



COMMUNITY

employee volunteerism and social responsibility

Schwan is poised to become a benchmark organization in terms of diversity and inclusion. In addition to all that we are already doing, we can make an even greater mark in the communities where we work and live through employee volunteerism and social responsibility.



Schwan is an official partner of Feeding America and is fully committed to the cause of hunger relief. Feeding America is a well-known, well-respected national nonprofit organization that is working to end hunger in our country. Through their network of food banks and food shelves, including Second Harvest Heartland, the organization has affiliates in every community in which our company has operations.

This partnership provides greater focus for our charitable works and fosters consistency across our company, maximizing our efforts to end hunger.

A few of the ways we have backed up our promise include:

- Schwan's Food Service, Inc. is committed to providing Feeding America with the equivalent of one-million meals through a combination of food and cash donations by mid-summer 2012.
- Schwan's Consumer Brands over the past year has coordinated two food drives and is arranging quarterly volunteer opportunities for employees who are interested in donating time at Second Harvest Heartland. Recently Second Harvest initiated a food drive competition among food companies to see who could raise the most donations. Consumer Brands, Food Service and the remainder of the Bloomington office beat out both Frito Lay and SUPERVALU for first place among all food companies. In the coming months, plans are to expand programs like this to other areas of The Schwan Food Company.
- Schwan's Global Supply Chain and Schwan's Home Service continue to donate food products and overruns to local food banks. The company has already increased our average product donation level from 250,000 pounds per year to over 650,000 pounds this year.



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At Schwan, we have taken an active role in shaping our future leaders. For more than 12 years, we have had an outstanding relationship with Students in Free Enterprise, a group that teaches the importance of free enterprise and business leadership to thousands throughout the world.

As a national sponsor of SIFE International, we have a valuable opportunity to network with the rich diversity of cultures that are represented within SIFE. We know that with SIFE we can build a better, more sustainable world through the positive power of business.



United Way of Southwest Minnesota

Schwan has a long legacy of working with the United Way. In the fall of 2010, the Company matched employee contributions of more than \$110,000 for United Way affiliates in southwestern Minnesota; Salina, Kansas; Atlanta and Houston.



EDUCATION

In addition to our partnership with SIFE, the company also funds scholarships for the children and grandchildren of employees of Schwan subsidiaries through Dollars for Scholars. We also support the Dollars for Scholars program with scholarships at various schools in southwest Minnesota. Scholarships have also been created for students attending Southwest Minnesota State University in Marshall, Minnesota.



LOCAL CHARITY

At the company headquarters in Marshall, Minnesota, a jeans day program is promoted that invites employees to donate \$1 for the privilege of wearing casual attire on Fridays. The company matches these donations to double the impact it brings. Since its inception in 1998, the jeans day program has raised more than \$700,000 for local charities.