you all continuing to evolve, adapt, and keep things moving with your generous spirits! This spirit was reflected in the volunteer activity found everywhere across the business—from the donations you provided for Alzheimer's and United Way to your responses to natural disasters; from your

participation in our Neighbor to Neighbor food pantry program to all the charitable leadership work done by the committees at every one of our locations.

People ask me all the time, “**what are you the most proud of when you think about the growth of the business?**”

My answer is simple.

First, it's all the **jobs that have been created** to allow all of you to support yourselves and your families.

Second is our ability to **keep our promises and adapt to remain relevant** in a constantly-changing business environment.

And, finally, the **impact we have on the communities** we touch.

I hope all of you are as proud as I am of that last point. We continue to make lasting impacts on each community in which we reside because of your hard work, leadership, and dedication to local causes. This is why we have charitable committees at each

location—so the local people can have a say in exactly where we invest and how we can generate the most impact as those communities continue to grow and evolve.

Your kindness and generosity are always in motion—regardless of what occurs in our business. This is one of the many examples that prove that “what you do matters.” Look around and think about the impact you've had in your local community because of what Dot has been able to give as a business and where you've guided us to make those donations.

Just like our customer expectations and demands, a community's opportunities and needs are ongoing and constantly changing. In 2018, we kept our commitment to continue to reinvest in our communities and keep that “kindness in motion” prevalent. Please always remember that what you do matters in our business, which ultimately impacts our communities. Thank you for your leadership and contributions in all areas.



Revamping the Neighbor-to-Neighbor Program

Delivering Kindness to Our Food Pantries

Written by Suzy Parn

Past Illinois Charitable Committee Chair

Sixty-five food pantries and thousands of people were given much-needed food thanks to Dot's Neighbor-to-Neighbor program in 2018.

Each of our distribution centers (DCs) chose local food pantries to receive Dot's help. Each pantry ordered approximately \$5,000 in food products, which were then delivered on Dot trucks to the dedicated local pantries. In many cases, Dot volunteers accompanied the deliveries to help unload and stock the pantry shelves.

"Fifteen million households in the U.S. have limited access to food because of financial resources," says Chair of the Illinois Charitable Committee Angie Wettstein.

"Our Neighbor-to-Neighbor program and the work of our local food pantries means that more food reaches the homes of thousands of people who are hungry."

About 4.5 percent of Americans suffer from "very low food insecurity," which could mean either that the food they eat is not nutritionally adequate or that they are rationing it in a way that disrupts normal eating patterns.

Dot's donations nationwide totaled \$335,000-worth of food.

"These pantries are so thankful," says Kimberly Carey, who led the program for the DCs in 2018. "And the food is going to people in our communities—really, our neighbors."



OVERALL IMPACT



\$334,986

COMPANYWIDE
DONATION VALUE



65

NUMBER OF
PANTRIES IMPACTED

Interested in learning more about Dot's participation in the Neighbor-to-Neighbor program? Reach out to your local charitable committee or HR manager to find out how you can get involved!

2018 Dot Charitable Committees

Every Dot DC has a charitable committee who spearheads the coordination of volunteer activities and local contributions throughout the year. Without these committees, our charitable contributions would not be nearly as successful. Thank you for all you do!



TENNESSEE

L to R: Chad Webb, Becky Owen, Adrienne Chandler, Heather Hassell, Tiffani Lee, Matt Duggan



CALIFORNIA

L to R: David Bigelow; Tori Salemi, Patricia Marshall, Brenda Carson, Dennis Gilbert
Not pictured: Dominick Enriques



ST. LOUIS

Back Row L to R: Christine Iovaldi, Leann Tripp, Matt Hagenhoff, Alex Blassie, Charlsie Pinkerton
Front Row L to R: Morgan Mitchell, Lauren Krone, Johnno McDonough, Tom Lucido



GEORGIA

L to R: Wendy Nolen, Jennifer Evans, Billy Sells, Penny Brown.



INDIANA

L to R: Ashley Mays, Rinda Kieffer, Steve Finch, Lacey Snow, Jennifer Moistner
Not pictured: Randy Templin



OKLAHOMA

Back Row L to R: David Spraggins, Rob Hendry, Dan Rowley, Cheryl Jones, Justin Haynes, Wade Coffman
Front Row L to R: Cris Reyna, Lany Medrano, Jennifer Muniz, Rachel Stahl, Tiffany Rich, David Cavanaugh, Rozanne Bright



CHICAGO

Front row L to R: Christina Crandall, Samantha Triani, Marquesha Jackson
Back row L to R: Sam Stephenson, Erikka English, Mike Ford



ARIZONA

Back Row L to R: Jayson Carpenter, Juanita Gonzalez, Kris Bradfield, Terry Fate

Front Row L to R: Julie Foster, Jen Barnett, Deb Hart



MT. STERLING

L to R: Aaron Weiman, Kimberly Carey, John Tracy, Angie Wettstein, Bret Shoopman, Anh Nguyen, John Sutor, Patrick Cook

Not Pictured: Ashley Barnett, Ashley Ferguson, John Ourth, Suzanne Parn



IDAHO

Back Row L to R: Chris Landrum, Josh Higley, Scott Vail, Justin Meador

Front Row L to R: Megan Bair, Amber Jimenez, Mouria Phillips

Not pictured: Jeff Sheppard, Heidi Praegitzer, Megan Bemis, Danette Day, Cheryl Noble, Antonio Lopez, Cody Bair



MARYLAND

L to R: Tim Miles, Jeff Davison, Bill Corsbie, David Hess, Steve Hines, Erika Hudson, Terri Butler



NEW YORK

Back Row L to R: Adam Smith, Brian Stoutenger, Connor Headd, Jason Stock, Tammy Lattin, Molly Barber

Back Row L to R: Heather Prentice, Judy Balon, Steve Kuchko

Kindness in Motion at Home

Written by Savannah Riese
Charitable Report Editor

At Dot, we are proud of how much we give back to our communities. But what about helping each other? That's where the Dot Cares Fund comes in.

The Dot Cares Fund was established to provide monetary assistance to employees during a crisis. It allows employees to nominate their colleagues or themselves if they are going through a hardship. The application is then anonymously sent to a committee made up of DC HR managers who will evaluate the request. If the request is approved, the committee will determine the monetary amount (up to \$2,000) to be given to the applicant based on the severity of the crisis.

In 2018, the Dot Cares Fund was able to assist 31 employees and their families.

Where does the Dot Cares Fund money come from?

Our very own employees! Instead of taking back any unused flex spending healthcare dollars, Dot uses that money to fund the Dot Cares Fund. Supporting your coworkers has never been so easy!

What kinds of tragedies are eligible to receive a grant?

The Dot Cares Fund offers support after house fires, floods, and other disasters or deaths in the family. Significant medical expenses may also be eligible when an employee has reached his or her out-of-pocket maximum.

Need Help?

If you or someone you know may benefit from the Dot Cares Fund, please visit The Compass to download an application or visit <https://bit.ly/2VrFvhm>.



Written by Melanie Geisendorfer
Dot National Alzheimer's Campaign
Co-Chair

Dot Employees Exceed Campaign Goal for Fourth Year in a Row

2018 Alzheimer's Association Campaign

2015 marked the first year of Dot's participation as a National Team for the Alzheimer's Association. To date, Dot employees have raised over **\$558,000** for the fight against Alzheimer's!

In 2018, the company campaign ran from May 1 to August 31. This was a "small year" where education activities were not required and the focus was on fundraising.

A large part of the funds raised came through payroll deductions. Employees who wished to donate could set up a fixed deduction amount from five consecutive paychecks beginning August 30. Payroll contributions were over \$55,000—the largest amount in Dot's history.

Fundraising activities outside of payroll contributions were also encouraged. Mt. Sterling held a pie-in-the-face fundraiser where employees could cast their vote and donate money for the senior leader they would like to see get a pie in the face. Oklahoma was the chair sponsor of the Walk to End Alzheimer's in Ardmore. Many of our DCs focused on sponsorships the community to get everyone involved.

As in previous years, Dot matched every dollar raised and contributed by employees.

Each year Dot's campaign objectives remain the same:

Increase Awareness

Inform and educate employees about the disease and brain health.

Provide Support

Offer resources and support to those who may need assistance through the association's numerous programs.

Raise Funds

The goal for 2018 was to raise \$75,000 before the Dot dollar-for-dollar match.



OVERALL IMPACT



\$93,451

EMPLOYEE-RAISED
FUNDS



\$93,451

DOT MATCH



\$186,902

TOTAL DONATED

Want to get more involved?

Employees interested in becoming involved in the fight against Alzheimer's can contact their Human Resources manager or Dot's National Team Leaders: Kelly Oliver, Lindsay Poland, or Melanie Geisendorfer.



2018 United Way Campaign

Make "Way" for Kindness

Written by Savannah Riese
Charitable Report Editor

2018 was another successful year of teaming up with United Way for our annual companywide campaign. For the seventh year in a row, Dot employees from all locations donated to the cause and made a significant impact on the charities in their communities.

Employees are able to contribute part of their paycheck to the annual United Way campaign. Dot then matches all employee contributions 50 cents on the dollar. After Dot's contribution match, our 2018 United Way campaign raised \$461,970.

United Way and Dot both offer innovative solutions. While Dot's innovative solutions are directed towards solving our customer's supply chain problems, United Way's solutions strive to build stronger individuals and communities.

At least one in four Americans are impacted by a United Way-supported agency in their lifetime.



OVERALL IMPACT



\$307,980

EMPLOYEE-RAISED
FUNDS



\$153,990

DOT MATCH



\$461,970

TOTAL DONATED

Looking for more information on our annual campaigns? Want to know what programs benefit from our donations to United Way? Reach out to your HR manager for more information!

The Kindness of Many

Written by Elly Passmore
Mt. Sterling TLC Director

Moving Our Communities:

Last year was filled with many accomplishments. We continued to volunteer with the local YMCA, United Way, food pantries and soup kitchens in 11 counties, local parent-teacher organizations (PTO) in schools, senior centers in five different counties, four mobile food pantries, and much more. We also adopted some Dot-Sponsored Events this year such as Bridge the Gap to Health in Quincy, Illinois; The Alzheimer’s Walk, the Pregnancy Resource Center 5K in Rushville, Illinois; and the 2X4’s of Hope Tiny Home Build for a homeless veteran in Mt. Sterling.

Keeping kindness moving in our communities is one of our primary goals. The more we can promote kindness, the more our communities can grow together.

Kindness in Our DCs:

Our TLC volunteers are also making an impact in our DCs. They serve as a resource for our English language learning program for employees in Mt. Sterling. These volunteers spend some of their evenings in a classroom with French-speaking and Spanish-speaking employees who are learning English as a second language.

Did you know?

Employees can earn an incentive for every 20 hours volunteered with the TLC and receive up to three incentives each year.



TLC

TEAMING WITH
LOCAL CHARITIES

Recap

2018 Volunteer of the Year Nominees:

Each year we have a large number of employees who give of themselves to improve our communities. The TLC Volunteer of the Year award was established to recognize an outstanding example of volunteerism and community contribution within the Mt. Sterling employee volunteer base. These volunteers are significantly impacting the quality of life in our communities.

Nominees

EMPLOYEE	DONATION ORGANIZATION
Christina Brierton	Mt. Sterling YMCA
Joshua Stuckman	Meals Plus Seniors
Toni Hillyer	Brown County Senior Center
Lora Decker	St. Mary’s School
Leslie Easley	St. Mary’s School
Samantha Morrow	Rushville Food Pantry
Nathaniel O’Bear	McDonough Food Pantry
Michele Behymer	Brown Country Elementary: Ashley Behymer’s Class
Michelle Roberts	Camp Callahan
Halie Brinkman	Camp Callahan



NATIONAL VOLUNTEER OF THE YEAR NOMINEES
L to R: Leslie Easley, Michelle Roberts, Lora Decker, Michele Behymer, Toni Hillyer, Josh Stuckman, **Chris Brierton (2018 Volunteer of the Year)**, Samantha Morrow, Halie Brinkman, and Nathan O’Bear



Kindness Thrives in Our Communities & Around the World

Written by Jean Buckley
TFF President

Kindness in Motion

In January 1989, Mary Tracy (Sullivan) packed her suitcase and headed east to New York City. Not for fame and fortune, but to devote the next two years of her life volunteering at the Covenant House—a nonprofit home for homeless and runaway teens. Thirty years later, Mary now serves on the international board of the Covenant House. Thirty years later, Mary and her husband, Jay, donated personal dollars matched by the Tracy Family Foundation (TFF) to purchase a van for the Covenant House shelter in Guatemala that houses girls, moms, and babies. This is kindness in motion.

Kindness Through Giving and Serving

The vision of the TFF is to see a world where communities thrive and families flourish with all generations of the Robert and Dorothy Tracy family giving and serving together. The four generations of the Tracy family are encouraged to play a role in the Foundation's work. Ninety-five percent of Tracy family members engaged with the Foundation in some way in 2018. Tracy family member personal donations and TFF family grant programs gave \$2.5 million to nonprofits in our communities last year

as well. But it is not just in dollars where kindness in motion is visible. It is also through action. Tracy family members from across the country volunteer for various charities throughout the year in addition to participating in TFF's "Servember," the Tracy family volunteer month in November.

About the Foundation

The Tracy Family Foundation was established in 1997 by the Robert and Dorothy Tracy Family to advance innovative, collaborative, and sustainable change in communities through organizations that share the values of family, faith, education, leadership, and community. TFF also seeks to cultivate a philanthropic spirit in all generations of the Robert and Dorothy Tracy family by providing opportunities for the family to give and serve together. In 2018, TFF invested \$4.3 million in organizations that are working together to impact communities and change lives. The Foundation proactively invests in the West Central Illinois counties of Adams, Brown, Cass, Greene, Hancock, McDonough, Morgan, Pike, Scott, and Schuyler. Additional grants are awarded in other areas but are by invitation only.

Want to know more?

For more information about the Tracy Family Foundation, check out their website, tracyfoundation.org



First row L to R: Annie Tracy, President Jean Buckley **Second row:** Erin Bird, Jill Tracy **Third row:** Jane Schmidt, Vice President Pat Smith **Fourth row:** Maggie Sullivan, Secretary Christine Iovaldi **Fifth row:** Treasurer Brian Buckley, Rob Akright

Kindness in Motion Across the Nation



CHICAGO

Our Dot Foods Chicago location donated \$5,000 to The Bridge Teen Center and lots of goodies for their café. The Bridge Teen Center serves students in seventh to 12th grade and provides ongoing programs and resources to help parents navigate through the teenage years.



IDAHO

Dot Foods Idaho was so excited about the new Boys and Girls Club in Rupert, Idaho, that they donated \$25,000 to the new facility. Executive Directors from the Boys and Girls Club visited our Burley DC to receive their big check and speak with the Idaho Charitable Committee about their support.



ST. LOUIS

Business Development Manager Brett Knowles and Director of International Sales Jeff Adams were the champions of the Dot Foods St. Louis Charitable Committee's bags tournament. The prize? A donation to the charity of their choice! They selected Youth in Need—an organization in St. Louis focused on building the strengths of children, youth, and families so they find safety, hope, and success in life.



CALIFORNIA

Members of our Modesto DC helped move product that was donated for holiday baskets for families in need at The Parent Resource Center—an organization that helps prevent child abuse.

Pictured: Parent Resource Volunteer, Dennis Gilbert, and Noe Casillas.



ARIZONA

One of Dot Foods Arizona's first contributions to their community was becoming a sponsor of the Colorado River Women's Council by donating \$2,500 to their organization.

Pictured: Julie Foster, Terry Fate, Colorado River Women's Council VP Carri Ferris, Michael Griffiths, and Rocky Vecera.



MT. STERLING

Some of the members of our Veterans Employee Resource Group in Dot Foods Mt. Sterling recently participated in 2X4's for HOPE's building of a tiny house for a homeless veteran in Quincy, Illinois. The TLC will be an official sponsor of the Mt. Sterling tiny home build in 2019.

Pictured: Jessica Lopez, Paula Burge, Billie Burge (Team Captain), Shelly Rankin, Heather Hester, Tabetha Spencer, and Mike Kackley.



INDIANA

Dot Foods Indiana kicked off the new year by donating \$1,500 to Communities in Schools of Wayne County.

Pictured: Lacey Snow, Ashley Mays, Kate Robinson, Steve Finch, Rinda Kieffer, Jennifer Moistner, and CIS Executive Director Becky Murray.



MARYLAND

2018 was filled with donations to many of our communities' first responders across the country. Dot Foods Maryland donated \$5,000 to the first responders of Washington County to assist them with the purchase of a new fire truck.

Pictured: David Hess, Lisa Butler, Diogenes Coste, Time Miles, and Becky Davis.



OKLAHOMA

Color Me Crazy is a one-mile and 5K race event held for the Wilson Community Center near our Ardmore DC. Dot Foods Oklahoma sponsors the event and a team to participate. Dot was the largest sponsor and won the award for largest team in 2018. All proceeds raised went to the Wilson Community Center, which hosts an after-school program as well as other activities in the evening and during the summer for kids and seniors in the community.



TENNESSEE

Many of our DCs sponsor our local youth sports teams! Dot Foods Tennessee donated \$1,000 to the Dyer County football team. Go Choctaws!



GEORGIA

Neighbor-to-Neighbor grew immensely at all Dot locations in 2018. Here are some employees from our Vidalia location in an efficient assembly line unloading a Dot truck filled with donated goods.

Sharing Kindness

Want to see your charitable moments on the @DotFoodsCareers Facebook page? Share them with us by sending them to dotlink@dotfoods.com.



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217-773-4411 | DotFoods.com

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