

# SEEDS OF GROWTH

2022 Corporate Social Responsibility Report







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## Who We Are

With roots extending back to prohibition, Republic National Distributing Company (RNDC) is a family-owned business that has evolved into one of the nation's largest wholesale wine, spirits, and CBD distributor, employing more than 14,000 associates across 39 markets, including the District of Columbia.

### Our Vision Statement

To be the national distributor of choice of beverage alcohol producers who value the three-tier system.

- To build branded products and profitability for all parties involved.
- To serve the needs of our associates, suppliers, customers and community.

### RNDC Core Values

#### Family

Fostering inclusion and a sense of belonging is our strongest passion, because our associates are our greatest strength.

#### Service

We are committed to serving and enabling the positive well-being and success of our many communities and stakeholders.

#### Honesty

We act with the utmost integrity at all times.

#### Accountability

We ensure our commitments are achieved by taking responsibility for our behaviors, choices and results.

#### Professionalism

We build sustainable and long-term trust, relationships and success by practicing ethical business standards.

### RNDC Key Statistics

**14K+**

associates

**39**

markets including the District of Columbia

**8.3**

average tenure of years of service

**\$2.4M**

in scholarships and charitable donations

**52%**

of workforce who are millennials/Gen Z



## A Message from Nick Mehall, President and CEO



A handwritten signature in dark ink, reading "Nick Mehall".

**Nick Mehall**  
RNDC President and CEO

# RNDC

Over the course of this past year, I had the honor of spending time with company leaders, our local communities, associates, business partners and key stakeholders to talk about RNDC's growth, further defining and strengthening our strategic plan. We spent 2022 planting the seeds of growth for the future of our company, and our industry.

### 1RNDC Journey

It's been a year full of growth and expansion, allowing us to serve further markets. RNDC is now in the great state of New York through a new partnership with Opici Family Distributing. This past year we also celebrated our one-year anniversary of RNDC's entrance into the state of Illinois. We acquired operations in New Hampshire, Maine, and Vermont as part of our expansion in the Control States. We also finalized the acquisition of Young's Market Company in the western part of the U.S.

Investments like these are key to being the national distributor of choice. As we continue our growth trajectory, we are better able to serve our supplier and customer partners. Strategic growth sets us apart.

As a beverage alcohol wholesale distributor, we are proud of the work we do and how we help our suppliers reach consumers through customers. We help consumers have more choice in the products they consume by working with a variety of suppliers—small and large. Additionally, we support our

communities through volunteer efforts and financial contributions.

In the last 15 years, we've seen the industry evolve and grow, and RNDC is doing our part to lead the transformation. From leveraging data and insights to help suppliers and customers reach their consumers, to state-of-the-art logistics processes that help products move more efficiently, RNDC continues to leverage our learnings to be the distributor of choice.

We couldn't do it without our associates, and I want to thank each one of them, past and present, for helping RNDC be the company it is. I am proud of the culture we cultivated, the core values we share, and the collective good we do for our communities. It's a great time to be at RNDC.

We expect 2023 to be a year of tending to the seeds we planted and creating the right atmosphere for them to grow. Our strategic plan, which we call 1RNDC (One RNDC), is setting us up for success as we become #1 at growing brands, the #1 partner and the #1 developer of talent.

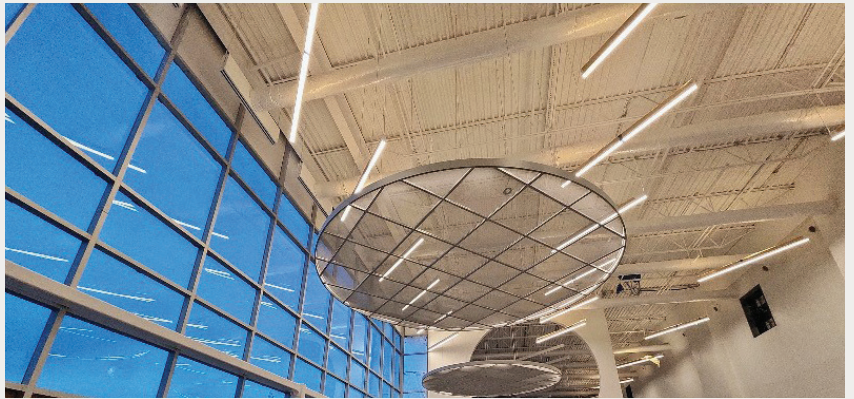
Our strategic plan's six pillars have active words: **Own. Win. Connect. Accelerate. Achieve. Create.** We look forward to an active and successful 2023.

I'm excited for the future of RNDC and I hope you are too.



# Growing Our Business

We're experts at our craft with roots as one of the nation's leading wholesale beverage alcohol distributors, but we haven't stopped growing.





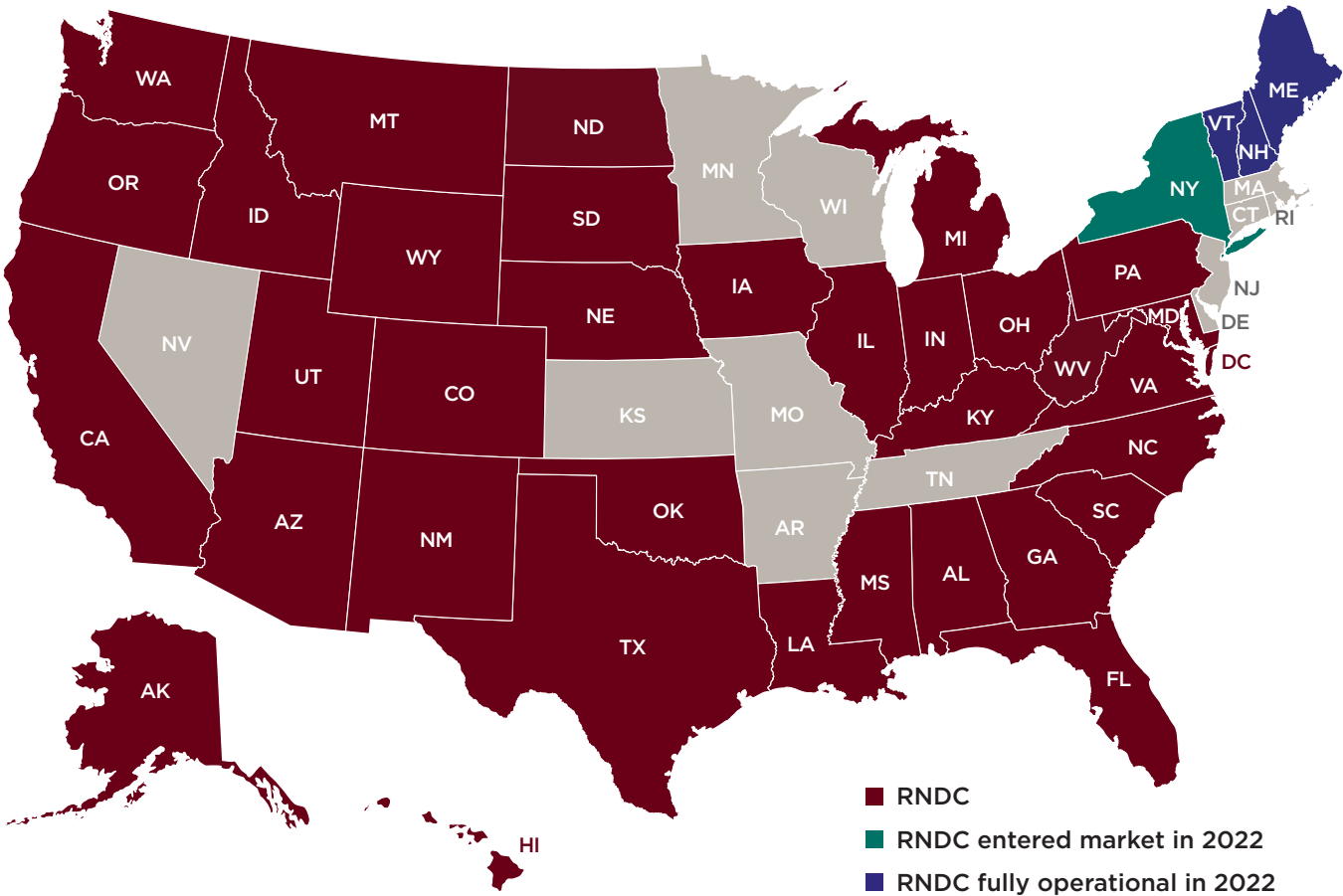
# Living Map of Growth

## Growth for The Year

RNDC is now in the great state of New York through a new partnership with Opici Family Distributing. This past year we also celebrated our one-year anniversary of RNDC’s entrance into the state of Illinois. More recently, we announced the purchase of Ultra\*, a Division of Horizon Beverage, completing our expansion to all 17 Control States. With this purchase, RNDC will be fully operational with both spirits and wine in New Hampshire and spirits in Maine and Vermont.



This completes the rollout of five new control states: Iowa, Maine, New Hampshire, Pennsylvania and Vermont\*. In 2022, RNDC celebrated the 15th anniversary of the merger between Republic Distributing Company and National Distributing Company.





# Growing Our Social Impact

RNDC is committed to serving as an excellent corporate citizen by making a positive impact on the community, environment, governance and business.





## Our Commitment to Good Health and Well-Being

As part of RNDC's corporate social responsibility, we are committed to the overall well-being of our associates, their families and our communities at large. We focus on five key pillars of well-being: physical, mental and emotional, financial, spiritual, and environmental. This focus enables a healthy culture aimed at living happier and healthier lives.

### Well-Being Uncorked!

Well-Being Uncorked! exemplifies our commitment to the health and wellness of our associates. The program helps associates set realistic health improvement goals and provides tools and resources to attain their goals. E-coaching, trackers, health articles and more can be accessed 24/7 via a robust online platform.



**WELL-BEING  
UNCORKED!**



### Breast Cancer Awareness Month

RNDC is proud to support Breast Cancer Awareness Month. To show our support, associates wore pink. Together, we can lend our support and awareness of a worthy cause.

### Employee Assistance Program

RNDC provides an Employee Assistance Program (EAP) that is available to all associates and their eligible dependents. The EAP connects them with counseling and referral services to fit the diverse needs of our workforce. With just one phone call, associates or their loved ones can reach a compassionate ear and connect to helpful resources 24/7.

### Financing The Future

RNDC strives to be an employer of choice for current and future associates. We offer a robust 401(k) plan that contributes to the financial well-being of our workforce. Some highlights include:

- 95% participation rate
- Matching \$.50/\$1 up to 8% of contributions
- Auto enrolling new hires at 9%
- Professional investment advice and webinars
- Wide array of investment options





## Recipe for Responsibility

Recipe for Responsibility is an awareness and education program that encourages everyone to advocate for responsible consumption and enjoy our brands responsibly.



### Recipe for RESPONSIBILITY

- **Pour** responsible consumption into RNDC's culture.
- **Mix** up menus by offering non-alcoholic drink options.
- **Combine** responsible consumption practices and partnerships to increase industry impact.
- **Shake up** perceptions and stigmas for those who struggle with substance abuse and addiction.
- **Strain** the social impact through awareness, education, and action.
- **Garnish** by empowering every RNDC associate to advocate for responsible use.
- **Serve** our associates, suppliers, customers, and communities by ensuring our brands are enjoyed responsibly.



*We are thrilled to collaborate with our supplier partners, Responsibility.org, Wine & Spirits Wholesalers of America, and Ben's Friends to raise awareness and solidify responsible consumption in our industry and beyond.*



**R.B. Wedel**  
Vice President of Supplier Business Development

## Leading a Responsible Consumption Culture

### Virtual Panel Discussion

To recognize Alcohol Awareness and Responsibility Month, RNDC hosted a discussion on leading a responsible consumption culture with industry influencers to drive synergy and increase our social impact through education and awareness.

### Ask, Listen, Learn Bus Campaign

RNDC supported a bus wrap project in partnership with Responsibility.org's Ask, Listen, Learn underage drinking prevention program to encourage New Orleans youth to say "yes" to a healthy lifestyle and "no" to underage drinking.

### We Don't Serve Teens

RNDC is proud to promote We Don't Serve Teens, which is an industrywide campaign dedicated to reducing underage drinking and stopping teens' easy access to alcohol. We all play a role in keeping underage drinking rates low.







## RNDC Green Team

RNDC Green Team is a companywide group of associates focused on driving environmental sustainability through projects and events that raise awareness.



*Spending time volunteering gives me an opportunity to positively impact our beach community and the environment. It's also a wonderful way to spend time with my family, while creating a fellowship in the community and with RNDC team members.*



**Jenn Engel**  
Chief Commercial Sales Officer

### Leading Environmental Sustainability to Create a Better World for Future Generations

#### Earth Day

To celebrate Earth Day, associates companywide volunteered by investing in our planet. This day focused on accelerating solutions to combat our greatest threat, climate change, and to activate everyone to do their part.

#### Arbor Day

In April, RNDC celebrated the 150th anniversary of Arbor Day by planting trees that represent hope for the future. The simple act of planting a tree represents a belief that the tree will grow to provide us with clean air and water, cooling shade, habitat for wildlife, healthier communities, and endless natural beauty - all for a better tomorrow.

#### World Environment Day

RNDC supported World Environment Day in June by leading the charge and challenging everyone to rethink the way we live and the way we consume by improving our environmental sustainability efforts companywide.

#### Energy Awareness Month

The RNDC Green Team led an Energy Awareness Month Challenge by sharing facility, office, and home checklists and submitting entries on energy-reducing actions that were taken in October.



#### Environmental Impact

Through our ongoing warehouse recycling program, we process cardboard, shrink wrap and wood pallets. We also recycle our unusable wine and spirits inventory, both the liquid (converted to ethanol) and the paper, plastic, etc. so it never reaches a landfill. RNDC has proudly reduced our carbon footprint.



Barrels of Oil



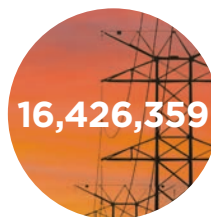
Tons of CO2



Trees



Gallons of Water



Kilowatt Hours



Feet of Landfill





## Environmental Sustainability 2022 Highlights



### JANUARY

- Piloted an electric yard tractor program replacing diesel yard trucks with pure electric
- Released a sustainability toolkit focused on increasing fuel economy



### FEBRUARY

- Opened Romeoville, Illinois distribution facility with sustainable design features
- Launched an office supply recycling program led by the Green Team

### MARCH

- Distributed a sustainability toolkit focused on reducing, reusing and recycling

### APRIL

- Celebrated Earth Day by organizing volunteer events companywide
- Planted trees for Arbor Day companywide
- Hosted a virtual panel discussion about “Leading ESG Change in the Alcohol Beverage Industry”



### JUNE

- Recognized World Environment Day
- Provided a sustainability toolkit focused on environmental justice



### JULY

- Completed a greenhouse gas emissions inventory

### AUGUST

- Celebrated Hawaii’s use of QR codes for the holiday show

### OCTOBER

- Empowered associates to lead initiatives for Energy Awareness Month

### NOVEMBER

- Grew the Green Team to over 100 members
- Embarked on the target-setting process for the greenhouse gas emissions inventory

### DECEMBER

- Completed LED lighting project in Chino, California warehouse
- Expanded the low carbon fuel standard-offset credit program
- Continued the warehouse recycling program
- Continued construction on Louisville, Kentucky facility with sustainable design features



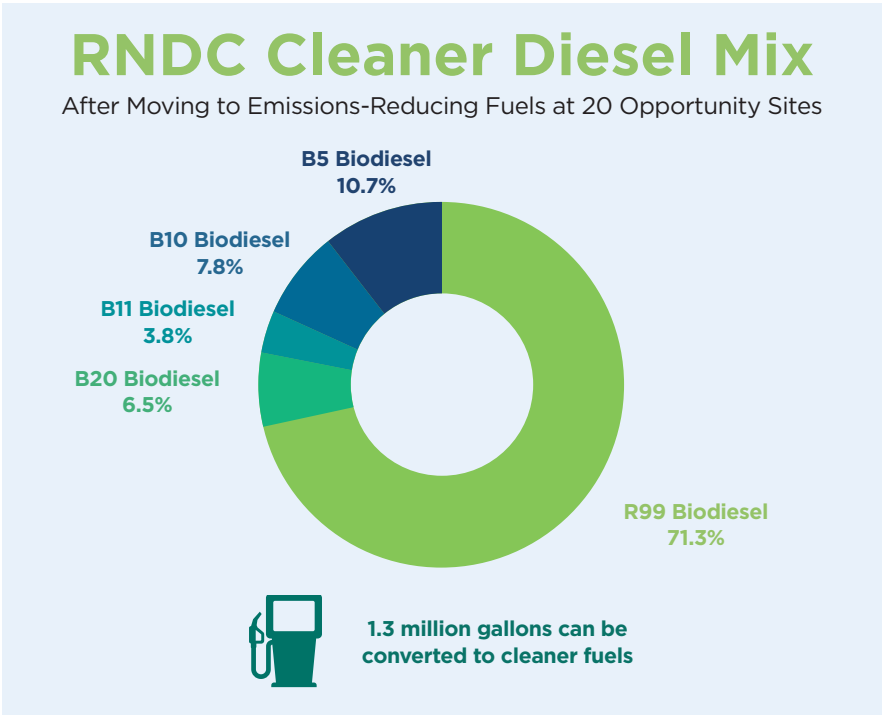




**RNDC’s Commitment to Reducing Greenhouse Gas Emissions through Clean Diesel**

RNDC partnered with fuel management company, Sokolis Group, to research opportunities for significantly reducing greenhouse gas emissions as a part of RNDC’s commitment to environmentally conscious operations.

- Sokolis Group identified opportunities at 20 RNDC locations to move from “conventional diesel” to cleaner burning fuels, primarily on the West Coast.
- This Emissions Reduction Action Plan will eliminate over 57% of RNDC’s current carbon dioxide (CO2) emissions across these 20 sites.





# Growing Tomorrow's Leaders

At RNDC, we understand that our success and growth as an industry leader is driven by the outstanding contributions of our talented associates.





## Education and Leadership Programs



### Education Program

RNDC is proud to support the STEPUP program for its inaugural year. The program is designed to provide a unique year-long experience for two associates from underrepresented groups within our industry. RNDC was chosen as STEPUP's distributor partner and the North Texas market was identified as the best place to host these two associates. At RNDC, they participated in a 12-week immersive experience across sales, operations and corporate functions.

### Internship Program

In addition to the STEPUP program, we also had **36** interns across the United States from May through August 2022. Interns worked on a variety of functions including **Operations, IT and Sales** across **11** different states and **16** markets in total.



*This internship gave me many opportunities to sharpen my communications skills... The knowledge I gained will navigate me in school and my future career opportunities.*

**RNDC Intern**

### Accelerate and Elevate Programs

RNDC, in partnership with Brown-Forman and Jackson Family Wines, is committed to growing and supporting talent from groups currently underrepresented in the wine and spirits industry through both our Accelerate and Elevate Programs. Both Accelerate and Elevate are sales leadership development programs for Black/African American, Hispanic/Latino, and Indigenous/Native American/Alaska Native students.



*It has been an amazing experience with RNDC and Brown-Forman Elevate program.*

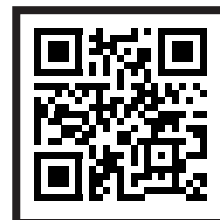
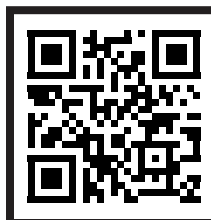
**Dayna Kinnaird, RNDC Off-Premise Sales Rep**



*The Accelerate Program is one of the greatest opportunities RNDC and Jackson Family Wines have to offer. It not only has allowed me to develop as an impactful sale rep but also is continuously preparing me to be a future leader in the wine industry.*

**Devonte' Aaron, RNDC Retail Sales Rep**

### ACCELERATE







## Career Development

At RNDC, we understand our success as an industry leader is driven by the outstanding contributions of our talented associates. RNDC invests in both personal and professional development programs for our associates with a dedicated team to support the acquisition, education, and coaching of our associates.

RNDC offers industry-leading professional development and training programs for all associates, as well as defined career paths. Through our cyclical Talent Management processes, we outline new learning experiences, grounded in providing development that fits individual learning styles combined with the right portfolio of on-the-job training, mentoring and networking, as well as structured learning programs.



### RNDC University

An intuitive one-stop-shop platform that makes it easy for associates to learn, grow, and broaden their capabilities when they need it, as they need it.

### Talent Reviews and Individual Development Plans

We provide our associates with a specialized Associate Success Roadmap, which guides how to successfully manage their career and workplace experience to encourage our associates to achieve an enriching and progressive career at RNDC.



### RNDC Senior Executive Leadership Forum (SELF)

The Senior Executive Leadership Forum (SELF) is a bespoke leadership development program for top leaders across RNDC designed to stretch and accelerate the growth and impact of these leaders.

### Performance Management Cycle

Setting meaningful performance goals at the beginning of the year and offering ongoing coaching and support is a lever we use to drive performance and achievement.

### INDUSTRY CERTIFICATIONS



### Wine and Spirit Education Trust (WSET)

For more than 16 years, RNDC has partnered with the Wine and Spirit Education Trust to provide certification education in Wine and Spirit for our associates.



### RNDC Graduate Level (GL) Associates

This is the highest-level wine and spirits training RNDC has to offer, for associates who want to pursue education credentials and show great passion for Fine Wine.





# Recruitment, Engagement and Education With Colleges

RNDC offers opportunities to those who are interested in pursuing career pathways at all levels in a range of corporate functional areas. We help those individuals through our recruitment and education programs at colleges and universities. We participate in campus recruitment through our local and corporate partnerships including our associates who speak to classes and students.

We have strategic campus recruitment collaborations through our local and corporate partnerships. Our associates' career success stories are shared with students, preparing them for the workforce and helping them discover careers.



## Terry College of Business at the University of Georgia

RNDC was a gold-level sponsor this year and the team had the privilege of acting as a "buyer" and "sales rep."



## Texas State University

RNDC attends the fall and spring Business and Technology Career and Internship Fairs every year with the Dean of the Business School.



## Cal Poly

RNDC supported the Cal Poly career fairs through classroom visits where we presented to the students about the beverage alcohol distribution industry and career opportunities.



## FSU Dedman School of Hospitality

We participate in recruiting events, career fairs, diversity and inclusion summits and classroom guest speaking opportunities.

## Southeastern Louisiana State

This sponsorship has allowed us to engage with students to support their development while building our RNDC brand, and we participated in several Southeastern events.

## Texas Tech

We participate in the Rawls College of Business Career Fair each semester with over 1,000+ students in attendance, partnering with the Restaurant, Hotel and Institutional Management Program.

## United Negro College Fund (UNCF)

RNDC launched its Black History Month campaign in partnership with some of its Black-owned beverage alcohol brands. During the month-long campaign, RNDC and participating suppliers donated a portion of sales to help support UNCF, the nation's largest and most effective minority education organization.

72

events Fall 2022

43

events Spring 2022

40

events Fall 2021

90

events estimated  
Spring 2023



# Growing With Our Associates

We encourage and invest in our associates to achieve their personal best—both at work and at home.







## Focus on Diversity, Equity and Inclusion



*Over the past three years, we've built a solid foundation. Now, further embedding DEI into our culture will help us realize greater business success.*



**Erika Hopkins**  
Vice President - Culture,  
Social Responsibility and DEI

RNDC strives to create an inclusive and diverse culture where everyone feels equally involved, valued and supported. We know that when we behave inclusively, diversity is a natural outcome. As we harness and celebrate the individual differences reflected in the diversity of our workforce, we deliver value to our customers, communities and ourselves. RNDC is a proud Equal Opportunity Employer.

### Inclusion and Diversity Summit

In its inaugural year, RNDC leaders gathered for the Inclusion and Diversity Summit, hosted by Erika Hopkins, VP of Culture and Corporate Social Responsibility, and the Inclusion and Diversity team. This Summit was designed for Associate Resource Group (ARG) Executive Sponsors and Co-Leaders along with the Black Leadership Advisory Council and select members of RNDC's Sr. Leadership team. While at the Summit, attendees focused on sharing best practices, planning, networking and leadership development.

### Black Leadership Advisory Council (BLAC)

Since 2020, BLAC has focused on elevating the conversation about Black talent at RNDC and in our industry. In 2022, they partnered with the DEI team and Soul Associate Resource Group to help drive greater awareness and understanding of the Black experience, both professionally and personally. Several BLAC members held key ARG roles, from Executive Sponsor to Co-Leader to Committee Leader. Additionally, BLAC members helped create the plans to expand Soul's footprint.



**Scan the QR code to view RNDC's  
'I Have a Dream' speech excerpt.**







## Women Representing RNDC

### Leadership

Within this year, RNDC highlighted and promoted several women into new leadership roles including Tracy Aldworth to Chief Transformation Officer; Jenn Engel as Chief Commercial Sales Officer; Marissa Garrett to SVP, Sales Operations; Megan Hooff to SVP, National and Strategic Accounts; Jessica Schilling as Chief Human Resources Officer and Executive Vice President; Briana Seeley to VP and GM, Oregon and Emily Xu to SVP, eCommerce.

### RNDC Appointed First Female CCSO in Beverage Alcohol Wholesale Distribution Industry

Jenn Engel is the first female CCSO in beverage alcohol wholesale distribution. Jenn is responsible for the commercial sales strategy, which supports critical business operations. She was named an Inspired Leader by Inspired Workplaces in 2022.



*I am excited to deliver exceptional capabilities and services to our suppliers and customers. I am honored to lead a strong internal team who will help RNDC continue to strengthen our best-in-class services.*

**Jenn Engel**  
Chief Commercial Sales Officer

### Women of the Vine and Spirits

RNDC is a corporate member of Women of the Vine and Spirits, a nonprofit organization dedicated to collaborating, supporting, and advancing women in the alcohol beverage industry. RNDC's involvement with the organization helps foster an environment that promotes the advancement of women leaders in our industry. Several of our senior women leaders sit on the executive and diversity committees.



### WOMEN'S LEADERSHIP FORUM

Pioneering New Paths for the Women in the Beverage Alcohol Industry



### RNDC Women's Leadership Forum (WLF)

RNDC offers a vibrant culture for women who desire a career that makes them feel accomplished, challenged and engaged. Through our talent program, Women's Leadership Forum (WLF), we are proud to showcase our commitment to women by providing exceptional professional development and networking opportunities to support their continued career advancement. We continue to take steps toward a long-standing representation of diversity and double down on our efforts to be inclusive.







## Workplace Culture



Cheers to RNDC's culture. Here's a peek into some of our heritage month celebrations, community service events and many other initiatives that RNDC celebrated both at the local level and enterprisewide.







## RNDC Associate Resource Groups

RNDC truly values the unique perspectives, experiences, and contributions of our diverse associates, communities, and business partners. RNDC's ARG network has dedicated groups focused on Women, Asian American and Pacific Islander, LGBTQ+, Black, Military, Hispanic and Latinx. **In 2022, we proudly launched two additional ARGs, bringing it to a total of eight: Aware**, centered on disability inclusion and **Parents+**, focused on parents and caregivers.

**Our ARGs follow the guiding principles of the 4Cs:**

**Career** – Providing development content and opportunities to our associates.

**Commerce** – Helping with specific business needs like recruitment, market research and growing better partnerships with our suppliers, etc.

**Community** – Building deep and impactful relationships in the communities in which we live and work.

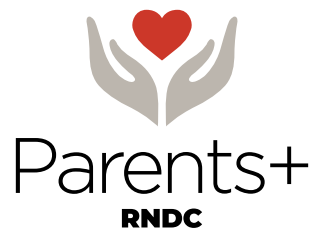
**Culture** – Creating a sense of belonging and inclusive workplace experience and environment that helps attract and retain talent.



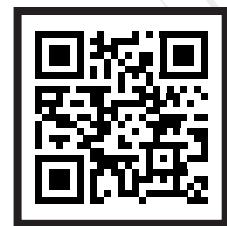
### RNDCs Newest ARGs



The Aware ARG will strive to establish and grow awareness of physical and neurological diversity within a community at RNDC that will strengthen our cultural fabric and support well-being.



The Parents+ ARG will strive to generate a community of confident parents and caregivers who foster a culture that empowers all associates to bring their whole selves to work and thrive.



**Scan the QR code above to find out more about RNDC's ARGs.**





## RNDC Associate Support Programs



### RNDC Relief Fund

A critical resource available for our RNDC family is the Relief Fund, which assists associates experiencing financial hardship after a natural disaster. Primarily funded by associate contributions and several suppliers, this resource exemplifies empathy in action and a culture of caring for one another.



### RNDC Scholarship Program

At RNDC we care about the well-being of our valued associates. We offer our associates the RNDC Scholarship Program to help alleviate the cost of a college education. With an RNDC scholarship, qualifying dependents can receive \$2,000 per college semester, up to a maximum of eight semesters.



### The RNDC Foundation

The RNDC Foundation is our charitable organization with a mission to build strong communities where we live and work. Through strategic giving, we are focused on uplifting communities and supporting impactful initiatives that help drive positive outcomes for the greater good.

**\$2.8M**

given to the RNDC Relief Fund since its conception in 2005

**807**

scholarships awarded

**\$817.6K**

granted in charitable donations from the RNDC Foundation



# Growing Our Communities

We participate in philanthropic and advocacy efforts that strengthen the health and safety of our communities.





## PCF Campaign | DoBlue Fundraiser

“

*For the past four years, RNDC has supported the National Prostate Foundation in its efforts to find a cure for this disease. This year our goal was \$800,000 and we raised over \$1 million. We couldn't have done this without the help of our marketing team, the generous support of our suppliers on a per cases basis, and the efforts of our associates who help to make this year's campaign a success.*



**Scott Lammert**

Executive Vice President,  
Supplier Business Development -  
Wine and Spirits

**\$1M**

raised for the  
Prostate Cancer  
Foundation



We're proud to support the Prostate Cancer Foundation through our annual DoBlue campaign. This year, our campaign raised over **\$1 million**. Hear about associate Andrew Quarm's experience from his wife's perspective by scanning the QR code below.

As a result of RNDC's fundraising efforts in 2021, we recently received word from PCF about the 2021 Republic National Distributing Company-PCF Young Investigator Award.

The Young Investigator Awards offer career and project support for young (generally 35 and younger) proven investigators in postdoctoral fellowships committing their lives to the field of prostate cancer. RNDC's Young Investigator, Dr. Yehui Zhao, and his colleagues at the University of Texas MD Anderson Cancer Center are excited to explore tumor evolutionary trajectories and identify

genomic drivers of metastasis and disease progression.

If successful, this research will accelerate the identification of new biomarkers and treatment targets for prostate cancer and improve our overall understanding of prostate cancer genomics as we advance the science of precision medicine. In Q1 2023, RNDC will have a chance to meet Dr. Zhao and learn more about the work we are supporting.



**Prostate Cancer  
Foundation**  
Curing Together.





## Volunteerism

RNDC recognizes our responsibility to enrich the communities where we live and work. As such, we encourage associates to support nonprofit organizations within the community by volunteering their time to serve.

### National Volunteer Week: Empathy in Action

During National Volunteer Week in April, we celebrated the contributions of RNDC's volunteers through their actions, expressions of empathy, and genuine concern for the world around them. Through this dedicated week of service, RNDC associates contributed to building stronger communities where people feel happier, healthier, and more connected.

### The Power of ONE: Everyone Can Make a Difference

RNDC encourages associates to take up to eight hours of volunteer time each year to support nonprofit organizations that are positively impacting our society.

### Leading the Fight to End Hunger

Throughout the year, associates led the fight to end hunger through events driven by RNDC Team Feed. These impactful efforts included creating awareness around food insecurity, leading office food drives, and volunteering at local food banks.



### Honoring Veterans

RNDC is proud to volunteer at events that support our military community. This year, RNDC associates served by helping heroes get home for the holidays, adopting platoons, and volunteering at flag and wreath-laying ceremonies to honor our veterans.



“

*Our vision is to empower every RNDC associate to volunteer and be a difference-maker in the community. We recognize the power of service and know that there's nothing stronger than the heart of a volunteer.*



**Camille Davis**  
Manager, Corporate Social Responsibility

### Investing in Children

As we strive to create a generation of leaders, RNDC invests in the future of our most valuable resource, our children. RNDC associates volunteered by assembling care packages, building bikes, and mentoring future leaders in the community.





## Charitable Giving

### Season of Giving Initiatives

The Season of Giving is RNDC's annual commitment to helping those in need by spreading a little extra holiday cheer in November and December.

Nationally, we identified three organizations that lead holiday programs focused on the biggest demands during this time of year – food insecurity, gifts for children in need, and honoring fallen heroes.

- Feeding America
- Toys for Tots
- Wreaths Across America

### Informed Giving

RNDC also empowers leaders to make informed giving decisions by using Charity Navigator, Charity Watch, or GuideStar to evaluate the financial health, mission performance and social impact of local nonprofit organizations.



### Giving Tuesday

RNDC supports the movement to encourage giving and celebrate generosity through Giving Tuesday. Our associates volunteered their time, donated to nonprofit organizations, and shared #UNselfies to promote awareness on why they participate in Giving Tuesday.





## Appendix - United Nations Development Goals




We are dedicated to meaningful sustainability initiatives that help drive positive outcomes for our business, economy, environment and society. RNDC proudly adopted 11 of the United Nations' 17 Sustainable Development Goals (SDGs).




**SUSTAINABLE  
DEVELOPMENT  
GOALS**







 Printed on recycled paper

This CSR book was produced by:  
Shawn Arthur, Camille Davis,  
Gina Garza, Chris Nguyen, Reace  
Smith and Ashlee Thomason.

Thank you to all who contributed.

