WHO WE ARE

Across our industry, we are continually recognized for our exceptional professional development and career advancement opportunities that deliver excellence in customer service, business results and job satisfaction. Our knowledge in the process and craft of alcoholic beverage production fuels our passion for the art of selling lifestyle products. With high-energy professionals who genuinely enjoy their jobs, RNDC believes IF IT'S FUN, WE'RE DOING IT RIGHT!

With roots extending before Prohibition, Republic National Distributing Company (RNDC) is a family-owned business that has evolved into the nation’s second largest wholesale wine and spirits distributor, employing more than 9,500 associates across 22 states and the District of Columbia. We offer a vibrant culture for professionals who want challenging and engaging work. The foundation of our success is grounded in our core values: family, customer focus, accountability, honesty, and professionalism.

AT-A-GLANCE

9,500+
Talented Associates

22 STATES

AND THE DISTRICT OF COLUMBIA

8.26
Average tenure in years of service

$2.37M
Scholarships and charitable donations in 2018

46%
Of workforce are Millennials

A LETTER FROM OUR CEO

Our company is fortunate to have a point of differentiation. At Republic National Distributing Company (RNDC), we are more fortunate than most because what sets our company apart are our values – one of which is our Spirit of Responsibility.

Our goal is to make meaningful contributions in four important areas: our associates, our communities, our business partners, and our governance which includes doing things the right way. RNDC’s commitment to Corporate Social Responsibility (CSR) continues to grow.

We are especially proud of our expanded work with the American Heart Association (AHA) which includes a $75,000 program sponsorship of AHA’s Go Red for Women Movement. We are proud to partner with the AHA, an organization that is devoted to saving people from heart disease and stroke – the two leading causes of death in the world.

In 2018, we dedicated more effort than ever before in the area of diversity and inclusion. While those may be buzzwords for many companies, they mean so much more at RNDC. In 2018, we recognized and celebrated the employees who make our company complete, from the focus on our associates who shared their Hispanic Heritage with us, to our Veterans, to employees with disabilities.

For as much as 2018 was a banner year for RNDC’s CSR efforts, we look forward to the upcoming merger in 2019 and the difference we can make with our associates, communities, and business partners. Thank you for all you’ve done to make the Spirit of Responsibility OUR point of differentiation.

Sincerely,

Tom Cole
RNDC President and CEO

RNDC is proud to recognize and congratulate CEO Tom Cole who was named in the Glassdoor 2018 Employee Choice Awards for Top CEO. Glassdoor is a social recruitment platform that rates employers and their workplaces using feedback strictly from current and former employees. Tom Cole has a 97% approval rating from associates.

In addition to this honor, RNDC received a high satisfaction rating, with more than 95% of associates recommending RNDC as a great place to work!
TO OUR VALUED ASSOCIATES –

We are pleased to share with you our third annual RNDC Corporate Social Responsibility (CSR) report. If I could choose one word to describe RNDC’s Spirit of Responsibility in 2018, it would be PASSION!

Our passion is to enrich the lives of our associates, communities, and business partners through our actions and values of corporate social responsibility. With your commitment and passion, together we had many memorable achievements in 2018.

We are passionate about taking care of our RNDC families during unforeseen disasters. Your contributions to the RNDC Relief Fund, generously sponsored by the Owners, provided financial assistance to associates and their families negatively impacted by natural disasters. In 2018, the RNDC Relief Fund helped our associates to rebuild their life as a result of the powerful 2017 and 2018 hurricanes and floods that impacted our markets. Thank you for making a positive difference to our families at RNDC.

We are passionate about the well-being and health of our communities. Your support of the American Heart Association demonstrates your desire for the well-being of women’s heart health. As well, the commitment of our sales teams in raising awareness and financial contributions for the 2018 Prostate GO BLUE campaign ensured our charitable efforts also focused on men’s health programs. Lastly, RNDC cares about your physical well-being by offering the Wellness Delivered program that results in healthcare insurance discounts along with better health for you and your family.

We are passionate about the diversity of our workforce. This year we recognized many talented associates and their family stories during Hispanic Heritage Month. We continue to support women’s professional development programs through our Women’s Leadership Forum and Women of the Vine and Spirits. Our appreciation of RNDC Veterans was highlighted during Military Appreciation Month and continues through an active military recruitment strategy in every state. Lastly, we delivered training to hundreds of managers on Managing Unconscious Bias which ensures our commitment of having a diverse and inclusive workforce.

We are passionate about education at RNDC. Another way we show our appreciation to our associates is theRNDC Scholarship Program. Based on qualifications, associates’ children can qualify for $2,000 scholarships per college semester. In 2018, over 322 scholarships valued at $1.6 million were awarded. Other educational areas of focus include our strong commitment to college recruitment programs especially at women’s colleges and historically-black universities. In 2018, we participated in more than 100 of these important events.

Passion . . . for making a positive difference every day and what we achieved together as a team. Your passion to our corporate social responsibility has turned our efforts into a hallmark for the industry and our communities. On behalf of RNDC, we sincerely appreciate your contributions that demonstrate our passion to our core values of family and accountability.

Lorraine Luke
RNDC Vice President, Human Resources

OUR COMMITMENT TO CORPORATE SOCIAL RESPONSIBILITY MAKES A POSITIVE DIFFERENCE BY ENRICHING THE SPIRIT AND WELL-BEING OF OUR ASSOCIATES, COMMUNITIES, AND BUSINESS PARTNERS.

RNDC CORE VALUES

FAMILY
We care about the well-being of our family, community, and one another.

CUSTOMER FOCUS
We deliver unsurpassed quality and value to all we serve.

ACCOUNTABILITY
We take the initiative to achieve our personal best.

HONESTY
We act with integrity and sincerity with everyone, every time.

PROFESSIONALISM
We respect one another, and do the right things, the right way.
DIVERSITY AND INCLUSION

At RNDC, we’re passionate about the diversity of our workforce. We offer an inclusive and strong family culture that respects the diversity of our associates and our business partners. Our associates’ individual differences are reflected in generational age; national origin, race, and color; gender and gender identity; sexual orientation; beliefs in religion; military service and veteran status; people with disabilities; and other characteristics which make them unique in spirit and personality.

NATIONAL HISPANIC HERITAGE MONTH

At RNDC, our corporate social responsibility commitment is to create a workplace that engages and inspires our associates and communities. As part of that commitment, our goal is to include and recognize all associates who contribute to the success of RNDC. Throughout September and October, RNDC paid special recognition to associates who had a story to tell about their Hispanic heritage.

“National Hispanic Heritage Month is extremely important to me as it celebrates the melting pot of what America was founded on.”
ENRIQUE FONSECA 
Office & Inside Sales Manager

“National Hispanic Heritage Month is important to showcase the diversity and personalities of our associates across our company.”
ELAINE MACIAS 
HR Manager

“Hispanics have positively influenced our society through a strong commitment to family, faith, hard work, and service. These values are shared by RNDC.”
KENDRA ARAMBULA 
Trade Marketing Division Manager

“National Hispanic Heritage Month gives a voice to Hispanics and Latino descendants and immigrants who have embraced the U.S. as their own.”
CARLOS CUCALON 
SharePoint Designer

“As a fiercely proud AMERICAN, NHHM is a chance to share those things that shape us as individuals but combined, give this great country the diversity, fabric, and flavor that make it unique and second to none.”
GARY ARCHULETA 
EVP - Virginia

“Celebrating the Hispanic cultural and social contributions to our communities and the impact on our country is important because it gives our youth something to aspire to.”
BOB GRADO 
VP of Retail Chains

“NHMM brings out the rich heritage of the Hispanic/Latino community. It gives people an opportunity to engage/celebrate the important presence of Hispanic and Latino Americans in N. America.”
DANIEL VIVIAN 
Area Manager - Gallo Division

“It’s important to pay tribute to the generations of Hispanic-Americans who have positively influenced and enriched our nation, society, our industry, and RNDC.”
GIO BONILLA 
Supplier Finance Director
BLACK HISTORY MONTH
Black History Month builds greater awareness around achievements of African Americans in our communities. A strong advocate for diversity, RNDC celebrates Black History Month each year, and is a proud supporter of the Muhammad Ali Center, a multicultural center with an award-winning museum dedicated to the life and legacy of Muhammad Ali.

FEMALE EMPOWERMENT
RNDC is proud to celebrate and honor women in our company and industry who are accomplished, inspirational, and innovative. Each March, RNDC celebrates Women’s History Month by sharing stories of some of our influential female associates.

RNDC’s Women’s Leadership Forum (WLF) is a professional development program for female leaders at RNDC. The forum is a structured two-year learning experience that offers exposure to leadership, peer networking, and professional development. The program generates a strong internal bench of qualified and ready-now candidates for promotion into key management roles. Members of the WLF are highlighted to recognize the great work being done in their respective markets and functional areas.

RNDC is also a proud member and program supporter of the Women of the Vine and Spirits which is focused on supporting, advancing, and connecting women employed and operating in the industry. RNDC is a Gold Level sponsor for the organization.

MILLENNIAL ADVISORY COUNCIL
The Millennial Advisory Council (MAC) is a structured professional development program for RNDC associates that have been identified as future company leaders. The program curriculum connects these millennials to senior leaders, provides networking opportunities, individual professional development, formal mentoring, and reverse mentoring opportunities. MAC focuses on what matters most to our emerging millennial leaders: a defined career path, developing skills for the future, connection to a mentor or coach, and the opportunity to learn leadership skills that can be self-managed and broadened over time.

UNCONSCIOUS BIAS TRAINING
RNDC knows that an organization’s prosperity and overall appeal to new recruit hinges on its capacity to embrace diversity and realize its rewards. To help our associates and leaders mitigate unconscious bias and encourage a more diverse workplace, RNDC has partnered with the Cultural Intelligence Center to be certified trainers in the Unconscious Bias program. RNDC has put over 400 managers through the program.

DIVERSITY RECRUITMENT
The importance of diversity and inclusion is reflected in our successful business practices including recruitment. RNDC has built a successful college recruitment program by partnering with diverse institutions for career fairs, job posting services, on-campus recruiting, and interviews.

RNDC is also proud to employ members of the U.S. Armed Services and National Guard. In keeping with our core value of family, RNDC recognizes and supports associates who are active duty or veterans of the U.S. Military. In 2018, RNDC participated in over 150 recruiting events.
RNDC RELIEF FUND

As part of RNDC corporate social responsibility program and practices, the RNDC Relief Fund was created to provide financial support to our associates negatively impacted by natural disasters. In true generosity of spirit and social responsibility, RNDC and RNDC associates have contributed over $800,000 since the Relief Fund began in 2005. More than 450 associates have been helped through the relief fund.

"Our home was not accessible for over two weeks. The RNDC Relief Fund helped us out tremendously by helping us get back to some normalcy. We were able to obtain temporary housing, transportation, and basic necessities. We're blessed and thankful to RNDC for reaching out and adding us in our time of need."

"The most amazing help was the unexpected assistance from RNDC. From a few days after the storm, I was receiving calls from my management team all the way up the chain. They wanted to know if I was ok; how my children were; and if there was anything I needed. I received a quick deposit of funds just a few days after the storm, to help out 'just in case'. It is the best story of any company out there and I have heard many. The funds that I was granted from RNDC helped me repair my home. They helped me provide somewhere for my kids to live. There is no way I can explain how wonderful this company has been for me and my family."

"The RNDC Relief Fund enabled me to take care of the immediate needs of my family. We were able to rent a home, buy basic furniture, and personal items. It allowed us to have some sense of a normalcy while we figured out what to do next. It was a very generous gift and very much appreciated. I am so thankful to work for a company that puts the wellbeing of their associates at the top of its priorities. I will be donating to this fund every year. Unless you have gone through something like this you probably can’t fully understand the comfort a gift from this fund brings. I do, and I am so very thankful to all who donated to help me."

"I initially didn’t want the relief fund. My supervisor encouraged me to apply for the financial support. I still think about how RNDC, without hesitation, helped me. I ended up using the money to help get a new roof and siding. I want to thank RNDC for helping me when they didn’t have to. I can’t thank RNDC and our HR Leader, Kelly Hooker, enough for the help. If I learned anything from the hurricane, it is this: corporations aren’t just faceless names. Those names have stories and families. They all are an integral part of what it means to be human and helping people when they need it. I think of RNDC, as not only my employer, but also part of my family."

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RNDC SCHOLARSHIP PROGRAM
In the spirit of our core value of family, the RNDC Scholarship Program helps alleviate the cost of a college education for dependents of RNDC associates. With an RNDC scholarship, qualifying students can receive $2,000 per semester – up to a maximum of eight semesters.

In 2018, a record $1.6 million was awarded to dependents of RNDC associates.

BEAM SUNTORY SCHOLARSHIP PROGRAM
Through the RNDC Foundation, RNDC contributes $25,000 annually to the Beam Suntory Distributors Foundation Scholarship program which offers scholarships to eligible dependents of Beam Suntory employees and partnering distributors. Associate dependents are eligible to apply for a scholarship between $1,500 and $3,000.

WSWA SCHOLARSHIP PROGRAM
The WSWA Scholarship Program provides funds for dependents of employees of companies affiliated with Wine and Spirits Wholesalers of America (WSWA). The scholarships are provided by the WSWA Educational Foundation and RNDC’s associates’ dependents are eligible to apply.

HISPANIC SCHOLARSHIP PROGRAM
In celebration of National Hispanic Heritage Month, RNDC donated $10,000 to the Hispanic Scholarship Fund in 2018. Founded in 1975, the Hispanic Scholarship Fund empowers Latino families with the knowledge and resources to successfully complete a higher education, while providing scholarships and support services to as many exceptional Hispanic American students as possible.

STEP UP FOR STUDENTS SCHOLARSHIP PROGRAM
In 2018, RNDC donated $65 million to the Step Up for Student Scholarship Program which serves lower income children in Florida. The donation helped allow more than 9,940 K-12 students to attend the school of their choice through the Florida Tax Credit Scholarship.

CHATEAU STE. MICHELLE SCHOLARSHIP
Each year, RNDC supports the Chateau Ste. Michelle Scholarship that helps provide four-year scholarships to underrepresented minority students in Washington – allowing students to attend any college or university in the state. The scholarship has raised nearly $3.5 million dollars resulting in over 150 scholarships. In 2018, RNDC donated $15,000 to the Chateau Ste. Michelle Scholarship.
APPRECIATION AT WORK

TRUCK AND FORKLIFT RODEO
Each year, RNDC hosts its National Truck and Forklift Rodeo to recognize and reward its outstanding warehouse and delivery driver associates. Maneuvering their vehicles through a maze-like environment, drivers are tested through challenges like parallel parking and aligning their vehicles with designated markers. Local winners qualify for the national event, which includes an all-expenses paid trip for themselves and a guest to attend the showcase. First, second, and third place winners in the forklift and truck competitions receive cash rewards and trophies.

DRIVER APPRECIATION WEEK
To show our appreciation to drivers who work hard to deliver our products safely and efficiently, RNDC celebrates Driver Appreciation Week to recognize these valued and hard-working associates. Drivers were treated to celebratory meals, gift bags, apparel, and more.

In recognition of RNDC’s high-quality driver force, the Wine & Spirits Wholesalers of America (WSWA) featured five RNDC associates on its website.

EMPLOYEE APPRECIATION
RNDC actively promotes a culture of appreciation and recognition. We strive to create a positive work environment where our associates feel accomplished, challenged, and engaged. Leaders participate in Motivating by Appreciation (MBA) workshop events facilitated by HR leaders and RNDC regional training managers.

WAREHOUSE APPRECIATION WEEK
RNDC celebrates Warehouse Appreciation Week to recognize the day and night warehouse associates who are an integral part to achieving operational success. Celebration and appreciation included special meals throughout the week, giveaways, and daily activities of recognition and appreciation.

MILITARY APPRECIATION MONTH
RNDC is proud to employ members of the U.S. Armed Services and the National Guard. To recognize the contributions these associates made for our country and at RNDC, we recognized veteran and active military associates and their families throughout Military Appreciation Month in May. RNDC also honors military spouses through recognition by highlighting them on our internal and external channels throughout Military Appreciation Month.
VOLUNTEERISM AND COMMUNITY SERVICE PROGRAMS

The RNDC Volunteerism and Community Service Program encourages associates to commit eight hours annually to support community service programs during their regularly scheduled work time.

MICHAEL J. FOX FOUNDATION
Team RNDC participated in the third annual Tour de Fox Cycling, held for the first time in Southlake, TX. The Tour De Fox Series celebrates the energy and spirit of the Parkinson’s community by bringing together thousands of passionate fundraisers to strap on their helmets and push critical research forward.

Cyclists had the option to choose from a 65-mile, 50-mile, 20-mile, or 10-mile ride. All proceeds go directly to high-impact programs to speed better treatments and a cure for Parkinson’s disease. Team RNDC had 94 registered riders and 32 volunteers – ultimately, making up half of the total rider count. Team RNDC also was the top fundraiser and sponsor, raising a total of $25,975.

FEEDING AMERICA
In the spirit of giving, RNDC associates have volunteered their time to help at local food banks.

UNITED WAY
RNDC North Dakota spent an afternoon with the United Way by helping clean up at Northern Plains Dance. The team pulled weeds, cleaned the storage area, and some general cleaning inside and around the building!

HABITAT FOR HUMANITY
Associates in North Texas partnered with several suppliers to build a home for Habitat for Humanity. The 2018 build participated in the National Women Build Week, an event that invites women to help families build strength and stability through housing.

DESERT ANGELS, INC.
RNDC associates teamed up with different business partners to assemble care packages for our troops.

RESPECTIBILITY TO OUR COMMUNITIES

RNDC participates in philanthropic and advocacy efforts to strengthen the health and safety of our communities. We encourage associates to give back to causes with a 75% or higher Charity Navigator rating that are meaningful to them.
RNDC partners with some of the nation’s most trusted charities, especially those that help strengthen the health and safety of our communities. These charities have a strong reputation for good stewardship of the resources they receive.

**American Heart Association**

As a core charity of choice, RNDC expanded the relationship with the American Heart Association (AHA) in 2018 with a $75,000 sponsorship of AHA’s Go Red for Women Movement. Funds from the $75,000 sponsorship will support several AHA programs:

- **Recess Reboot**: This program focuses on preventing childhood obesity through investment in school physical education programs, healthy school eating programs, and legislation to protect PE time in schools. A portion of RNDC’s sponsorship funded recess equipment for five schools in the Dallas-Fort Worth area.

- **Go Red for Women Movement**: This program increases awareness of cardiovascular disease – the leading cause of death in women – and provides women tips to live healthier lives. In 2018, RNDC associates donated $23,186, which was topped by a $10,000 RNDC corporate donation for a total of $33,186 for the program’s mission of breaking down barriers and fighting heart disease and stroke. RNDC will again sponsor the 2019 Dallas Go Red for Women Luncheon and will participate in National Wear Red Day in February.

**American Heart Association and American Red Cross: Joining Forces**

In 2018, RNDC worked with both the AHA and the American Red Cross when they joined forces during National CPR and AED Awareness Week in June. The goal was to raise awareness of how more lives can be saved if Americans learn simple CPR techniques and how to use an Automatic External Defibrillator (AED).

Sudden cardiac arrest is one of the leading causes of death in the U.S., and most cardiac arrests happen at home. During the week many RNDC markets organized classes to help associates learn CPR and AED basics, preparing them to help save the life of a loved one, coworker or even a stranger in need.

**American Red Cross**

Each January, RNDC participates in the American Red Cross National Blood Donor month program and recognizes the lifesaving contribution of blood by hosting local blood drives in each of our markets.
**LEUKEMIA & LYMPHOMA SOCIETY**
The mission of the Leukemia & Lymphoma Society is to cure leukemia, lymphoma, Hodgkin’s disease, myeloma, and improve the quality of life of patients and their families. Each fall, our associates support The Leukemia & Lymphoma Society by participating in the organization’s Light the Night Walks. The goal of these events is to bring awareness of blood cancers as well as raise money for research and support for patients and their families.

**AMERICAN CANCER SOCIETY**
The American Cancer Society’s mission is to free the world from cancer by funding and conducting research, sharing expert information, supporting patients, and spreading the word about prevention. In 2018, our company supported American Cancer Society’s efforts with a $35,000 sponsorship. The American Cancer Society also provides tools that help navigate treatment and support during and after treatment.

**PROSTATE CANCER FOUNDATION**
In 2018, RNDC recognized Prostate Cancer Awareness Month by providing helpful tips to recognize and fight the disease. Working with our supplier partners, RNDC raised $56,137 to donate to the fight against the disease. PCF-funded breakthroughs in prostate cancer precision oncology are now saving lives in more than 17 other forms of cancer including breast, colon, lung, ovarian, melanoma, leukemia, and thyroid cancers.

**TOYS FOR TOTS**
Following the mission of the Marine Corps Reserve Toys for Tots program, our associates in all markets collect new and unwrapped toys from October to December each year. These toys are given to less fortunate children in the local community. With 97% of donations going toward their mission of providing toys, books, and gifts to the children who need them most, Toys for Tots is an inspired way to support the military and serve our communities during the holidays.

**FEEDING AMERICA**
We share in the spirit of giving each holiday season and throughout the year by encouraging associates to volunteer at their local food banks. The Feeding America network of food banks secures and distributes four billion meals each year through food pantries and meal programs throughout the U.S. We are proud to partner with this organization that leads the nation in the fight against hunger.

**AUTISM SPEAKS**
Autism Speaks is dedicated to promoting solutions for the needs of people with autism and their families. The organization does this by increasing global understanding and acceptance, advancing breakthroughs in autism research, expanding early childhood screening and intervention, and improving the transition to adulthood. RNDC is proud to support these efforts. RNDC Southeast Texas associates raised $25,000 toward these efforts in 2018 and participated in the Autism Speaks Walk.
#GivingTuesday
RNDC associates in each of our markets gave generously of their time and resources on #GivingTuesday in November. #GivingTuesday harnesses the collective power of the people to transform the way people participate in the giving season. This year, associates helped food banks, collected toys for the needy, supported the homeless, and so much more. We are proud of the difference RNDC associates make in their communities!

National Night Out
We encourage our associates to actively engage in their community by supporting National Night Out. National Night Out is an annual community-building campaign that promotes police-community partnerships and neighborhood camaraderie to make our neighborhoods safe and a more caring place to live.

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American Diabetes Association
The American Diabetes Association’s mission is to prevent and cure diabetes and improve the lives of all people affected by the disease. The American Diabetes Association works toward awareness, research, and advocacy for the accessibility and affordability of diabetes medications. More than 30 million Americans have diabetes and approximately 1.5 million are diagnosed each year. RNDC Southeast Texas associates raised $25,000 for the cause in 2018.

RNDC is committed to responsibly managing our environmental impact by growing sustainability with consideration to social, economic, and environmental effects. Taking steps to reduce our environmental impact ensures safety, efficiency, and responsibility in a manner that protects our associates, communities, and the environment - both now and in the future. RNDC partners with Northstar Recycling to recycle cardboard, shrink wrap, and wood pallets used by our operations teams. Northstar also ensures that we are properly disposing of any large quantities of unusable wine or spirits.

All RNDC locations participate in a total Tire Management Program which mandates that all delivery vehicles use the same tires and helps prolong tire life through proper use and maintenance. Used tires have a severe negative impact on the environment in terms of air, water, and soil pollution. By prolonging the life of tires, we lessen our impact on the environment.

Environmental Impact
1,094 Barrels of Oil
40,316 Trees
16,600,686 Gallons of Water
13,375,409 Kilowatt Hours
2,372 Tons of CO2
811,753 FT of Landfill
RNDC Foundation

RNDC ownership has demonstrated a strong spirit of giving throughout the history of our company. Through the RNDC Foundation, we support charitable, religious, educational, and scientific organizations. We also participate in philanthropic and advocacy efforts that strengthen our communities. RNDC state leaders select local charities that are important to their communities. RNDC provides program support, fundraisers, and charity event sponsorships.

Texas | $92.8K
RNDC Texas sponsored the Travis Frederick Blocking Out Hunger Foundation, the Hispanic Community Education Fund, and more.

Louisiana | $18.5K
RNDC Louisiana supported Crimestoppers, the Young Leadership Council, The Healing House, among others.

Plain States | $11.2K
Nebraska, South Dakota, and North Dakota associates provided help to the Food Bank for the Heartland, Bismarck Cancer Center Foundation, and The Michael J. Fox Foundation for Parkinson’s Research.

Michigan | $11.6K
RNDC Michigan sponsored a number of different causes including Desert Angels Inc., Michigan Rescue League, and Special Olympics.

Kentucky | $15K
RNDC Kentucky supported several organizations including Feeding America, Dare to Care, and the Wounded Warrior Project.

Virginia | $25.1K
RNDC Virginia donated to the Ashland Police Foundation, the Children’s Hospital Foundation, the JT Walk, and more.

Maryland | $25K
RNDC Maryland provided service for the American Diabetes Association, the American Heart Association, Feeding America, and several other organizations.

Florida | $61.7K
RNDC Florida donated to several causes including United Cerebral Palsy of Central Florida, Special Olympics, SOS Children’s Villages, and more.
RNDC cares about the well-being of our family, community, and one another. Each year, we partner with the National Safety Council (NSC) and thousands of organizations across the country to raise awareness of what it takes to keep ourselves and our communities safe.

Observed annually in June, National Safety Month focuses on reducing leading causes of injury and death at work, on the road, and in our homes and communities. Through our educational and training initiatives, we are committed to helping our associates achieve their personal best. In 2018, we provided educational resources on safety at work including active shooter training, fire safety, wellness and prescription abuse, fall prevention, and car safety.

**FEMA NATIONAL PREPAREDNESS MONTH**

With associates and their families all across the United States, RNDC families and their communities are impacted by natural disasters each year. To help our associates be aware and prepare for the disasters that may happen in their lives, each year we promote the Federal Emergency Management Agency’s (FEMA) National Preparedness Month in September.

This year’s campaign was titled Disasters Happen, Prepare Now. Natural disasters can happen year-round and include such events as floods, earthquakes, blizzards, extreme cold, extreme heat, severe weather, hurricanes, and tornadoes.

By partnering with FEMA, we can provide associates with key readiness tips to help them be as prepared as possible for when natural disasters strike.

In partnership with our associates, suppliers, and customers, we operate with integrity to promote responsible consumption and serve the needs of our local communities.
Virtual Bar App

During Alcohol Awareness Month, we promote the Virtual Bar App to help keep associates safe and make good decisions. By helping calculate blood alcohol level based on universal factors such as gender, weight, and the time elapsed, users can better understand how alcohol affects them and make informed choices based on the bar app information.

Alcohol Awareness Month
RNDC associates and customers are encouraged to follow the RNDC Code of Good Practice for Responsible Consumption. At RNDC, we believe through these acts of accountability, our code of good practices benefits not only ourselves but also our families and communities in which we live and work.

Throughout the month of April, associates receive resources, such as the Virtual Bar App and Safe Ride Home information, reinforcing responsible consumption and good decision making while consuming alcohol.

Safe Ride Home
As leaders in the beverage alcohol industry, we expect our associates to use good judgment.RNDC will pay for a safe ride to the associate’s home or hotel with no questions asked. Whether attending a business event or company function, if there is a concern about the ability to drive, RNDC will reimburse the associate for 100% of the cost of alternative transportation (such as Uber or Lyft).

Compliance Training
RNDC has a long-established Responsible Use of Alcohol policy and provides annual awareness education to our associates with 100% compliance and completion of the course.

RNDC requires the highest standard of professional and ethical conduct from its associates. These standards drive RNDC’s success and position as an industry leader. We do the right things the right way.
RNDC Code of Business Conduct

RNDC executes its business practices with the economic and social priorities of local markets in mind. Although laws and regulations vary from market to market, ethical conduct characterizes all company business activity. Each year, we require the annual review and acknowledgment of the RNDC Code of Business Conduct to ensure all associates have awareness of our policies. RNDC has an expectation that all associates perform their jobs with professionalism, integrity, and honesty.

RNDC Code of Business Conduct

- RNDC executes its business practices with the economic and social priorities of local markets in mind.
- Ethical conduct characterizes all company business activity.
- The code is reviewed and acknowledged annually.
- Associates are expected to perform their jobs professionally.

RNDC Ethics Hotline

RNDC established its Ethics Hotline to ensure we maintain the highest level of integrity when dealing with each other, our customers, our suppliers, and our local communities. The Hotline is operated by a third-party vendor, which enables associates to report fraud, unlawful, unethical and improper behavior, or policy infractions confidentially and anonymously.

RNDC Ethics Hotline

- RNDC maintained its Ethics Hotline to ensure integrity in business practices.
- The hotline is operated by a third-party vendor.
- Associates can report issues confidentially.

RNDC Open Door Policy

We are committed to providing a workplace environment that reflects our core values, high ethical business standards, and is free from harassment and discrimination. Our Open Door Policy provides associates a way to voice any workplace concerns without fear of retaliation.

RNDC Open Door Policy

- The Open Door Policy ensures a harassment-free workplace.
- Associates can voice concerns anonymously.

RNDC Ethics and Conduct Program

- Each associate bears the responsibility to ask questions, report fraud, unlawful, unethical and improper behavior, or policy infractions.
- The program is supported by an Ethics Hotline.

CRIMESTOPPER AWARD PROGRAM

The Crimestopper Award Program is available to report theft in the workplace in situations such as a break-in, theft from a client site, or internal theft. The Crimestopper Award program allows for anonymity and offers rewards for information leading to the apprehension of a dishonest associate or business partner.

Crimestopper Award Program

- The program allows for anonymous reporting of theft.
- Rewards are offered for information.

Legal Compliance

Affirmative Action Programs

Through Affirmative Action Programs and outreach efforts, RNDC demonstrates a strong commitment to equal employment and advancement opportunities for all associates. Employment decisions at RNDC are based on merit, qualifications, abilities, and other legitimate, nondiscriminatory factors. RNDC does not discriminate on the basis of race, color, religion, sex (including same-sex), sexual orientation, gender identity, pregnancy, childbirth, or related medical conditions, national origin, age, disability or handicap, genetic information, citizenship status, service member status, or any other characteristic protected by federal, state or local law.

Legal Compliance

- RNDC adheres to affirmative action policies.
- Employment decisions consider merit and qualifications.

Great Place to Work

In 2018, RNDC was officially certified as a Great Place to Work! To earn this distinction, a group of 2,600+ randomly selected RNDC and NDC associates were invited to participate in a survey with topics including work environment, culture, training, and more. All survey answers were completely anonymous. Their honest responses about their workplace experience resulted in this outstanding achievement for RNDC!

Great Place to Work

- RNDC was certified as a Great Place to Work in 2018.
- Associates participated anonymously.

Survey Results

- 87% of associates feel proud to work for RNDC.
- 86% feel good about RNDC’s contributions.
- 83% want to work for RNDC for a long time.
- 83% feel they can be themselves at RNDC.
- 83% feel their voice matters at RNDC.

Survey Results

- Statistics highlighting employee satisfaction.
- RNDC received high ratings across various categories.
The RNDC report highlights some of the key initiatives of our corporate social responsibility efforts during the 2018 calendar year. Our commitment to social responsibility makes a positive difference that enriches the spirit and well-being of our associates, communities, and business partners. RNDC is committed to keeping our key stakeholders informed of our principled business practices and governance efforts that protect and benefit the framework of our families.