Fiscal 2020 Corporate Social Responsibility Report

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Letter from President and CEO Tom Harty

Social Responsibility has always been important, but 2020 has elevated it to new levels. More than ever, corporations are expected to step up, whether it’s contributing to the elimination of social injustices that have plagued our country, keeping employees safe and healthy during the COVID-19 Pandemic, or fighting to curb global greenhouse gas emissions. Meredith has heard that call, and the many actions we are taking across the social responsibility spectrum are outlined in this report. We recognize the need for our business to be socially responsible, as well as a competitive and productive player in the marketplace. Just as we are devoted to providing our consumers with inspiration and valued content, we want them to feel great about the company behind the brands they love and trust. At Meredith, we promote the health and well-being of our employees; implement continuous improvements to make our operating systems, products and facilities more environmentally friendly; and take actions to create a just and inclusive environment for all.

The social justice events of 2020 have brought diversity and inclusion to the forefront for many people both personally and professionally. We believe we are taking the right steps, while acknowledging there is still much work to be done. Since hiring a full-time Director of Diversity and Inclusion in 2019, we have taken the time to listen to our employees and develop a strategy for ongoing efforts surrounding education, recruitment, retention, and representation.

The COVID-19 pandemic is having a massive effect on all our lives, and I am proud of the thoughtful, measured approach Meredith is taking to keep employees safe. Our in-house medical team has been invaluable, and our wellness program has provided important resources employees can use to manage their physical, mental and financial health during this unprecedented crisis.

Meredith’s fiscal 2020 charitable efforts included many COVID-related projects. In addition to corporate giving, many of our national brands and local television stations organized charitable drives and donations to help their communities weather the storm. We continue our financial giving through the Meredith Corporate and Family Foundations, including special gifts of $100,000 each to five organizations doing critical social justice work. In fiscal 2020 we also engaged in volunteer projects such as Rebuilding Together workdays. Our matching gift program continues to double employee financial contributions and match their volunteer hours with dollars.

Regarding environmental sustainability, we remain committed to evolving our business, and we continue to move our program forward in terms of actions, measurement and disclosures. Six years ago, Meredith began a stakeholder engagement process in which we interviewed internal department representatives and external business partners about the most relevant economic, environmental and social priorities for their work. This has been valuable in tracking progress, while identifying areas of further emphasis. We recently followed up with a second stakeholder engagement process which, combined with actions of our Environmental Leadership Group and Ambassadors, helped us to hone in on next steps. I am proud of our progress and pleased to share it in this report.

As a public company, our top priority is the value we provide our shareholders. We also know that hearing and understanding our employees, doing the right thing on their behalf, being a voice for social justice, and taking our environmental impact seriously are essential to the success of our business, the well-being of our employees and customers, and the value we build for our shareholders.

This report details Meredith’s work on environmental sustainability, volunteerism and charitable contributions, health and wellness, diversity and inclusion, human resources initiatives, and privacy. Our executive team and I fully support the passionate employees who lead these projects and make recommendations for further development. In fact, corporate officers have specific performance goals related to diversity and inclusion. We and the Meredith Board of Directors Nominating/Governance Committee review the CSR report annually. On behalf of everyone at Meredith, we look forward to continuing steps toward becoming even better environmental stewards and leaders in social responsibility and employee well-being.

Tom Harty
President and CEO
Meredith Corporation Mission Statement and Values

MISSION STATEMENT

We are Meredith Corporation, a publicly held media and marketing services company founded upon serving our customers and committed to building value for our shareholders. Through our national and local media groups, we are on the pulse of pop culture, entertainment, food, fashion and lifestyle, news, business and finance, and sports. From that, we have built businesses that serve well-defined audiences, deliver the messages of national and local advertisers, and extend our brand franchises and expertise to related markets. Our products and services distinguish themselves on the basis of quality, customer service, and value that can be trusted.

CORPORATE VALUES AND GUIDING PRINCIPLES

- Our primary focus is success over the long term.
- Our stockholders, who have demonstrated faith in our company, deserve a superior return on their investments through dividends and market appreciation.
- Our loyal customers are the Company’s lifeblood. We are dedicated to building enduring relationships with them and to understanding and meeting their needs with high-quality, high-value products, and with service beyond their expectations.
- Our employees are the Company’s most important resource. We expect integrity, creativity, courage, initiative, teamwork, respect and individual judgment. We favor an entrepreneurial style. We value and reward excellent achievement.
- We believe good citizenship requires concern for the communities in which we operate. We encourage corporate and employee participation.
- We treasure the good reputation of our company, its products, its services and its people. Our reputation matters to us in everything we do.
COVID-19 Response

Meredith adopted a multi-pronged approach to managing the COVID-19 Pandemic this year. Much of its focus has been on deploying the company's timely and engaging content, deep consumer connections and broad reach to provide important communications, inspire families to make the most of their time at home, and help consumers – and especially Meredith employees – manage the stress associated with this unprecedented situation.

The full list of Meredith actions related to the pandemic is below. New initiatives are continually added as needs evolve.

- **Keeping employees healthy**
  - All nonessential employees worked from home initially, even in states where not mandated. Even when employees began returning to the office, the numbers were small and only in certain markets, and safety measures were in place.
  - Meredith is covering co-pays for Telehealth so employees can access at no charge.
  - Meredith is providing essential employees with necessary protective equipment such as gloves and masks, sanitizing locations as necessary, and following CDC guidelines for employees who must work.
  - Meredith consistently provides health-related guidelines for employees via e-mail, its employee newsletter, and a special COVID-19 destination on its employee intranet.

- **Helping employees manage stress and anxiety**
  - All Meredith employees have access to a free 12-month Premium Membership for the Meredith-owned app, MyLife.
  - Members of the MyLife team lead weekly live meditation sessions open to all employees.
  - The team at MyLife has also put together a list of tips to help employees manage the stress they may be feeling. CCA, Meredith’s Employee Assistance Program, has counselors available 24/7.
  - CCA hosts free COVID-19: Managing Stress webinars.

- **Meeting employee childcare needs**
  - Meredith provides five days of annual paid sick leave for dependent care.
  - If employees have used all dependent care sick days and still need to take time off for childcare, they do not need to use vacation or personal time.
  - Programs are in place for emergency childcare such as Bright Horizons.
  - Meredith offers assistance for emergency childcare, including reimbursement of up to $100 per day for “Crisis Care.”
  - Bright Horizons offers assistance finding childcare.

- **Providing consistent, straightforward, useful communications**
  - Communications shared via e-mail, text, employee newsletter, COVID-19 destination on employee intranet.
  - Regular updates from CEO, including multiple town hall meetings.
  - Video message from CEO answering employee-submitted questions.
  - E-mails about managing stress; offering health best practices; giving childcare advice; giving IT guidance on working remotely, securing proper equipment, IT security, and more.
COVID-19 Response

- **Keeping consumers informed**
  - Meredith supported the Ad Council’s COVID-19 awareness campaign and encouraged blood donations to the American Red Cross through a promotion that launched in PEOPLE and ran in each of its magazines in June. Meredith donated more than $10 million in ad space across digital, print and local media supporting both campaigns.
  - Meredith’s TV stations that cover 11 percent of US are keeping essential news on the air while diligently following CDC guidelines for safety.
  - Meredith magazines are continuing regular distribution schedules and maintaining flow of information that keeps consumers informed and inspired.
  - Meredith digital sites are providing informative and inspiring information, with traffic up significantly.

- **Helping communities**
  - Donating $3.6 million annually to non-profit organizations, including matching employee donations and volunteer hours.
  - Donating $50 thousand to the Central Iowa Small Business Grant Fund.
  - Donating 3,000 PEOPLE™-branded tote bags to the Food Bank of Iowa for meal delivery.
  - Encouraging employees to give blood.
  - Sharing messaging with employees about elevated discrimination against individuals of Asian descent and where to go to report or share stories.
  - Offering employees Meredith content about how to make masks, and encouraging them to do so for each other or donate in their communities.
  - Sharing Greater Des Moines Partnership resources and actions in response to COVID-19.

- **All employees are receiving free digital access to current issues across the Meredith portfolio.**
Volunteerism and Charitable Giving

Corporate Giving
Meredith donates approximately $1.7 million each year to nonprofit organizations through the Meredith Corporation Foundation. Additionally, Meredith has a corporate contribution budget that donates more than $1 million annually, and the Edwin T. Meredith Foundation donates more than $1 million annually, bringing total contributions to nearly $3.7 million annually. In fiscal 2020, Meredith donated an additional $100,000 each to five organizations doing critical social justice work.

Meredith’s matching gifts program funds nonprofit organizations based on both employee financial contributions and volunteer hours. Meredith matches each employee’s gifts up to $5,000 per fiscal year. This includes an innovative volunteer hours match, under which Meredith contributes funds based on hours employees volunteer with qualifying charities. Annually, approximately $600,000 of the Foundation’s budget goes to employee-supported charities.

The Meredith Star program, which allows employees to recognize colleagues for their hard work by awarding them points to redeem for prizes, lets employees donate the monetary value of their points to a charitable organization of their choice.

Employees across the Company are also highly engaged on nonprofit boards and boards of professional organizations.

• Through various marketing related initiatives Meredith’s National Media Group donated nearly $190 thousand to non-profit organizations in fiscal 2020.

• Meredith’s National Media Group donated $17.5 million worth of space across digital and print to Ad Council in fiscal 2020. The company’s Local Media Group contributed 95,000 spots and over 1,100 hours of air time.

United Way
Meredith Corporation is a major contributor to United Way.

• Meredith has increased its giving to United Way of Central Iowa from $250,000 in 2002 to $818,000 in 2019.

• Meredith collected more than 700 children’s books for United Way’s 2020 Stuff the Bus campaign.

• In 2011, Chairman and CEO Steve Lacy chaired the community-wide United Way campaign, achieving, at that time, record donations of approximately $25 million.

• In addition to giving, Meredith printed United Way marketing and campaign materials.

• Meredith won the United Way’s Spirit of Central Iowa award, the organization’s highest honor, in 2012. In 2013, Meredith won the organization’s ADVOCATE Award for its wellness program. In 2015 and 2016, it received the GIVE Award, which honors a campaign that demonstrated excellence, creativity and generosity.
Volunteerism and Charitable Giving, cont.

Rebuilding Together
Meredith Corporation and its employees partner with Rebuilding Together to complete projects across the country to help preserve homeownership for the elderly, veterans and low-income citizens. Since its partnership began in 2002, Meredith’s work has impacted more than 280 homes and 40 nonprofits, including the neighborhood of Gerritsen Beach in Brooklyn, N.Y., which was devastated by Hurricane Sandy. Past projects have included restoring homes, rejuvenating local schools and parks, and lending a hand to nonprofits with painting and landscaping.

Mell Meredith, Vice Chairman of the Meredith Board of Directors and Chairman of the Meredith Corporation Foundation, previously served on the national Rebuilding Together Board as Vice Chairman.

Earth Day Trash Bash
Meredith annually sponsors Earth Day Trash Bash in Des Moines, a community-wide event focused on removing litter from streets and trails; beautifying public lands; and cleaning out invasive plant species. In 2019, more than 90 teams of Trash Bash volunteers, including a team from Meredith, collected approximately 45,000 pounds of litter, tires, brush and more. The combined value of volunteerism and sponsorship for Iowa’s largest Earth Day event was over $200,000.

The 2020 event was cancelled due to COVID-19, but Meredith is planning to participate in 2021.

Other Community Support
Meredith also supports its communities in other unique ways:

- Meredith has major relationships with Drake University, Iowa State University and the University of Iowa. With Drake and Iowa State, Meredith began the first-ever annual apprentice programs in which students work at Meredith for an extended period of time during the school year. This longer timeframe benefits students and managers. Students receive a more in-depth education on the business and have time to develop into skilled employees, understanding and invested in the work they do. Often, students’ apprenticeships turn into full-time jobs. In addition to the apprentice program, Meredith makes major annual financial contributions to each university. Meredith also financially supports the University of Iowa Accounting Writing Program at the Henry B Tippie College of Business.

- Through Corporate Angel Network, Meredith donates the use of its corporate jets in the transportation of cancer patients to and from treatment centers.

IOWA STATE UNIVERSITY

Drake University

The University of Iowa
Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives

BRAND COLLABORATIONS

Safe Kids Worldwide
Multiple Meredith brands, including Better Homes & Gardens and the Meredith Parents Network partnered with Safe Kids Worldwide (SKWW), a global organization dedicated to preventing childhood injuries and accidents. The partnership promoted SKWW’s message across Meredith’s parenting- and family-focused media channels, and mobilized families to participate in annual Safe Kids Day event in their local communities. Additionally, Meredith produced an original video series, “Safe & Sound Home,” in which Emily Henderson, leading home style expert and social influencer, features smart and chic tips for childproofing a home.

EATINGWELL

Food Drive
More than 30 EatingWell staff members collected food and other goods for three area food shelves that help feed local neighbors in need.

Burlington’s Intervale Center
EatingWell sponsored the annual fundraising summer dinner, this year done virtually, for the Burlington Intervale Center, a nonprofit that works to strengthen food communities, farm viability and land sustainability in Vermont.

World Central Kitchen
As a response to the COVID-19 crisis, World Central Kitchen (chef Jose Andrés’ foundation) brought together chefs and workers from more than 1,000 restaurants to use their shuttered businesses to cook and serve meals to those in need. EatingWell donated $3,000 to support the efforts of the WCK.

American Food Heroes Awards
Starting in 2017, EatingWell has published an annual list of the top visionary leaders and influencers within the food sector, who are committed to making a difference in sustainability and nutrition. The list includes chefs, politicians, educators, CEOs, and more.

FoodCorps Partnership
In 2020, EatingWell became an official charitable partner of FoodCorps. FoodCorps is a non-profit organization with the goal of connecting kids to healthy food in school so they can lead healthier lives and reach their full potential. EatingWell has pledged to help FoodCorps’ efforts to connect 150,000+ kids to healthy food in 330+ schools across the country, through editorial coverage, monetary and in-kind donations.

TRADITIONAL HOME

National Showhouse Tour
Traditional Home annually hosts a series of showhouses around the country, presenting the work of interior and landscape designers in a home environment. Showhouses on the tour support local charities by donating a percentage of the proceeds from ticket sales. Since the tour began 10 years ago, Traditional Home has raised more than $2 million for charities nationwide.

PEOPLE

Companies that Care
Every year, PEOPLE publishes its list of “50 Companies That Care”, which spotlights 50 U.S. companies with 1,000 or more employees that have succeeded in business while also demonstrating respect, compassion, and concern for their communities, their employees, and the environment.

MIDWEST LIVING

In addition to sponsorships of the Des Moines Art Festival and the Iowa State Fair’s food contests, Midwest Living has a strong history of featuring makers and entrepreneurs who give back to their communities. Following the success of the Give Back Issue in 2019, the brand plans to launch “Good Neighbors” in 2021. Every issue of the magazine includes an editorial feature of (and monetary donation to) a unique Midwest-based nonprofit, with coordinating posts on social media. In 2020, Midwest Living’s Feeding the Heart marketing program supported La Soupe, a Cincinnati nonprofit combating food waste and childhood hunger.

PEOPLE EN ESPAÑOL

Rose to Hope
Each year, People en Español and HOLA (Meredith’s Latinx employee resource group) host members from Rose to Hope, a non-profit organization that connects youth from urban areas of the United States with mentors in different career fields. People en Español brings in 10 members for lunch and mentorship sessions with editors.

SOUTHERN LIVING

Southerners of the Year
Every year, Southern Living celebrates people across the South who are making an impact in their communities. Editors focus specifically on tough issues in three key areas: food, culture and community. The story appears each year in the December issue and online.

Southern Living Idea House
In 2019, the Southern Living editors curated a dream team to build its “Best Idea House Ever” on the intracoastal waterway in Amelia Island, FL. The doors were open to the public from June 2019 through March 2020, with approx. $125,000 donated to the local charity, Amelia Island Museum of History.
Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives, cont.

**REAL SIMPLE**

*Win NYC*

As a part of its longstanding partnership with WIN, the largest provider of shelter and supportive housing for New York City’s homeless families, REAL SIMPLE donated 54 “college kits” for young women starting college in 2020. The kits included dorm room essentials, gift cards, and even sneakers.

![REAL SIMPLE Food Editor Ananda Eidelstein visited the WIN NYC shelter to teach children in its after-school program how to make healthy snacks.](image)

*A thank you letter from a WIN participant to the Real Simple staff.*

**SHAPE**

*Movemeant Foundation*

SHAPE has an ongoing partnership with Movemeant Foundation, a nonprofit, community-powered organization that empowers young women to be confident in their bodies by using fitness as a platform for building self-worth and positive body image. Through a grassroots movement, SHAPE encourages supporters to create or join teams to raise funds for the organization on their own.

*Sneakers for Heroes*

Sneakers for Heroes is an initiative to distribute free footwear to medical professionals fighting on the frontlines during the COVID-19 pandemic. The initiative was started in April 2020 by Jennifer Barthole, Senior Fashion Editor at Shape. Close to forty brands, including Adidas, Asics, Hoka, The North Face, Skechers, and Under Armour, among others, have helped distribute up to 7,000 sneakers to healthcare workers thus far. Starting on September 1, 2020, Barthole will partner with Everlane to donate 10,000 more pairs to hospitals in need nationwide.

*SHAPE Donates*

From the very start of the coronavirus pandemic, the SHAPE staff recognized the difficulties and sacrifices healthcare workers were making to ensure the public’s safety. With the help of some of the staff’s favorite beauty, fitness and wellness brands, SHAPE was able to send hundreds of supplies to seven different hospitals. Everything from water bottles, lip balms, face masks, and compression socks were met with great appreciation by each of the incredible nurses and doctors that received a package.

**RACHAEL RAY IN SEASON**

*Yum-o!*

Rachael Ray In Season encourages teaching kids to cook for their own self-sufficiency, highlights chefs who open restaurants in underserved communities (bringing training and jobs with them), directs readers to worthwhile recipients of their charitable dollars—while celebrating chefs like Jose Andres, who helped with hurricane relief efforts in Puerto Rico; and spotlights trailblazers working to get more members of underrepresented groups into the food industry.

*Rachael's Rescue*

Rachael Ray created the Rachael’s Rescue website to highlight groups, such as the American Society for the Prevention of Cruelty to Animals, which are dedicated to helping the millions of mistreated and abandoned animals taken to shelters each year. A portion of all proceeds from the sale of Rachael Ray products goes to these featured organizations. The magazine’s Our Pets, Etc. feature tells heart-warming rescue stories, reminding readers to “adopt, not shop” when choosing a family pet; and driving readers to the Rachael’s Rescue website.

**INSTYLE**

*ORCA*

InStyle supports the Ovarian Cancer Research Alliance (ORCA), the largest global nonprofit advancing ovarian cancer research while supporting women and their families, by serving as the official media partner for its inaugural STYLE LAB charity fundraising event which raised valuable funding to find a cure for ovarian cancer.

**WOOD**

*Orchard Place*

Each year the WOOD team donates 15 to 20 hand-crafted toys to children at Orchard Place, which provides mental health treatment to children in Iowa.
Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives, cont.

Meredith Parents Network

Meredith Parents Network donated to and partnered with a variety of organizations in fiscal 2020, lending support to Embrace Race, Graham's Foundation, Alexis Joy D'Achille Foundation for Postpartum Depression, INADecure Foundation, Social and Environmental Entrepreneurs, The Treehouse Foundation, Good+ Foundation, and World Central Kitchen.

Read Together, Be Together

Parents Magazine, in partnership with Penguin Random House, developed Read Together, Be Together to celebrate the importance and power of the shared reading experience between an adult and a child and offer parents the tips and tools to make family reading a regular and cherished activity.

The program launched in March 2020 with a series of daily virtual storytimes with best-selling and award-winning authors, illustrators, and celebrity readers. It features a dedicated website with reading tips for parents and caregivers developed with PARENTS & Parents Latina, as well as an extensive list of recommended age-appropriate books.

Love Libros

Early literacy education is key for school success, yet Latinx children continue to lag in speaking and reading ability. Parents Latina empowers families to create a culture of reading at home through the Love Libros (Love Books) initiative. Every literacy education story in Parents Latina carries a special "Love Libros" seal.

March of Dimes

In honor of Mother’s Day 2020, March of Dimes, PARENTS and Parents Latina, along with other sponsors, raised awareness among moms and moms-to-be on how best to stay healthy and strong as they navigate their motherhood journey.

March of Dimes hosted an inaugural virtual thought leadership conference, It Starts With Mom Live, to shed light on topics that moms and moms-to-be find the most pressing today. Parents Editor In Chief Julia Edelstein participated in the event as an expert panelist.

Meredith Premium Publishing

Calls to Action

Many Meredith Premium Publishing brands include calls to action to donate to charities or other non-profit organizations. Issues published in fiscal 2020 included calls for donations to World Central Kitchen and the Alzheimer’s Association.

Magazine Donations

Hundreds of copies of various special interest issues were donated to charities and other non-profits in fiscal 2020 including the Good Dog Foundation, Housing Works, and several critical care facilities and hospitals.

Christmas Ideas

For many years the team that works on Christmas Ideas has donated one decorated tree from the issue to the Festival of Trees to benefit the Blank Children’s Hospital.

Country Gardens

In nearly every issue, Country Gardens features people and organizations that are bringing the benefits of gardening to their communities. This year, the magazine featured a labyrinth garden in Ohio created for meditative walking and desensitization—a method for treating trauma patients.

Petco Foundation

Meredith Premium Publishing made a $5,000 donation to the Petco Foundation as part of its partnership with the pet-focused bookazine “A Letter to my Dog.”

American Patchwork & Quilting

The American Patchwork & Quilting (APQ) One Million Pillowcase Challenge inspires both first-time sewists and experienced quilters to make and donate pillowcases to the charities in their communities. Since the program began in 2010, more than 970,000 pillowcases have been made, donated and recorded on the One Million Pillowcase Challenge website.

American Patchwork & Quilting (APQ) staff made 600 masks that were donated to local nursing homes, schools, and businesses in response to the COVID-19 crisis. Staff also donated over 200 yards of fabric to local quilt groups making masks and to the Navajo Quilt Project and Days for Girls.
Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives

KCTV/KSMO

KANSAS CITY, MO

KCTV/KSMO works with different charities to offer a combination of News coverage; digital promotion; social media promotion; segments on its lifestyle show, Better Kansas City; and emcees. Below is a list of organizations that partnered with KCTV/KSMO.

**Take 5 To Care**
Take 5 To Care is a year-long, full-station commitment to help Kanas City Charities raise funds and more importantly awareness. This year, KCTV5/KSMO was proud to add several new events to its philanthropic lineup. To date, Take 5 To Care has helped raise more than $3.5 Million dollars.

KCTV/KSMO works with different charities to offer a combination of News coverage; digital promotion; social media promotion; segments on its lifestyle show; Better Kansas City and emcees. Below is a list of organizations that partnered with KCTV/KSMO.

**American Cancer Society**
For the organization’s Making Strides Against Breast Cancer event, KCTV/KSMO provided live coverage, an emcee and a public service announcement. The event raised more than $300,000. The station also provided support for the American Cancer Society’s Midwestern Cattle Baron’s Ball and Coaches vs Cancer events.

**PawsAbilities**
PawsAbilities is a store that provides hands-on job training for people with disabilities in Kansas City. Its pet products are designed, made and delivered by individuals with special needs.

**Down Syndrome**
By producing a public service announcement and providing news coverage and an event, KCTV/KSMO helped Touchdowns for Down Syndrome raise funding for awareness and other events such as the Wine Tasting and Auction, Tee up for Downs, and the Signature Chef Auction.

**Giving the Basics**
KCTV/KSMO developed a wellness campaign of news, “Better KC” interviews and a public service announcement for Giving the Basics, which brings human dignity products (shampoo, toothbrushes, toilet paper, etc.) to those in need. The stations’ promotional efforts helped generate thousands of drives with local schools and businesses in the Kansas City area.

**Leukemia and Lymphoma Society**
With the assistance of KCTV/KSMO, which arranged public service announcements, news coverage and an emcee for the event, the Leukemia and Lymphoma Society’s 2019 Light the Night Walk raised more than $800,000.

**March of Dimes**
KCTV/KSMO sponsored and promoted the March of Dimes March for Babies and Nurse of the Year Awards events in 2018.

**Project Warmth**
Through public service announcements, digital ads and news coverage, KCTV/KSMO helped collect thousands of coats, blankets, gloves and hats for the organization to provide for those in need.

**Variety—The Children’s Charity**
KCTV/KSMO hosts and covers Variety’s annual fundraiser, The Variety Show. The station helped raise over $350,000 for the organization in 2018.

**Jazzoo**
By producing public service announcements, providing live news coverage and supplying emcees for the event, KCTV/KSMO helped the Kansas City Zoo raise the funds needed to support the zoo and feed hundreds of animals.

**Triple Crown Showdown**
The Myasthenia Gravis Association (MGA) is dedicated to improving the quality of life for those who are affected by this autoimmune, neuromuscular disease through awareness, education and member services. The Triple Crown Showdown 5k, sponsored by KCTV/KSMO, raised more than $50,000 and registered over 460 participants.

**Harvesters – The Community Food Network**
KCTV/KSMO provided promotion for Gail’s Harley-Davidson’s Christmas in July food collection drive, which received more than 3,000 food-item donations for Harvesters to use in Thanksgiving and holiday meals for Kansas City residents in need.
Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

**KMOV**

**ST. LOUIS, MO**

**Shriners Hospitals for Children**
Every March, KMOV broadcasts a 13-hour telethon to raise money for this vital, non-profit children’s hospital in St. Louis. Shriners Hospital for Children provides specialized treatment and care for kids regardless of a family’s ability to pay for it. In 2019, KMOV helped raise over $135,000 for local children and families in need.

**Pedal the Cause**
Since 2016, KMOV has partnered with Pedal the Cause to participate in and promote its annual fundraising event to support cancer research at Siteman Cancer Center and St. Louis Children’s Hospital. KMOV provides news coverage, on-air and digital promotion, and has raised over $25,000. KMOV’s news personalities also participate in the event. KMOV’s promotion helped the organization reach its goal of $4.5 million for local cancer research and patients.

**Cardinals Care**
KMOV is proud to partner with the St. Louis Cardinals in support of their eight fundraising events throughout the year. Each campaign exclusively benefits local charities supporting children. KMOV provided news coverage, digital and on-air promotion worth $75,000 annually in each of the last three years.

For the sixth consecutive year, KMOV partnered with Cardinals Care and the American Red Cross to organize an annual toy drive. The drive collects holiday gifts for children in need, including military kids at Scott Air Force Base. Since it began, the toy drive has collected more than 5,700 toys and gift cards for area children and military families.

**Habitat for Humanity**
Since 2016, KMOV employees have donated their labor and time to help build a home for a local family with Habitat for Humanity. The station also raises $50,000 annually to help furnish each house.

**Crisis Nursery**
For more than 22 years, KMOV has sponsored Crisis Nursery fundraising events. In partnership with KMOV, Crisis Nursery has raised hundreds of thousands of dollars to prevent child abuse and neglect by providing short-term emergency shelter for children whose families are in states of emergency or crisis. KMOV also provides news coverage and helped produce a training video for police and other emergency personnel.

KMOV teamed up with Aldi and non-profit Pooper Troopers to collect diapers for St. Louis Crisis Nursery. Over 250,000 diapers were collected.

**Urban League St. Louis, Back to School Festival**
KMOV helped promote the Urban League’s Back to School Festival with news coverage and digital and on-air promotion. Over 10,000 backpacks full of school supplies and over 50,000 pairs of shoes were given away to St. Louis area children ahead of the start of school.

**The Little Bit Foundation, Laura’s Run 4 Kids**
Fronted by KMOV’s Laura Hettiger, KMOV teamed up with The Little Bit Foundation to host a competitive race and family fun run, with proceeds of $37,000 helping The Little Bit Foundation and its army of supporters who give, serve, and advocate for impoverished children and their educational needs in St. Louis.

**Better Family Life, End Violence Rally & Peacefest**
KMOV partnered with Better Family Life to promote the End Violence Rally and Peacefest, annual events that are part of their “Stop the Violence” Campaign, with the goal of transforming at-risk individuals and reclaiming high-crime communities through education and employment resources, grassroots efforts, and community action.

**Forest Park**
Each December, KMOV broadcasts a 13-hour telethon to raise money for Forest Park Forever, a nonprofit conservancy that works in partnership with the City of St. Louis and the Department of Parks, Recreation and Forestry to restore, maintain and sustain Forest Park as one of America’s greatest urban public parks.

**Salvation Army**
KMOV partnered with the Salvation Army in its annual Tree of Lights campaign, with donations funding programs and services for women and children, seniors, youth, the homeless, and military veterans during times of need. From the campaign kickoff on National Giving Day to the wrap-up on Red Kettle Blitz Day, KMOV helped the Salvation Army reach its goal of $6.1 million.

**Storm Mode Tour**
For the third year in a row, the KMOV 4 Warn Storm Team went on the road to four cities within the viewing area to present a fun and educational show focused on safety as the year was headed into the spring severe weather season. The public was able to meet the 4Warn Storm Team, enjoy the presentation, and answer trivia questions to win prizes.

**Weather Radio Wednesdays**
For the third year in a row, the KMOV 4 Warn Storm Team partnered with Schnucks grocery stores and Midland Radio to tune weather radios at area Schnucks locations. Chief Meteorologist Steve Templeton and other KMOV staff members appeared at a local Schnucks store once a week for 8 weeks. The public could buy a weather radio and have it tuned or bring in a radio that had already been purchased. Radios were programmed to receive warnings for the county or counties chosen by the customer.
Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

KPHO/KTVK

PHOENIX, AZ

Arizona's Family (KTVK/KPHO) has raised more than $5.4 million for various organizations across Arizona.

Pay It Forward
Arizona's Family began the CBS 5 Pay It Forward program in 2009 as a way to give back to the community. Today it's raised over $3.5 million for families in need and a variety of charitable causes. The program's signature campaign, Paul's Pay It Forward Car Wash, helps raise money for the Big Brothers and Big Sisters of Central Arizona. In 2019 the event raised more than $210,000 and has raised more than $1.5 million for the organization over the past decade.

Saving Arizona Blood Drive
An annual partnership with Vitalant, the Saving Arizona Blood Drive rebuilds Arizona's depleted blood supply when demand is at its highest. 2019's blood drive had the second-highest number of blood donors in the history of the event.

Childhood Hunger Drive
An annual partnership with Safeway and Albertsons, this month-long campaign raises funds for several nonprofits that are working to end childhood hunger. The campaign drives viewers to donate at the register when they check out. In 2019, the campaign raised over $500,000.

Holiday Food Drive
Arizona's Family and Fry's Food Stores believe all families deserve to have food on the table, especially during the holiday season. The Holiday Food Drive is a partnership with Fry's Food Stores to collect turkeys and funds for The Salvation Army. In 2019, the campaign raised over $152,000.

Neighbors-Helping-Neighbors Food Drive
A partnership with Safeway and Albertsons grocery stores, the Neighbors-Helping-Neighbors Food Drive raised money throughout April to assist with the food shortage felt by local nonprofits helping Arizonans during COVID-19. The campaign raised $700,000.

Christmas Angel Toy Drive
The Christmas Angel and Forgotten Angel programs have been part of the community for over 34 years. This partnership between Arizona's Family and The Salvation Army provides more than 50,000 children with toys for Christmas. Donors visit one of 13 Valley malls and pick a tag off the Angel tree or donate a toy at the one-day Forgotten Angel Toy Drive. In 2019, three days before the campaign ended, the Salvation Army reported that every tag had been taken.

Spring into Summer Food Drive
Arizona's Family partnered with Safeway and Albertsons to help St. Vincent de Paul stock its pantry shelves before summer. In 2019, the Spring into Summer set a record by raising approximately $950,000.

Silver Apple
Each year, this Arizona's Family legacy program honors eight outstanding educators throughout the state with a Silver Apple Award for Excellence in Education, a $1,000 check and news feature. Hundreds of nomination letters are submitted by local students detailing what makes their teacher special.

Weather Road Show
The Arizona's Family Weather Authority Team visits local schools across the state to teach students about weather, meteorology and how television is produced.

Salvation Army Virtual Donation Drive
A partnership with The Salvation Army, this one-week virtual drive raised over $16,000 for emergency food, shelter, supplies and utilities assistance for Arizonans affected by the pandemic.

Domestic Violence Prevention
In March of 2020, Phoenix Police Department saw a 5.6 percent jump in domestic violence calls, followed by a 15 percent increase in April. To combat domestic violence, Arizona’s Family filmed a PSA with Phoenix Police Chief Jeri Williams designed to give survivors hope and life-saving resources.

Jaime's Local Love
When Arizona’s stay-at-home order was in effect, Arizona’s Family filmed a PSA sharing ways viewers could support their communities’ small businesses, restaurants and services workers.

"Don't Panic" Grocery Store PSA
When viewers were calling saying store shelves were bare, Arizona’s Family teamed up with major grocers and the Arizona Governor to film a PSA designed to calm fears and let viewers know stores will remain open.
Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

**KPTV/KPDX**

**American Heart Association**
KPTV/KPDX partners with the American Heart Association to generate awareness of the root causes of heart attack and stroke in the Portland viewing area. The station publicizes initiatives and highlights individuals working toward making Oregon and Southwest Washington more aware of the issues that cause heart disease and stroke, as well as preventative measures. The station also sponsors and supports the annual Go Red for Women Luncheon, Heart Ball and the Heart Walk, with KPTV anchors as emcees of each. These efforts help American Heart Association raise funds and generate awareness in the stations’ viewing area— all with a goal of a healthier Oregon and SW Washington.

**Better Together**
KPTV/KPDX is tackling the difficult issue of mental wellness of kids and teens. KPTV is spotlighting the big challenges facing young people and their parents by airing public service announcements about this important topic, as well as highlighting organizations and resources available for care and support.

**WSMV**

**NASHVILLE, TN**
WSMV’s Surprise Squad recognizes local citizens who lend helping hands to others in Nashville. In 2018, the Surprise Squad provided gifts to 16 nominated individuals to thank them for giving back to the community. The station also aired a specially produced show called, “The Surprise Squad’s Biggest Surprises,” looking back at the year’s most memorable and touching stories.

**WGCL/WPCH**

**ATLANTA, GA**

**World of Weather**
WGCL/WPCH conducted the World of Weather and World of Science campaigns, which provided distanced learning for students and parents affected by shelter-in-place orders and school closures during the COVID-19 pandemic. This was done through daily and weekly online science experiments conducted with regular, household items that demonstrated key principles of weather and broad spectrum science. Lessons were broadcast on Facebook Live.

**The Salvation Army**
WGCL/WPCH participated with Angel Tree, The Salvation Army’s holiday initiative to provide children with Christmas presents by having individuals and groups purchase their gifts. Station employees provided gifts for 40 children and elderly recipients.

**Books to Kids**
WGCL/WPCH has distributed over 50,000 new and used books to elementary schools throughout the Atlanta metro area.

**Three Degree Charity Campaign**
Monday through Friday on CBS46 News at 11 p.m., WGCL delivers a guaranteed forecast that includes the high temperature for the following day. The next day on CBS46 News at 6 p.m. the forecasted high temperature is compared to the actual high temperature. Each time the forecasted high temperature is within three degrees of the actual high, CBS46 donates $50 to a designated charity. To date the station has given $64,000 to over 60 different charities.

**KVVU**

**LAS VEGAS, NV**

**The Salvation Army**
KVVU partnered with the Salvation Army to help children going back to school during COVID-19 through monetary and supply donations. The event raised over $65,000.

**Habitat for Humanity**
Employee volunteers assisted in the “Super Build” program to construct a home for a retired military veteran in their community.

**Take 5 to Care**
KVVU’S community outreach program has helped raise over $74 million for local charities, in addition to raising awareness for more than 60 different local nonprofit organizations.

**Surprise Squad**
KVVU’s Surprise Squad tells the stories of community members in need and surprises them with financial assistance to support them in their hardships. The program has helped more than 100 Las Vegas residents and donated over $100,000 in food, transportation and home repairs.

**Shining Star**
The station’s Shining Star segment highlights a local resident’s efforts to better the community.

**WGCL/WPCH**

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Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

**WHNS**

**Hurricane Dorian Relief Drive for Hearts with Hands**
WHNS teamed up with a sponsor, Ingles, to hold a donation drive for food and supplies for survivors of Hurricane Dorian in the Bahamas. All donations were given to Hearts with Hands, a local 501(c)(3) that delivered the donations.

**Winter Coat Drive for Miracle Hill Ministries**
WHNS held a winter coat drive in November of 2019. Donations of coats, scarves, sweaters and other winter gear were given to Miracle Hill Ministries to distribute to those in need.

**Holiday Toy Drive for Julie Valentine Center**
WHNS teamed up with Summit Media to be the TV partner for its annual holiday toy drive. Crews reported live from collection sites for the duration of the drive. All toys collected were given to the Julie Valentine Center to distribute to children.

**Salvation Army Bell Ringing**
WHNS anchors spent an entire day doing a bell ring-a-thon to raise money for people in need. On December 11, 2019, the anchors rang bells outside of Haywood Mall.

**American Heart Association**
WHNS anchors Margaret-Ann Carter, Nicole Papay and Aaron Cheslock participated in a virtual walk for the American Heart Association in April 2020. Normally, WHNS has a large presence at this event in-person, so employees supported it virtually due to COVID-19. In addition, on February 7, 2020, WHNS news anchors all wore red on-air to raise awareness of heart disease on “Wear Red” Day.

**Bon Secours St. Francis Festival of Trees**
WHNS was the media partner for the 2019 Bon Secours St. Francis Festival of Trees. All proceeds benefitted the neuroscience center and patients. In addition to an on-air campaign, WHNS supported the effort by decorating one of the trees.

**Surprise Squad**
The FOX Carolina Surprise Squad partnered with several clients over the year to give back to deserving families in the Upstate. Community efforts ranged from a first-responder parade for a 9-year-old heart patient to front-row WWE tickets for local kids and their mentors. Surprise Squad also highlighted the incredible fundraising efforts of a Gold Star Mom, replacing her broken HVAC unit and saving her thousands of dollars. As so many community members became essential workers, Surprise Squad continued to give back to those on the front line of the pandemic with gift cards for EMS workers and a massive food and drink drop off for hospital employees battling PPE fatigue.

**Miracle Feet**
Through partnerships with local healthcare providers, Miracle Feet, a not-for-profit, increases access to proper treatment for children born with clubfoot in low- and middle-income countries. Critical to its success is the generous support of donors. MNI places in-kind public service announcement print ads for Miracle Feet in select magazines within its networks.

**Save the Children – Bridge the Gap for Girls**
MNI employees walked 3.5 miles over the Brooklyn Bridge to raise money for Save the Children’s Bridge the Gap for Girls initiative which helps girls around the world access education.

**Inspirica – Thanksgiving Food Drive**
MNI teamed up with Inspirica, a local organization that offers emergency shelters, transitional housing, and more for Stamford’s homeless community. The organization seeks to break the cycle of homelessness by providing programs and services that help clients achieve and maintain permanent housing and stability in their lives. MNI was able to donate non-perishable food to help the homeless.

**Breast Cancer Awareness**
MNI has a proud history of fundraising for Breast Cancer Awareness. Each year a local not-for-profit is identified to be the recipient of funds raised from an internal corporate raffle. All items bid upon are donated by employees. In October of 2019, more than $4,700 was raised to support the efforts Seymour Pinks makes to support families with loved ones fighting breast cancer.

**Toys for Tots**
Each holiday season MNI offices nationwide participate in gathering toys for Toys for Tots. Through the generous donation of new, unwrapped toys by employees, countless children experience the joy of the holiday season.
Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

**Keep Genesee County Beautiful**
Since 2006, WNEM has partnered with local businesses to beautify areas of downtown Flint. WNEM staffers volunteer their time to maintain the gateway site by planting flowers, tree trimming, and maintaining the site throughout the year. Over the years, volunteers have planted over 54,000 trees, shrubs, perennials and bulbs in Genesee County, at 36 garden sites.

**Best & Brightest**
For 35 years, WNEM has been the exclusive market sponsor of “Best & Brightest” initiative, which honors the area’s high school valedictorians and salutatorians. On a Sunday in May, the WNEM staff volunteers their time to videotape over 200 students for a promotional campaign that airs throughout the summer. The WNEM on-air talent spends the day interacting with the students, their families and friends. As a memorable keepsake for the students, the production team puts together a music video of highlights from the entire day.

**Giving Back**
WNEM partners with local businesses, the City Rescue Mission of Saginaw, Rescue Missions of Mid-Michigan and the Good Samaritan Rescue Mission of Bay City to support the community with food and necessities with “WNEM-TV5’s Giving Back.” Each year the “Giving Back” campaign includes a food drive, news coverage and phone bank to raise awareness and funds for the drive. At the conclusion of the campaign, the WNEM sales team comes together for a volunteer day at the Mission, helping stock food donations in the shelter’s pantry and preparing meals for the residents at the shelter. The December 2019 campaign raised $10,000 for the area Missions and Food Banks.

**Big Brothers Big Sisters of Genesee County**
Since 2006, WNEM has partnered with Big Brothers Big Sisters of Genesee County, for its annual “Bowl For Kid’s Sake Media Challenge.” WNEM, along with other area tv stations, radio stations, print and digital media, competes for the “Media Challenge Trophy” and raises funds for Big Brothers Big Sisters in the Flint area. This year’s event raised over $170,000.

**Strike Out Sexual Assault Bowl-A-Thon**
WNEM has partnered with the Saginaw Child & Family Services since 2010 for its annual “Strike Out Sexual Assault Bowl-A-Thon.” The event helps raise funds to provide programs and services for survivors, their family members and the community through prevention efforts. This year’s event raised over $25,000.

**Toys 4 Tots**
WNEM has partnered with the United States Marine Corps Reserves of Saginaw County for over thirty years. Each Christmas season, WNEM collects new unwrapped toys to be distributed in Saginaw County for under-served children in the community. The station also provides news coverage and on-air promotion to raise awareness and donations.

**Sacred Heart 5K Run Walk 4 Recovery & Wellness**
In fiscal 2020 WNEM teamed up with the Sacred Heart Rehabilitation Center for its 14th Annual 5K Run Walk. The fundraiser provides vital services and life-saving care for people in the community fighting addiction and HIV/AIDS. WNEM teamed up with a radio partner for an on-air promotion campaign raising awareness and registration for the Run Walk. This year’s event raised over $46,000.

**Covenant Kids Telethon**
For the past 9 years, WNEM has hosted the Covenant Kids Telethon. The event highlights the extraordinary care Covenant Hospital provides for kids under the age of 18. Volunteers manage phone banks and record pledges to support pediatric medical care. Despite this year’s event needing to be cut short due to severe weather, the 9th Annual Covenant Kids Telethon raised over $100,000.

**30,000 Mask Giveaway**
WNEM partnered with the Saginaw Community Foundation to give away 30,000 masks to members of the community.

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**Jewish Federation of Greater New Haven**
With PPE in short supply due to the COVID-19 pandemic, WFSB teamed up with the Jewish Federation of Greater New Haven and the Stefanowski Foundation to donate free face masks to people in need. There were 14 giveaways held across the state. WFSB’s Masks for CT volunteers handed out more than half a million masks. With the school year approaching, WFSB, the Jewish Federation and the Stefanowski family teamed up again to give away reusable cloth masks to students and teachers.

**Channel 3 Kid’s Camp**
In a single weekend morning-news program, WFSB raised nearly $100,000 for Channel 3’s Kid’s Camp, designed to provide education and recreation programs that promote diversity, acceptance and environmental appreciation to children of all abilities, families and communities.

**The Salvation Army**
WFSB held a four-week campaign to support Coats for Connecticut and its collection and distribution of gently used winter coats. With the promotional strength of WFSB, Coats for Connecticut gathered more than 18,000 coats for the state’s residents.

**Connecticut Mission of Mercy**
With TV, digital and talent support from WFSB, the free dental clinic serviced almost 1,500 patients in two days—a value of over $1 million in free dental care.

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**FLINT/SAGINAW, MI**

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Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

**WALA**

**MOBILE, AL/PENSACOLA, FL**

**Ovarian Cancer**

WALA partnered with local restaurant, Newk’s Eatery, to raise money for ovarian cancer research and treatment.

**Movember**

Movember is an annual event involving the growing of mustaches to raise money and awareness of men’s health issues such as prostate cancer, testicular cancer, and men’s suicide. WALA supported the Movember Foundation in 2019.

**School Supplies**

Each year, WALA partners with VOA and Greene & Phillips Injury Lawyers to provide school supplies for local children in need. In 2020, to keep children safe from COVID-19, monetary donations were requested in lieu of material donations. This helped provide a backpack filled with age-appropriate school essentials and hand sanitizer for each child served.

**Ozanam Charitable Pharmacy**

WALA donated to the Ozanam Charitable Pharmacy, which provides necessary medications to over 1,500 uninsured patients each year.

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**WSHM/WGGB/EGGB**

**SPRINGFIELD, MA**

**Stuff the Bus**

Western Mass News teamed up with Holyoke Mall, United Way of Pioneer Valley and Peter Pan Bus Lines to help collect school supplies for families in need.

**Rays of Hope**

Western Mass volunteers were on site for the yearly Rays of Hope breast cancer walk/run. In addition to promoting the event, Western Mass News dedicated broadcast content to breast cancer awareness throughout October, including a live call-in segment.

**School Supplies**

Western Mass News volunteers were on site for the yearly Rays of Hope breast cancer walk/run. In addition to promoting the event, Western Mass News dedicated broadcast content to breast cancer awareness throughout October, including a live call-in segment.

**Ozanam Charitable Pharmacy**

WALA donated to the Ozanam Charitable Pharmacy, which provides necessary medications to over 1,500 uninsured patients each year.

**Covid 19-Getting Answers**

The Western Mass News team dedicated an entire midday broadcast to answering viewer questions pertaining to COVID-19.

**Link To Libraries**

Through Western Mass News’ participation in ABC’s Magic of Storytelling, the station purchased and donated 500 books to Link to Libraries, a local organization which aims to help local children learn the joy of reading.

**School Supplies**

Western Mass News volunteers were on site for the yearly Rays of Hope breast cancer walk/run. In addition to promoting the event, Western Mass News dedicated broadcast content to breast cancer awareness throughout October, including a live call-in segment.

**United Way of Pioneer Valley**

Western Mass News produced a PSA helping the United Way of Pioneer Valley raise money for the COVID-19 relief fund, providing food and economic assistance to the Western Mass community.

**School Supplies**

Western Mass News volunteers were on site for the yearly Rays of Hope breast cancer walk/run. In addition to promoting the event, Western Mass News dedicated broadcast content to breast cancer awareness throughout October, including a live call-in segment.

**Surprise Squad**

Western Mass News partnered with a local hardware store to help give back to first responders during the first wave of COVID-19.

**School Supplies**

Western Mass News volunteers were on site for the yearly Rays of Hope breast cancer walk/run. In addition to promoting the event, Western Mass News dedicated broadcast content to breast cancer awareness throughout October, including a live call-in segment.

**Millions of Meals**

In partnership with the Antonocci Family Foundation and iHeart Radio, Western Mass News helped deliver nearly 800,000 meals to the Food Bank of Western Massachusetts.
Human Resources

At Meredith, employees are the Company’s most important resource. Meredith seeks employees who embody values such as integrity, creativity, courage, initiative, passion, energy, teamwork and respect for others. Meredith favors an entrepreneurial style and rewards excellent achievement, and is not only concerned about the end result of an employee’s work, but how he or she achieved it and worked with others along the way.

Meredith has a robust hiring process which includes an in-depth behavioral-based interview approach. During the interview process, applicants are asked questions that explore areas such as collaboration, innovation, relationship building and judgment, to name a few. This approach focuses on an applicant’s professional and technical expertise and alignment with the Company’s core values to help ensure that every employee selected fits the competency requirements of the role he or she is pursuing and is a good match with the Company’s organizational culture.

A strong start is essential to success at Meredith. Besides common onboarding practices, some of the programs it has in place for new employees include:

• A new-employee orientation program which includes manager or HR led modules and self-directed informational videos, policy documents, and training modules, to guide new employees through learning the Meredith culture.

• A new-manager assimilation program that helps new managers define expectations for their employees, which enables these new relationships to be effective and efficient as quickly as possible.

Competitive compensation is a Meredith cornerstone, and the Company has strong policies in place to ensure the well-being of all employees, including a commitment to fair or living wage at a minimum.

• Meredith offers a competitive 401k plan with no vesting requirement. More than 90 percent of employees participate.
The Company delivers a total rewards package (pay and benefits) to attract, retain and motivate its employees. Its pay programs are competitive and are designed to recognize and reward individual performance. Every year, Meredith communicates its compensation and benefits programs to all eligible employees through a personalized, comprehensive Total Compensation Statement.

Meredith has offered a summer hours program for employees for several years. Whether to offer summer hours and the structure of the program are decided prior to Memorial day each year. Generally, employees receive one full day of paid time off during each two-week pay period from Memorial Day to Labor Day, although that can vary by business group and depending on Meredith’s financial position each year.

The vacation schedule for new hires and Meredith employees with fewer than three years of service was increased in January 2018. In 2020, because many people had to cancel vacations due to the COVID-19 pandemic, employees were given the opportunity to roll over vacation to calendar year 2021.

Meredith participates annually in industry surveys to benchmark its programs and ensure overall pay levels are commensurate with the marketplace.

Meredith partners with the lender Social Finance to offer parent in-school loans and a student-loan refinancing program for Company employees and family members who are either finished with college and/or currently financing college for themselves or dependents.

In Des Moines, when the campus is not closed due to COVID-19, Meredith hosts a “25-Year Club” reception every year for all employees and retirees that have been with the Company for 25 years or more. Additionally, Meredith provides Des Moines-based retirees with one free meal a day from the corporate cafeteria for their lifetime.

Meredith prides itself on having a culture of highly engaged employees, which is largely driven by its approach to performance management. Meredith has a tried-and-true approach, which starts with employees collaborating with their managers to set meaningful, actionable, and impactful goals at the beginning of the year. Throughout the year managers and employees have regular dialogue regarding progress against those goals. At the end of the year, employees and managers complete a performance appraisal, which includes discussing results and development opportunities for the coming year. This approach drives optimal employee engagement but also ensures that performance standards are applied fairly, reasonably, and have a focus on continuous improvement. Demonstrated successful performance is rewarded with appropriate increases in pay and promotional opportunities, when they arise.

Meredith surveys employees to monitor satisfaction and engagement. The most recent employee survey was distributed in September 2020. Additionally, Meredith’s President & CEO regularly responds to employee questions and concerns in company-wide town hall meetings, with all questions — live and pre-submitted — posted on the company intranet immediately following each meeting.
Wellness

Meredith has an extensive and award-winning wellness program that is available to employees and their spouses/domestic partners. It includes initiatives related to physical and financial wellness; nutrition and healthy eating; and stress management.

The Wellness Committee’s mission statement:

“Meredith is committed to the health and well-being of its employees. The health and wellness program helps employees and families live more productive, happier, healthier lives leading to an enjoyable retirement.”

Its goals are to engage employees and spouses/domestic partners to lower health risks; actively manage and offer support to employees with elevated health risks; and develop employees to become proactive and savvy consumers of healthcare.
Wellness, cont.

All senior executives participate in the program and encourage their teams to do so. In fiscal 2020, over 85 percent of Meredith employees and spouses/domestic partners participated in the wellness program. Only 12 percent of Meredith employees have three or more health risks, a drop of 16 points from 10 years ago. Seventy percent of national employers report 21 to 33 percent of their employees have three or more health risks. Meredith is in the top 10 percent of employers whose workforce has fewer than three health risks.

Employees and their insured spouses/domestic partners receive the lowest medical-plan contribution rates by completing an annual wellness screening, health-risk assessment questionnaire, preventive exams, wellness campaigns and lifestyle-coaching and tobacco-cessation programs as applicable.

In 2010, Meredith expanded the wellness program to include financial wellness. The comprehensive program focuses on financial education and literacy. Financial workshops are offered throughout the year and cover topics such as employee benefits, healthcare, retirement planning, taxes, saving for life events and holiday budgeting.

Meredith recognizes employees who have made significant lifestyle changes or taken leadership roles promoting the wellness program and encouraging others to get involved. Award recipients are recognized at a ceremony in front of their peers.

Meredith has leveraged technology to engage wellness-program participants and to make campaigns inspiring, fun, interactive and easy. Participants can watch wellness seminars, complete a nutrition education campaign, begin the tobacco-cessation program, and engage with a wellness coach. The Meredith Wellness website is linked to payroll, so as campaigns are completed and incentives are earned and redeemed, employees see dollars added to their next paycheck.

Benefits-eligible employees who take part in Meredith’s wellness initiatives, such as health-related seminars and healthiest-state walks, can also earn Well-Bucks. Employees use their Well-Bucks to reimburse qualified purchases such as tennis shoes, fitness apparel, therapeutic massages and pre-retirement counseling. After buying a health- or wellness-related item, employees submit their receipt to cash out their Well-Bucks. Employees can earn a maximum of $125 of Well-Bucks a year, and can “bank” up to $500 in Well-Bucks at any time.

Meredith also offers a variety of health and wellness reimbursement programs. The Company gives subsidies to employees for health club memberships, nutrition counseling, group or personal training, organized activities/sports leagues and individual tobacco cessation programs. Reimbursement rates are determined by how often an employee uses the service and/or completes the program. Well-Bucks can also be used to help cover the costs of the above programs and services.
Wellness, cont.

Meredith has won numerous national wellness awards, including but not limited to:

- **Platinum-Level Well Workplace** designation from the Wellness Council of America
- **Gold Workplace Health Solutions** from the American Heart Association
- **“Well Deserved” Leadership Award** from UnitedHealthcare
- **Promising Practices** award from the Partnership to Fight Chronic Disease
- **Gold-Level Bike Friendly Business Award** from the League of American Bicyclists
- **Healthiest Employer** from the Business Record Iowa & Iowa Association of Business & Industry
- One of America's **Top Bike-Friendly Workplaces** by *Bicycling* magazine
- One of the **Top 100 Healthiest U.S. Employers** by Springbuk®
- One of **Top 20 Digital Innovators** by Employee Benefit News
- **Top 100 Adoption-Friendly Workplace** by the Dave Thomas Foundation.

In Fiscal 2020, over 85 percent of employees and spouses/domestic partners participated in the Meredith wellness program.

In Des Moines, all employees and their spouses or domestic partners have access to a free 24-hour fitness center and more than 175 exercise classes each month. In addition, an on-site medical office is available during regular business hours. A similar on-site medical clinic is also available to employees in Meredith’s New York office. Employees in all locations are eligible for the health club reimbursement program, which will pay for up to 100 percent of a health club membership. Meredith’s workout facilities were forced to close as a result of the COVID-19 pandemic, but they will reopen for employee use when it is safe to do so.

Meredith also partners with Raccoon Forks Farm, a community-supported agriculture (CSA) program in the Des Moines area. The CSA provides employees who opt in with fresh, organic, locally grown vegetables and eggs on scheduled dates from spring through fall.

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Diversity and Inclusion

Diversity and Inclusion are at the heart of Meredith's core values, and Meredith has made it a priority to foster a work environment where every employee feels welcomed and valued. Meredith is committed to these components of its diversity efforts:

- Increasing employee diversity across the organization;
- Facilitating inclusion efforts within the workplace;
- Creating education and awareness opportunities; and
- Ensuring Meredith brands reflect the diversity of its consumers.

Meredith believes in and strives for an environment based on respect for all individuals and provides equal employment opportunity to all people, regardless of race, color, national origin/ethnicity, gender identity/gender expression, creed, religion, age, disability, sexual orientation, marital status, military service or any other characteristic. Meredith values a diverse workforce.

In 2019, Meredith hired a Director of Diversity and Inclusion who is responsible for connecting current activities to a larger Diversity and Inclusion strategy that will allow the company to continually embed these principles into all of its functions. This strategy is focused around pillars of Education, Recruitment, Retention, and Representation.

Meredith has implemented training sessions about unconscious bias for the leadership team, which will soon be rolled out to the entire organization. The training addresses and defines the concept of unconscious bias and how it affects decision making. Most importantly, the training covers strategies aimed at mitigating bias-based practices in the workplace, and it will be woven into other relevant training offerings moving forward.

**Employee Resource Groups**

Employee Resource Groups (ERGs), listed below, are conduits of workplace culture by educating Meredith staff on the value of diversity and sharing customs, characteristics, traditions and priorities of various employee communities. Also, if Meredith needs to know more about the audiences it wishes to serve, these groups are internal subject matter experts. ERGs are open to all employees to join.

- A3 (Asian)
- :BLACKPRINT (Black)
- OUT (LGBTQ)
- HOLA (Hispanic)
- Women at Meredith
- Women in Tech
- Media Upstarts (Gen Z and Millennials)
Diversity and Inclusion, cont.

:BLACKPRINT has been especially active in 2020, given the increased visibility of Black Lives Matter.

- It hosted a candid virtual employee discussion shortly after the death of George Floyd. Meredith employees who joined this virtual event expressed their feelings and emotions related to racial justice in society and specifically at Meredith. The discussion was recorded and subsequently shared with all employees.

- It presented a two-part series titled “Racy Conversations: Inspiring the Antiracist Generation” about race and privilege in America’s past and present.

- :BLACKPRINT is active on social media, with nearly 2,000 followers between Instagram and Twitter.

Some examples of other events hosted across Meredith include:

- Sponsoring multicultural events such as the Latino Heritage Festival, CelebAsian and the World Food and Music Festival in Des Moines; and the Association of National Advertisers Multicultural Conference in New York.

- Celebrating Black History Month, Hispanic Heritage Month, and Asian-American and Pacific Islander Heritage Month.

- Hosting Chinese New Year celebrations.

- Creating electronic lobby screens to highlight the many diverse holidays employees celebrate.

- Financially supporting and participating in LGBTQ Pride events, as well as hosting Pride-education forums.

- Inviting female leaders to attend leadership conferences in Des Moines. In calendar 2020 Meredith sponsored the Iowa Women’s Conference (WOCO), which was attended by 30 Meredith women. Nearly 70 Meredith women have attended either the WOCO Conference or the Iowa Women Lead Change Conference since 2016.

- Celebrating Diwali with events featuring traditional food, dress, décor and educational speakers.

- Hosting virtual events to keep employees connected while working remotely during the COVID-19 pandemic. In fiscal 2020, several Meredith employee resource groups hosted virtual events that were open to all employees. These events included virtual happy hours, book discussions, cooking demonstrations, and more.

- Bringing a diverse group of celebrities and speakers to both entertain and educate Meredith employees at no charge.

- Holding advance screenings of films from actors, directors, and screenwriters of diverse backgrounds and experiences.
Recruitment

Meredith is working hard to ensure that it is reaching a more diverse group of candidates to bring into the recruitment process.

This includes organizing the hiring process across the organization and enhancing the interview process to include a focus on competency-based behavioral questions. This will help reduce the possibility of bias in the decision-making process.

Meredith is creating partnerships with diverse professional networks to expand recruitment efforts, as well as create a pipeline for the talent necessary to take Meredith to the next level. Some of those organizations are:

- ANA Made Program – Association of National Advertisers diverse Internship program
- AnitaB.org Institute/Grace Hopper Celebration – Women in Technology
- ColorComm – Women of Color in Communications
- Emma Bowen and T. Howard Foundation – Media-based diverse internship programs
- Executive Leadership Council – Organization of Black senior leaders
- Lesbians Who Tech – LGBTQ+ and women-focused tech organization
- Jopwell – BIPOC job board
- NABJ/NAHJ/AAJA/NLGJA – Diverse journalism associations (Black, Hispanic, Asian, LGBTQ+)
- The Black Creatives – Multicultural agency for creative talent

Meredith has contracted with America’s Job Exchange to help identify diverse candidates in local Meredith communities.

Employees are Meredith’s best recruiting tool, and their referrals are often the most successful candidates. This is why Meredith has an incentive in place to encourage additional employee recommendations.

In the spirit of “you measure what matters,” Meredith has created baseline statistics of staff diversity both corporatwide and by business unit (See Appendix D). The company tracks and reviews these numbers quarterly. The goal is to create a workforce profile that is more representative of the customer base Meredith serves and the communities in which it operates.
Diversity and Inclusion, cont.

Retention

While recruitment efforts are vital to Meredith’s future, it is necessary ensure that the company is creating an environment for all employees to be managed in a way that positions them for success.

Meredith conducted a pay parity analysis that was completed at the end of calendar 2019 to identify and correct any inequities affecting women and employees of color (Appendix D). The company continues to monitor pay practices.

The analysis was conducted by Willis Towers Watson, a leading, independent compensation consulting firm, and presented to the Meredith Board of Directors at the November 2019 Board Meeting.

The analysis examined Equal Pay to determine if individuals performing equal or similar work are being compensated with equal or similar pay. Several pay and job variables were considered, such as but not limited to: base salary, short and long-term incentive targets and actuals, pay changes, job title, exemption status, scheduled hours, cost center, compensation grade, location, time in role, tenure and performance appraisal rating. Predicted pay ranges by employee were established in accordance with best practices. Employees included in the analysis were regular active employees in the U.S. (no freelancers, temps or interns)

The analysis confirmed that there are no systematic weaknesses or inconsistencies with Meredith’s pay practices. On average, approximately 95 percent of employees are paid within the predicted pay ranges, across all groups regardless of gender or race/ethnicity.

The remaining 5 percent of employees (those not paid within the predicted pay ranges) reflect both those employees paid above the predicted pay ranges, and those paid below the predicted pay ranges. Approximately half of those employees (slightly over 100 employees, or 2 percent of the company’s population) were paid below the predicted range across all groups. A further internal analysis was then conducted to identify any mitigating factors (not addressed in the regression analysis) as to why those employees were below the predicted pay ranges (e.g. performance concerns, new in role, etc.), and determine if adjustments were appropriate.

Open communication has never been more important, and is an essential aspect of retention. In addition to the work of the ERGs, Meredith created a platform for companywide discussions on relevant topics. The first session in this series was Strategies for Self-Care during Turbulent Times, a set of discussions co-facilitated by CCA, the company’s Employee Assistance Program partner. It provided staff a space to process the equal justice movement through the lens of wellness and self-care.

Meredith gave employees the day off to celebrate Juneteenth, and also gave employees a half day off to reflect on racism, equality and the death of George Floyd and others. As part of that communication, the company provided an extensive resources list that employees could use to deepen their knowledge and understanding, as well as contemplate their own feelings.
Diversity and Inclusion, cont.

Paradigm for Parity
Meredith has formally committed to the Paradigm for Parity initiative, which is a call to action for gender equality in the workplace, and provides a roadmap for progress, including:

- Minimizing unconscious bias;
- Increasing the number of women in senior roles; and
- Identifying women of potential and providing them with mentorship and opportunity.

She Runs It
Formerly Advertising Women of New York, the goal of She Runs It is to advance women and diverse candidates in all levels of marketing and media. As part of Meredith’s corporate partnership with She Runs It, all employees receive a free membership which includes invitations to events, mixers, and development workshops sponsored by She Runs It.

Meredith is proud to participate in initiatives that aim to help the media industry as a whole reexamine its Diversity and Inclusion practices and adapt to a changing media landscape in order to better reflect the diversity of modern consumers and audiences.

Measurement
Meredith will measure its Diversity & Inclusion progress as follows:

Recruitment
- Monitoring demographics of talent pools and applicants;
- Tracking SMART Goals related to ethnic diversity statistics; and
- Measuring the effectiveness of the recruitment partnerships and tracking interviews/hires from each.

Retention
- Conducting a Slalom Survey as a baseline of employee engagement; and
- Tracking promotions and terminations.

Education
- Identifying mandatory training goals and measuring effectiveness from an employee perspective; and
- Tracking how brands integrate the concepts of diversity and inclusion in content strategies and calendars.
Diversity and Inclusion, cont.

Industry Leadership

Meredith is proud to participate in initiatives that help the media industry and business overall reexamine their Diversity and Inclusion practices to adapt to a changing landscape in order to better reflect the diversity of modern consumers and audiences.

CEO Action for Diversity and Inclusion

In 2019, President and CEO Tom Harty joined CEO Action for Diversity and Inclusion, which is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. It centers around four main commitments:

- Cultivating trusting workplaces;
- Implementing or expanding unconscious bias training;
- Sharing best practices; and
- Sharing strategic diversity and inclusion plans with the Board of Directors.

New Majority Ready

In 2019, Meredith signed onto the New Majority Ready initiative sponsored by GroupM. The initiative gathers leading media, technology, and publishing organizations to help brands better adapt to and develop audience and media strategies aimed at addressing shifting US demographics.

#SeeHer

In 2018 Meredith announced a ground-breaking partnership with the Association of National Advertisers on a new industry-wide initiative called #SeeHer.

#SeeHer is focused on ensuring women and girls are accurately portrayed in advertising and media and eliminating the unconscious gender bias that currently exists in programming and advertisements. Meredith is supporting #SeeHer with editorial coverage, masthead branding, PR, and a print and digital advertising campaign.

GEM™ Certification

Related to #SeeHer, Meredith and all of the company’s national brands have undergone GEM™ certification. GEM™ is a data-tracking gender equality measure to help identify best-in-class advertising and programming that supports girls and women. Meredith Corporation is the first-ever GEM-certified publisher, and The Foundry, owned by Meredith, is the first GEM-certified content agency.

Human Rights Campaign Business Coalition for the Equality Act

In 2019, Meredith signed on to the Business Coalition for the Equality Act. This Coalition is a product of the Human Rights Campaign and consists of leading US employers that have given their formal support to efforts to pass the Equality Act. This federal legislation would provide the same basic protection to LGBTQ+ employees as are provided to other protected groups under federal law. As of Summer 2020, the legislation had passed the U.S. House of Representatives but stalled in the Senate.
From a content perspective Meredith is focused on creating meaningful reporting about Black, Indigenous, People of Color (BIPOC) news and storytelling. Meredith has made a pledge to bring in more diverse writers, voices and photos and well as foster diversity within the company’s management and employee base. Some examples of the diverse content created by Meredith brands are:

- **Parents** cover strategy is to represent the multicultural family makeup of the U.S. Its March 2020 cover featured talk show host Tamron Hall and her daughter. For the issue, Parents’ staff followed Hall for an entire day to document her life as a working mother.

- **PEOPLE** regularly spotlights social justice issues. In 2020, the magazine featured news anchor Anderson Cooper and his newborn son on the cover, and Cooper discussed the journey he and his husband experienced working with a surrogate. PEOPLE also featured director Tyler Perry in a cover story written by Perry discussing his experience as a Black man and his vision for racial justice and equality.

- **InStyle**’s September 2020 issue featured cover star Zendaya wearing only brands owned by Black designers.

- Meredith launched several new titles in fiscal 2020, including Sweet July, created by lifestyle influencer Ayesha Curry; and Millie, a magazine designed to help women of all backgrounds and experiences reach their financial goals.

- Many Meredith brands, including Midwest Living, Travel + Leisure, REAL SIMPLE, FOOD & WINE, and many more, highlighted black-owned brands and businesses in 2020 and encouraged readers to support minority-owned businesses in their communities.

- For a meeting with the Congressional Hispanic Caucus (CHC), Meredith tracked the magazine covers that featured individuals of Hispanic origin. For the same CHC meeting the company shared its Local Media Group on-air talent. See Appendix E for this information.

- Several of Meredith’s local television stations served as media partners for Pride Parades in their respective cities, including Arizona’s Family in Phoenix and Peachtree TV in Atlanta.

Despite the growing diversity reflected in its consumer brands, Meredith knows there is more work to do. Audiences will see the diverse makeup of America reflected more and more in its pages and on Meredith web sites in the future.

Jeremy Parsons, Kay Adams, Lawrence K. Jackson, and Sandra Vergara, the hosts of the new daily news and entertainment program, **PEOPLE (the TV Show!)**, that launched on Meredith television stations in 2020.
Meredith's mission is to be clear and transparent about how and why the company collects and uses information from consumers, and to empower those consumers to control their personal information.

Meredith is committed to responsible collection, management, use and protection of personal information, defined as information in any format that identifies, relates, describes, or is capable of being associated with an individual or a consumer’s device or browser. This can include information such as an IP address, cookie ID, or other browser, device or ad identifier, as well as direct identifiers such as name and contact information.

The following core principles to guide its data processing activities:

1. Process personal Information in accordance with all applicable laws and regulations
2. Treat personal information as confidential where appropriate
3. Be transparent with subscribers, visitors to its digital properties, and other consumers about how the company collects, uses, and discloses information
4. Implement principles of Privacy by Design and Data Minimization when collecting, processing and storing personal information
5. Collect, secure, process, use and store personal information appropriately and ensure vendors and partners that process personal information on Meredith’s behalf have appropriate security controls in place
6. Exercise appropriate precautions when processing location data, health data and other categories of personal information that may be sensitive
7. Implement industry standard technical and organizational measures to secure personal information
8. Allow consumers to exercise their rights to access, delete, and stop certain processing of their personal information under applicable law in an efficient and easy-to-use manner
9. Work to ensure data privacy incidents are identified and reported appropriately, and that the risks are mitigated to the extent possible
10. Train employees to understand their roles in upholding these principles and practices

These principles apply when Meredith owns the relationship with the consumer, such as where it offers a magazine subscription or otherwise collects personal information directly from consumers. Where Meredith acts as an agent for another company, that company’s principles determine how the Personal Information is processed and the other company is responsible for offering and honoring consumer rights, though we must ensure proper security for the information.

Meredith hired Farah Zaman as its full-time Chief Privacy Officer in late 2019. She is responsible for leading Meredith’s privacy compliance, education, and protection strategies across all businesses and locations. She reports to Meredith’s Chief Development Officer and General Counsel.
Environmental Sustainability Mission Statement

Meredith structures its environmental work around the following mission statement and project charter, reflecting its commitment to people, profit and planet:

“Meredith Corporation has taken a proactive approach to environmental sustainability because such action ultimately benefits our shareholders, our clients, our employees, and our planet. This approach also demonstrates that companies can and must be responsible environmental stewards while simultaneously increasing business efficiency, and ultimately shareholder value.”

Meredith will...

• Comply with applicable environmental laws and regulations, as well as other reasonable standards identified through our stakeholder engagement process.

• Continually measure our progress as we work to become more environmentally sound within our operations and procurement.

• Develop best practices for effectively managing relevant environmental issues for Meredith, including: responsible paper, waste and recycling, energy and transportation, and water.

• Source paper made with responsibly harvested practices, minimize paper waste in the printing process, and increase recycling rates nationwide.

• Reduce unnecessary business travel, choose more efficient modes of transportation, and offer employee incentives for alternative commuting.

• Continue to improve energy efficiency while investigating cost-effective renewable generation opportunities.

• Generate less waste and find viable outlets for existing waste streams that could be recycled or composted.

• Continue to improve water efficiency and conserve water resources.

• Encourage employees, suppliers, and clients to embrace sustainable and restorative practices through ongoing education and sharing of best practices.

• Raise consumer awareness of environmental issues by delivering inspiring, meaningful content through all media channels.

• Inform internal and external stakeholders about Meredith’s environmental performance through our annual Corporate Social Responsibility (CSR) Report.
Stakeholder Engagement

In 2018, Meredith’s Sustainability Task Force revisited its stakeholder engagement process from 2014 to help identify and focus on issues most relevant to Meredith’s business.

The company sent a survey about its environmental efforts to 146 leaders from nine internal departments (56 percent National Media Group, 26 percent Local Media Group and 18 percent Corporate). It received a response rate of 64 percent. A similar survey was also sent to 22 external partners throughout the value chain (supply, distribution, and vendors) with a 91 percent response rate. Their input about the most relevant issues for Meredith reinforced the Task Force’s past work while illuminating possible areas for extra attention, measurement and improvement.

Five competitor reports that had been released since the 2014 stakeholder engagement process were benchmarked. Those included: FOX, NBCUniversal, Sky UK, Bertelsmann and Time Warner.

It is critical that, while pursuing environmental sustainability, Meredith invests in projects that also bolster its social and economic sustainability. It is also important that, while pursuing overall sustainability, Meredith remains aware of outside public perceptions.

Environmental Sustainability

Ambassadors Program

A committee of Environmental Sustainability Ambassadors (ESAs) collaborates on ideas for improving sustainability and implementing sustainable initiatives across the Company.

Over 60 employees have volunteered. Volunteers represent a variety of positions, including human resources directors, editors, account managers, email analysts, and more, located across the U.S., Canada, and India. These passionate individuals participate in quarterly video calls to share the successes they’ve achieved at their offices and to brainstorm ways to make Meredith more environmentally friendly in the committee’s four main focus areas. Calls are consistently well-attended. Ambassadors in Meredith’s New York office have formed their own sub-group to focus on projects specific to that location, while continually recruiting new employees to join. Another ambassador sub-group is tackling the reduction and ultimate elimination of single-use plastic across the company.
Environmental Sustainability Ambassadors

Brynn Baker  
Audience Retention Content Manager, Interactive Media  
Des Moines, IA

Lila Battis  
Senior Editor, Travel + Leisure  
New York, NY

Laurel Berenguer  
Human Resources Director, WGCL/WPCH  
Atlanta, GA

Kandis Bock  
Vice President and Chief of Staff, Human Resources  
Des Moines, IA

Leslie Burleson  
Human Resources Director, WFSB  
Rocky Hill, CT

Leigh Champion  
Accounting/Human Resources Director, WHNS  
Greenville, SC

Jeanette Chow  
Creative Director, Meredith Parents Network  
New York, NY

Natalia Claytor  
Human Resources Director, KVUU  
Henderson, NV

Maria Duryee  
Copy Chief, Better Homes & Gardens  
Des Moines, IA

Anne Gilhool  
Account Manager, Meredith Parents Network  
New York, NY

Olivia Guns  
Representative, Corporate Communications  
Des Moines, IA

Tiffany Herring  
Photo Researcher, PEOPLE  
New York, NY

Donna Howell  
Human Resources Manager, WALA  
Mobile, AL

Rick John  
Group Director, Premedia Print  
Des Moines, IA

Mark Johnson  
Director of Engineering, WGCL  
Atlanta, GA

Kristin Kline  
Sr. Account Manager, Audience Targeting  
Des Moines, IA

Lauren Lastowka  
Executive Editor, Diabetic Living  
Shelburne, VT

Jeff Lovetinsky  
Director of Engineering, KVUU  
Henderson, NV

Terry Lysogorski  
Office Manager, EatingWell  
Administrative Manager, Meredith Content Licensing  
Shelburne, VT

Lindsay Mayland  
Audience Insights Manager, Crafts Group  
Des Moines, IA

Pam Manor  
Accounting/Human Resources Director, WNEM  
Saginaw, MI

Meg O’Mara  
Associate Business Development Manager, Direct Media  
New York, NY

Vivek Mathias  
Senior Manager, Brand Finance  
India

Jennifer McCoy  
Executive Director, Environmental, Social, Governance  
Des Moines, IA

Peggy Milner  
Regional Accounting Manager, KMOV  
St. Louis, MO

Todd Neilsen  
Director of Paper, Strategic Sourcing  
Des Moines, IA

Monica Ngo  
Human Resources Director, KCTV  
Fairway, KS

Bill Wood  
Executive Director, Newsstand Operations, National Media Group

Meredith’s Environmental Leadership Group consists of senior managers from the company’s businesses that have the greatest environmental impact. This group meets quarterly and often gathers informally outside of official meetings, which are consistently well-attended.

Environmental Leadership Group Members

Tom Casey  
VP of Engineering and Technology, Local Media Group

Steve Crowe  
VP, Consumer Products, National Media Group

Mike Lacy  
SVP, Chief Information Officer

Todd Neilsen  
Director, Paper, National Media Group

Steve Pope  
Vice President of Human Resources, Local Media Group

Chad Schumacher  
Executive Director, Production, National Media Group

Sean Simonis  
Executive Director, Strategic Sourcing

Ryan Squier  
VP, Corporate Real Estate and Security

Amy Tincher-Durik  
Executive Director, Premedia, National Media Group

Bill Wood  
Executive Director, Newsstand Operations, National Media Group
Environmental Awards

Over the years, Meredith has received a number of awards for its efforts to improve environmental sustainability within the Company and its communities. These include:

- **Business Support Award** from the Iowa Parks and Recreation Association for Meredith’s contribution to the leisure services professions and enhancements to the local quality of life, including donating more than $3 million to create the Meredith Trail and Pappajohn Sculpture Park. Those include beautifying Gray’s Lake and Meredith Trail, providing playground equipment through Rebuilding Together and more.

- **Large Business Environmental Impact Award** from the Metro Waste Authority, Greater Des Moines Partnership, Des Moines Water Works and the Center on Sustainable Communities for Meredith’s continual demonstration of environmentally sustainable practices.

- **Governor’s Iowa Environmental Excellence Award** for Meredith’s leadership and innovation in managing the state’s natural resources.

Jill Waage, Traditional Home Editor in Chief and Magnolia Journal Editorial Director (center), accepts the Business Support Award from the Iowa Parks and Recreation Association.
From the Sustainability Task Force’s stakeholder survey results, Meredith internal departments again ranked “Responsible Paper” as the company’s No. 1 environmental sustainability aspect. Previously called “Materials,” the focus was always on paper and includes optimizing paper consumption; making responsible paper sourcing decisions; and engaging externally in the realm of sustainable forestry practices.

During fiscal 2020, the percent of Meredith paper mills certified ISO 14001 – an environmental management system for manufacturers focused on environmental performance – increased from 69 percent to 72 percent. Additionally, actual tonnage of paper purchased from mills certified ISO 14001 increased from 69 percent to 81 percent.

This aligns with a 2006 life-cycle assessment of the environmental impacts of magazines conducted by Time Inc. in partnership with The Home Depot, Stora Enzo, and Canfor Corp. Published by The Heinz Center, *Following the Paper Trail* showed that 61-77 percent of all emissions came from paper milling production in the magazine supply chain. That reinforces Meredith’s efforts to collaborate with mills and other supply chain partners to improve environmental performance.

For over a decade, the former Time Inc. played a leading role developing and refining EPAT® – the Environmental Paper Assessment Tool (www.epat.org). This web-based tool provides paper suppliers with a thorough, effective way to track environmental performance and identify potential areas for improvement. It also helps paper buyers make informed procurement decisions.

Meredith benefits from this expertise and tool, continuing to invest time and effort developing strong, transparent relationships with paper suppliers. Its goal is to ensure its magazine paper both looks great to readers and maintains a minimal environmental footprint. Meredith uses the wealth of EPAT data in annual review discussions with its paper suppliers. This includes reviewing their environmental performance over time and sharing how their scores compare with other paper mills – although the Company keeps the identity of each mill confidential.

### How EPAT Works

**EPAT Desired Outcomes for Environmentally Preferable Paper**

1. Efficient use and conservation of raw materials
2. Waste minimization
3. Conservation of natural systems
4. Clean production
5. Community and human well-being
6. Economic viability of the paper
7. Credible reporting and verification

**EPAT enables paper suppliers to efficiently share data on 19 performance indicators representing 7 desired outcomes for environmentally preferable paper.** For example, the desired outcome “clean production” requires data on seven distinct indicators: air quality, water quality, climate stability, solid waste, mercury emissions, mill environmental management systems and minimum impact efforts. Each of these seven indicators includes specific reporting metrics common to all paper mills.
Responsible Paper, cont.

**Paper Purchasing**

Meredith’s annual Request for Proposal (RFP) process helps select qualified paper suppliers who meet yearly requirements. Vendors are evaluated on the following criteria:

**Quality** — Meet or exceed quality manufacturing requirements.

**Performance/Schedule** — Manufacture and ship in the most efficient and timely manner.

**Customer Service** — Provide a single point-of-contact to handle all ordering and customer service needs.

**Environment** — Meet all requirements for quality, performance/schedule, customer service and environment at the greatest overall value.

**Cost** — Meredith will select vendors that best meet all requirements for quality, performance/schedule, customer service and environment at the greatest overall value.

Meredith is committed to paper purchasing policies that support the sustainable management of forests and other natural resources. Suppliers must be compliant with all environmental and forestry laws and regulations applicable to their federal, state and local origins of operation. They must also demonstrate consistent improvement in their use of third-party certified sources. Meredith completed a detailed Carbon Disclosure Project Questionnaire about its forestry practices. See a copy [here](#).

**Certified Paper**

All certification systems have varying standards, but consist of three primary types of certification: Chain of Custody (CoC), Forest Certification and Certified Sourcing. These certifications are typically granted by third-party evaluators who assess a forest according to standards set by certification organizations.

All of Meredith’s paper is supplied by mills with third-party CoC certification. More than 90 percent of the paper produced by the mills supplying Meredith contains third-party certified fiber. The paper industry is striving to increase this number, but certified forests and land resources are limited. Even though small, private landowners may already meet all standards, it is very expensive and labor intensive for them to become certified. Nevertheless, the industry is working with landowners to increase the number of certified forests.

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**Responsible Paper Procurement**

One of Meredith’s values-driven suppliers, Sappi, owns two paper mills in North America that manufacture the paper used in a range of Meredith titles.

The Sappi mills use high levels of renewable energy resulting in an exceptionally low carbon footprint. Seventy-four percent of their total North American energy is derived from renewable sources produced on-site. For example, their biomass boilers are used in the production of pulp which is then turned into paper. The resulting carbon footprint of 0.40 tons of CO2 equivalents per ton of saleable product is among the lowest in the United States paper industry.

In 2019, EcoVadis recognized Sappi as a gold-rated company, its highest level, putting it in the top four percent. Sappi North America placed in the 96th percentile of the roughly 30,000 companies surveyed annually for its strong environment & human rights score.

Sappi is aligning with the United Nation Sustainability Development Goals (UNSDGs). The UNSDGs define 17 global priorities and aspirations for 2030. Sappi has identified seven goals most relevant to its business where it can have an impact — clean water, affordable and clean energy, decent work, and economic growth, responsible consumption and production, climate action, life on land, and partnerships for the goals.
As a major paper buyer, Meredith is able to leverage its position to promote responsible forestry through supplier and stakeholder partnerships. In daily operations, Meredith encourages its paper suppliers to increase their percentage of lumber from sustainably certified forests and purchase certified magazine paper for the Company’s magazines.

A growing number of companies like Meredith are now requiring certified paper. To help meet the demand for certified paper SFI developed a process called Certified Sourcing where loggers are trained in sustainable forestry practices. This means that more trees can be harvested in a sustainable manner to protect waterways and wildlife. Meredith’s use of certified sourcing drove the company’s increase in certified paper from 80 percent in fiscal 2019 to 90 percent in fiscal 2020.

**Increasing Maine’s Certified Acres by 20 Percent**

Only 10 percent of the world’s forests are sustainably certified, including roughly 28 percent of private land in the United States. In 2011, the former Time Inc. completed a two-year pilot program in partnership with Hearst Enterprises, Verso Paper Corp., the Sustainable Forestry Initiative® Inc. (SFI®), Sappi Fine Papers, National Geographic Society and NewPage Corporation to expand forest certification in Maine. This resulted in an increase of 20 percent in the state, or an additional 1.4 million certified acres.

**SFI Forest Partners Program**

The former Time Inc. then became a founding member of the Sustainable Forestry Initiative (SFI) Forest Partners Program. Using the Maine pilot, this program provided a group certification model to help small and medium-sized landowners overcome barriers to certification by enabling them to develop, implement and coordinate responsible forest management plans more simply and cost effectively. Each landowner must still complete an independent, on-site audit to verify compliance with the rigorous criteria of the SFI certification standard.

Meredith continued the commitment of former Time Inc. by making a $20,000 donation to the SFI Forest Partners Program in fiscal 2020 and participating on its leadership committee.
Responsible Paper, cont.

**Production**
Meredith has saved millions of pounds of paper by reducing magazine basis weights—the thickness of the paper. Additionally, a majority of Meredith’s magazines are run on a short cut-off press, further reducing Meredith’s paper use. When printing, Meredith uses ink optimization that reduces ink usage for its magazines by 10 to 12 percent versus traditional methods.

**Newsstand Distribution**
To reduce unsold copies distributed to retail outlets, Meredith developed a magazine wholesaler incentive program to improve each title’s overall distribution process. Collaborating with its wholesale partners, Meredith is able to identify the optimal number of copies to print for each retail store and the corresponding quantity to be delivered to the numerous distribution centers located throughout the United States and Canada.

Just prior to printing, Meredith analyzes wholesalers’ distribution plans for each retail store. Using criteria such as historical sales, inventory, promotion and shelf space data, Meredith searches for opportunities to grow sales and reduce unsold copies. This optimization process adds and deletes stores from distribution, as well as increases or decreases copies for targeted stores. Once these store-level copy-demand changes are uploaded into wholesaler systems, Meredith creates and provides its printing partners a revised print order quantity for each distribution center and its corresponding retail store base.

In addition, Meredith’s largest newsstand wholesaler, ANC, recycles all off-sale magazines, cardboard and plastic to minimize waste.
The growth of Meredith digital editions has helped reduce the Company’s paper usage.

Customers have the opportunity to subscribe to Meredith magazines in a variety of ways. First, they can select a continuous-service subscription, which eliminates paper renewal efforts. Consumers can subscribe, renew, give gifts and pay for their subscriptions online. If this option did not exist, Meredith would have had to double the amount of direct mail sent in 2018.

In March 2019, Meredith announced it was partnering with Apple on its launch of Apple News+, a subscription service that consists of over 300 magazines available in one app, including 31 Meredith brands. Consumers can access all current and past issues of available titles on Apple News+.

Any product—including paper—must contain at least 10 percent post-consumer waste to use the green-chasing-arrows emblem. While Meredith has had some success with this effort, incorporating the required amount of recycled fiber into paper is difficult for large, mass-circulation magazines. It is often not the best option due to quality, availability and cost premiums.

Because the use of recycled paper is not always practical, Meredith has focused primarily on reducing basis weights to more favorably impact the environment, while also considering costs on behalf of Meredith’s shareholders.
Waste and Recycling

From the Sustainability Task Force’s 2018 stakeholder survey results, Meredith internal departments ranked “Waste & Recycling” as the company’s No. 2 environmental sustainability aspect. Previously No. 4, this initiative includes identifying and diverting existing waste streams; tackling complex issues like food- and electronic-waste; and increasing employee awareness with bins, signage and communications.

Direct Mail
Meredith uses direct mail to distribute its magazines and to market its products to consumers. The company has made great strides in reducing the size of direct mail packages. The current standard package uses 50 percent less paper than the standard package used in 2008. Meredith also uses 100 percent recyclable polybags to deliver magazines to customers’ homes. By consolidating magazine delivery for customers who subscribe to multiple magazines, Meredith achieved an 11 percent reduction in the use of plastic polybags in fiscal 2020 compared to 2019.

Hazardous Waste
Meredith produces three universal waste streams: fluorescent tube light bulbs, electronic waste, and batteries. Responsible hazardous waste disposal is important because it prevents harmful substances from ending up in water supplies and soil systems.

Meredith uses various suppliers across the country, including A-TEC in Des Moines, to recycle its 8’, 4’, U-shaped, and circular fluorescent tube light bulbs. In fiscal 2020, Meredith recycled 1,296 pounds. Interstate Batteries recycles Meredith’s used batteries. Currently, Interstate Batteries is not providing documentation of counts or weights for batteries. Meredith is working with the company to begin receiving certificates of disposal with metrics in the future. Meredith recycles electronic waste companywide through partnerships with a variety of companies, including Ion Computer Systems, Apple, Sims Recycling Solutions, Ecyclers USA, ER2 LLC, and more. Meredith recycled 35,075 pounds of e-waste in fiscal 2020.

Office Materials
Focused efforts to recycle office materials have reduced Meredith’s total waste. The Des Moines headquarters now recycles more office materials, such as cardboard, paper and plastics, than it sends to landfills. It now recycles more than half of its waste, compared to 25 percent in prior years.
Internal Printing

Meredith is continuously implementing printing policies and digital programs to reduce paper and toner usage. All Des Moines printers’ default settings are now double-sided. In 2017, the first year of this policy, the company reduced its paper usage by close to 900,000 sheets of paper, the equivalent of 107 trees. While the number of pages printed in 2019 increased 4 percent from the year before, Meredith expects the number of pages printed in 2020 to drastically decrease due to many employees working remotely and a continued emphasis on digital communication. Additionally, all Meredith printers use recycled toner. The company is also increasing its black-and-white default print settings and improving its ability to track printer usage, giving Meredith the opportunity to identify additional opportunities to save paper, ink and toner cartridges. Meredith IT has implemented “Follow-Me” printing in Des Moines, New York, and several other offices. This feature allows employees to print to any computer in the building, from any device on the Meredith network using a specific PIN number. Because many print jobs end up being unnecessary or duplicates, employees can avoid this by entering their PIN at the printer station, reviewing a list of print jobs in their queue, and choosing to only print those that are necessary.

Meredith PreMedia has also implemented systems to reduce paper while improving employee workflows and company risk management. In 2012, the team began replacing hard proofs with virtual soft proofs for color approval. In 2016, PreMedia invested in soft-proofing software to improve workflow and color accuracy. The team successfully implemented this digital-proofing program for all magazines, and is in the process of evaluating opportunities to completely eliminate hard proofs. Converting from hard copy to digital eliminates the time and materials previously required to print and mail proofs to multiple locations. Precisely calibrated workstations provide designers with faster turnaround times but still maintain the highest quality of product for Meredith brands. When the Time Inc. business was acquired, nearly all of the Legacy Time brands had transitioned to soft proofing, and Meredith PreMedia is working to get the remaining brands transitioned to using only soft proofs as well. In fiscal 2020, the PreMedia team reduced the amount of paper used in proofing by 58 percent and reduced the amount of ink used by 68 percent compared to fiscal 2019.

Additionally, Meredith has deployed a paperless contract management system using digital approvals and e-signatures. In fiscal 2020, over 55,000 total pages of contracts were processed electronically, and nearly 19,000 documents were processed electronically. Many users are now processing invoices electronically in MarkView without any printing. Now, over half of the documents are signed by both parties within 24 hours, and over a third of the documents are signed within six hours. Transitioning to a digital contract database has saved paper, time and allows for business continuity with digital storage of legal documents.

In fiscal 2020, the PreMedia team reduced the amount of paper used in proofing by 58 percent and reduced the amount of ink used by 68 percent compared to fiscal 2019.

Meredith has instituted paper-reduction activities company-wide. The company reduced office paper weights from 28 to 20 pounds in its Des Moines offices.
ENVIRONMENT

Waste and Recycling, cont.

In 2018, Meredith renovated one of the buildings at its Des Moines headquarters and partnered with Green Standards to reduce waste and divert office materials such as furniture, appliances, computers, artwork, and supplies from landfills. This was achieved through a combination of charitable donations, recycling, and resale of materials. As a result of the project, 251 tons, or 94 percent of the waste generated, was diverted from landfills, and the materials given to charitable organizations equaled more than $67 thousand in donations. Meredith’s projects with Green Standards have also resulted in a reduction of nearly 480 tons of CO2 emissions. Click here to see full report.

GREEN STANDARDS WASTE REDUCTION
Meredith has partnered with Green Standards since February 2018 to divert waste from office renovations.

Waste Auditing

In September 2016, Meredith partnered with the Iowa Waste Exchange to conduct a waste audit of its Locust North and South buildings in Des Moines. To perform the audit, Meredith’s Facilities team saved a day’s worth of trash — totaling about 680 pounds — which volunteers hand-sorted on-site. They quantified the weights, volumes and types of waste generated. The data they retrieved is helping Meredith identify diversion, reduction, recycling and employee-education programs to further reduce its waste.

Des Moines Waste Audit Volume
Meredith’s trash audit also discovered more than 18 percent of the headquarters’ garbage was kitchen waste. Meredith has had success with composting programs in the past and is currently looking for a new composting solution. Updates will be included in future CSR reports.

When Meredith hosts events in Des Moines that yield leftover food, the Company donates it to Eat Greater Des Moines’ food rescue program, which collects safe, prepared food and distributes it to agencies that serve the food insecure.

In New York, the cafeteria and test kitchens compost all food scraps and have a program to recycle used cooking oil. In addition, Meredith’s coffee supplier switched to Reunion Island’s biodegradable coffee pods instead of the plastic pods previously used for the single-serve coffee machines. The Des Moines and New York offices have eliminated plastic straws and coffee stirrers, and a Meredith Ambassador subcommittee is exploring options to greatly reduce or eliminate disposables companywide.

In March 2017, because of the seven percent (by volume) of disposable cup waste identified in Meredith’s trash audit, the corporate cafeteria partnered with the sustainability committee on the Meredith Mug Program, which provided every Des Moines employee with a reusable thermos for hot and cold liquids. Meredith’s Strategic Sourcing department initiated a sponsorship from Staples, which provided the reusable mugs. The mantra on the side of each mug reads: Fill. Drink. Rinse. Repeat.

Employees who use their mugs when purchasing a drink in the cafeteria also receive a discount on their drinks.

Between July 2019 and June 2020 Meredith’s reusable mug program in Des Moines kept a total of 39,000 disposable cups and 7,000 disposable lids out of the landfill.

In addition, Meredith offices in Portland, OR; Nashville; Phoenix; Atlanta; Shelburne, VT; Seattle; New York; as well as the office in India all provide reusable mugs or cups for employees to help reduce the use of disposable cups.
Waste and Recycling, cont.

Employees at the Meredith India office decided to take control of their waste production when they discovered the office consumed approximately 888,000 paper cups annually. In 2017, they launched their “Go Green” campaign, which presented a series of green initiatives across the organization. As part of the campaign, the decision was made to eliminate the use of paper cups and the entire organization switched to reusable, personalized ceramic mugs.

*numbers have been indexed
National Media Group Waste and Recycling Initiatives

**MEREDITH DIGITAL**

Meredith Digital in Seattle provides reusable coffee mugs, glasses, plates and silverware for employees. Any disposable dishware at the office is also compostable.

On Earth Day, employees in Seattle collect unused office supplies to redistribute.

**BETTER HOMES & GARDENS**

Better Homes & Gardens continues to celebrate the still-growing-strong DIY decorating trend of up-cycling furniture as part of its content. This practice reduces waste and lets DIYers reinvent what they already have.

**REAL SIMPLE**

Largely due to employees working remotely, the content creation process for the print edition of REAL SIMPLE became 100 percent paperless in 2020.

**MIDWEST LIVING**

Midwest Living’s ongoing coverage of eating and shopping locally and smartly reusing materials reflects the resource-savvy mindset of the brand and its region.

**WOOD**

WOOD regularly features articles on environmentally friendly practices and ideas, such as water-based finishes low in volatile organic compounds; effective dust collection; repurposing found materials into useful projects; and methods for wringing the most material from every piece of lumber.

**MEREDITH PREMIUM PUBLISHING**

In fiscal 2020, Country Gardens featured a story about new technologies and gadgets for easier and more efficient watering and a piece on composting. Numerous stories highlight ideas for upcycling flea market finds, architectural salvage, and garden décor to reduce waste from buying new products.

Do It Yourself regularly features furniture makeovers and repurposing projects. The Spring 2020 cover story on Flea Market Makeovers featured 10 projects that involve revamping items found at tag sales, garage sales — and even curbsides.

Do It Yourself’s Meet the Maker column profiles creative makers, shop owners, and entrepreneurs around the US. Its Winter 2020 (on-sale Oct 2019) maker, Laura Galvis of Cruda Bath & Body, talked about her company’s plastic-free philosophy and taught readers how to make organic soaps at home. Its Summer 2020 maker, Christi Johnson of Mixed Color, discussed how to choose sustainably produced fabrics and salvage vintage garments as part of her custom embroidery business.

Farmhouse at Heart, launched in fiscal 2020, focused on topics like homesteading, organic gardening, seed starting, and natural cleaners, with an overall focus on sustainability and clean, simple living.
### Local Media Group Waste and Recycling Initiatives

#### KCTV/KSMO

**KANSAS CITY, MO**

KCTV and KSMO provide water coolers rather than bottled water for employees.

The station also provides biodegradable coffee pods for employees.

#### KMOV

**ST. LOUIS, MO**

The station uses DeCyclet, a nonprofit organization that employs individuals with disabilities to recycle and destroy sensitive paper documents.

#### KPHO/KTVK

**PHOENIX, AZ**

In fiscal 2020, Arizona’s Family started a new partnership with the City of Phoenix that serves to educate the community on recycling via PSAs and a social media campaign.

#### KPTV/KPDX

**PORTLAND, OR**

KPTV/KPDX has eliminated paper and Styrofoam cups at its offices, and all employees now have reusable cups or mugs. Every employee is provided with one to use. For station meetings involving food, KPTV and KPDX use bowls, plates and other utensils made from corn.

#### WGCL/WPCH

**ATLANTA, GA**

WGCL/WPCH has on-site recycling stations for employees, and provides water bottle refilling stations so encourage the use of reusable bottles.

WGCL/WPCH uses rechargeable batteries for all wireless microphones. The station’s use of disposable batteries has been cut by 25 percent and is expected to increase in coming years.

#### WFSB

**HARTFORD/NEW HAVEN, CT**

WFSB partnered with a local grocery store chain to hand out reusable grocery bags to prepare residents for a local law instituting a 10-cent tax on plastic bags.

#### WALA

**MOBILE, AL/PENSACOLA, FL**

At least once a year, WALA hosts a shredding event during which community members can bring important papers and documents to be shredded for free and recycled.

The station has eliminated hard-copy schedules to reduce printing and paper waste.

WALA also partners with Keep Mobile Beautiful to recycle all its paper and cardboard.

The station uses rechargeable AA batteries in all studio wireless microphones and monitoring systems, preventing approximately 100 batteries each week from ending up in landfills.

#### WHNS

**GREENVILLE, SC**

During the WHNS transmitter project more than three tons of cable and scrap metal were recycled. WHNS donated all outdated electronic equipment in working condition to local schools.

All employees have reusable mugs and the station no longer offers disposable cups. The drinking fountain at the station also has a bottle refill option which has helped eliminate waste from nearly 50,000 plastic water bottles. Approximately 7,000 plastic bottles were kept out of landfills in fiscal 2020 alone.

#### MNI TARGETED MEDIA

All MNI employees are provided with reusable straws, mugs and water bottles in an effort to reduce waste.

#### WSMV

**NASHVILLE, TN**

In addition to recycling paper, WSMV hosts an annual recycle day for staff and engages several large-scale recycling haulers to remove significant amounts of obsolete electronic equipment from the facility to sell to recyclers.

WSMV also maximized the use of reclaimed materials in the relocation and redesign of its newsroom.

WFSB employees hand out reusable bags at a local grocery store to help shoppers reduce their plastic waste.
In 2014, Meredith stakeholders ranked “Transportation” and “Energy” as the company’s No. 2 and No. 3 environmental sustainability aspects, respectively. From the Sustainability Task Force’s 2018 stakeholder survey results, “Transportation” dropped to No. 5 behind “Waste & Recycling” (No. 2), “Energy” (No. 3), and “Water Conservation” (No. 4).

Because “Transportation” addresses fuel consumption that contributes to Meredith’s overall carbon footprint, the “Energy & Transportation” are combined into one section. In this regard, the focus is clearly on all forms of energy and includes electric, gas, steam, and fuel efficiency; investigating renewable energy generation opportunities; and managing Meredith’s overall carbon footprint.

In 2010, Meredith committed to reducing its greenhouse gas (GHG) emissions by 20 percent over the next five years. The Company reached that goal in 2012—three years before its 2015 deadline. With the acquisition of Time Inc., Meredith looks very different than it did five years ago. The company completed a GHG emissions inventory to create a new baseline year of fiscal 2019 and ensured its ability to track the needed data in all controlled locations per GHG Protocol guidelines. The fiscal 2020 GHG inventory has been completed, and a full report will be posted on Meredith.com by the end of October. A reduction goal will be posted at that time. The fiscal 2020 baseline data is currently available in Appendix A, and the full fiscal 2019 GHG Emissions report is available here.

To reduce greenhouse gas emissions, Meredith’s paper suppliers use biofuels as much as possible. Bark, wood scraps and residuals from water treatment are burned for energy, lowering the carbon emissions that come from burning fossil fuels. Many suppliers also use co-generation boilers that burn biofuels and produce steam for energy. About half the energy used by Meredith’s paper suppliers to manufacture their products comes from renewable, greenhouse gas-neutral biofuels.

Meredith uses EPAT scores and supporting data as the foundation for supplier discussions that take the company beyond the numbers to gauge continuous environmental performance improvement. For example, under the climate stability indicator, EPAT data might show that a paper mill’s total carbon dioxide (CO2) emissions decreased, but further discussion may reveal that this is simply the result of a drop in production. On the other hand, EPAT might show that a mill’s CO2 emissions increased significantly. Meredith might learn, however, that even as emissions went up as a result of increased production, the mill’s CO2 emissions per ton of production went down as a result of energy efficiency initiatives, demonstrating real environmental improvement. For more information on EPAT, see Responsible Paper on page 36.

In 2009, the Facilities team constructed a new data center in Des Moines, incorporating new energy-efficient equipment and processes. The heating ventilation air conditioning (HVAC) system incorporates a glycol loop, or “free cooling,” so that data servers can be cooled with much less electricity during colder months.
Meredith has reduced its data center power and cooling footprint considerably by consolidating systems in a high-density, converged infrastructure. Nearly all servers in Meredith's data center operate as virtualized instances in this model, which dramatically reduces the number of physical devices necessary. Meredith has also migrated many services to cloud-based offerings. Each move now results in a smaller data center footprint. In fact, Meredith has saved approximately 5 million kilowatt hours annually since it acquired Time Inc. in 2018, and plans to close its Waukee, IA, and Weehawken, NJ, data centers in 2021. This trend will continue as technologies mature and opportunities arise.

The Locust North building was constructed with many energy-efficient features. In 2010, it was LEED-certified by the U.S. Green Building Council—the first existing building in Iowa to be LEED-certified.

To decrease Meredith’s energy use, the building was designed with large windows to harvest daylight, and a dimming system to reduce electric lighting based on the available foot candles of natural light. All enclosed offices are located in the building’s core so natural light extends throughout the structure. Depending on the amount of natural light at any given time, sensors automatically dim individual lighting banks. Private offices, restrooms and meeting rooms are equipped with motion sensors that automatically shut off lights at unoccupied times each day.

The Facilities department is constantly upgrading lighting systems to energy-efficient LED lights. With the completion of updates to the basement and lower level of the Locust South building, the lighting systems in both Des Moines buildings will be 95 percent LED by the end of calendar 2020 and 100 percent LED by the end of 2021.

Automation is part of both buildings' energy conservation efforts. The building automation system turns the lighting and heating/air conditioning equipment on and off at preset times. The system also monitors energy demands, shutting down equipment to conserve energy and reduce the peak demand.
The buildings’ HVAC systems are also energy-efficient. Localized hydronic heat pumps handle the heating and cooling of both Des Moines buildings. These pumps move heating and cooling from one to another, thus saving energy. They use decentralized compressors and can “load shed” during peak demands to distribute the work. Relocating heating or cooling, instead of creating it, erases the need for a large chiller plant, which requires more energy to operate—even at low loads.

**New York**

Meredith’s New York office uses LED light bulbs and occupancy sensors to maximize energy efficiency. The Facilities team also tracks energy usage and uses a Building Management System to limit energy usage to only what is necessary. In addition, the building has an Energy Star rating and is 27 percent more energy efficient than the national average. In fiscal 2020, the owners of the building applied for and were granted LEED Gold certification.

**Chicago**

Meredith’s office in Chicago has been LEED Gold certified since 2010. In 2013, Meredith’s Facilities team commissioned an energy-efficiency report from MidAmerican Energy, the utility serving its Des Moines headquarters. The report, which measured energy efficiency through 2016, revealed that, by making efforts over the past several years to reduce energy consumption—such as converting to LED lighting and improving the HVAC system—Meredith has saved more than 215,000 kilowatt hours of energy and an average of almost $12,000 a year. At the end of 2016, Meredith had also earned more than $120,000 in incentives by making these energy-efficient upgrades.

Meredith plans to upgrade transmitters at three of its television stations over the next three years, which will lead to estimated reductions in energy use of 30 percent in Atlanta and 10 percent each in Nashville and Las Vegas.

In Meredith’s continued efforts to identify needed maintenance, equipment failure and opportunities for energy-efficiency retrofits, the Local Media Group engineers and National Media Group Facilities staff teamed up to input all utility bills into the EPA’s Energy Star Portfolio Manager Program. This free software program can provide building-to-building comparisons across the company and with similar buildings in different regions. Designated employees from each office have been trained to enter energy bills into the Portfolio Manager. Analysis is now underway to compare stations and offices to uncover and share best practice energy- and cost-saving initiatives across Meredith. This data is also taken into consideration as Meredith sets future goals for reduced energy use and greenhouse gas emissions. See Appendix B for total energy consumption companywide and comparisons between locations.

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**LEED Gold Certification**

The owners of Meredith’s New York building at 225 Liberty St. received LEED Gold certification. When applying for LEED Certification, buildings are scored on a 110-point scale. The LEED Gold Certification indicates that a building has scored between 60-79 points in the categories of Sustainable Sites; Water Efficiency; Energy and Atmosphere; Materials and Resources; Indoor Environmental Quality; and Innovation in Operations. This is the second highest LEED Certification level attainable.
Transportation

A major aspect of Meredith’s business involves transporting staff, reporters, and photographers to locations where news is happening. Employee business travel in the form of both flight and vehicle passenger miles has been included in the company’s GHG emissions inventory for fiscal 2019 and will also be incorporated into the 2020 report. Moving forward, Meredith will more actively look at opportunities to ensure travel is both essential and efficient. Increased use of tools like Webex during the Coronavirus pandemic — and the resulting realization that they can displace travel in many instances — is expected to decrease future travel. See Appendix A for baseline flight (Scope 3: Optional) and vehicle (Scope 1: Direct, Mobile) emissions data.

Video Conferencing

Before the impact of the COVID-19 pandemic, Meredith’s IT department analyzed historical data on use of video-conferencing tools and its effect on company travel. The data suggested that, when employees are given access to WebEx tools and trained on how to use WebEx’s internal and external video communication programs, their use of, and satisfaction with, the video-conferencing programs increases, while travel and associated costs decrease. As a result, Meredith began ramping up WebEx use and committed to reducing travel across the company. The work-from-home phenomenon in calendar 2020 amplified the use of Webex, increasing employee comfort with that tool. In fact, Meredith conducted several virtual company-wide town halls and other events in calendar 2019 and 2020, setting the stage for reduced travel related to similar events in the future.

Meredith has signed a multi-year deal with Cisco for its Webex product. This will continue to allow all Meredith employees to conduct video conferences and minimize travel as much as possible going forward. Meredith will track that impact through measurement of emissions related to employee travel for its GHG emissions report.

Employee Incentives

Beyond the business aspect of transportation, Meredith works to promote environmentally friendly modes of transportation in its communities. The company sponsors the bike park at Des Moines’ 80/35 Music Festival; and BCycle—Des Moines’ bicycle-sharing system—recently installed a station at Meredith headquarters.

Meredith offers a bicycle commuter subsidy of up to $240 per year at all locations. The subsidy helps cover commuting-related expenses, such as the purchase of a commuter bicycle, commuting gear (helmet, gloves), bike lock, bike upgrades, repairs and general maintenance. To receive the subsidy and be reimbursed for covered expenses, employees must submit their receipts and log their bicycle commuting sessions during a one-month period. Those who bike 10 or more times a month receive a monthly subsidy of $20. Convenient bike parking is available at Meredith headquarters and most locations, including several with indoor storage.
In Des Moines, Meredith subsidizes employees who bike to work, ride Des Moines Area Regional Transit Authority (DART) buses, or participate in DART’s RideShare program.

For more than 25 years, Meredith has also covered a portion of expenses for employees who take public transportation. Meredith pays for employees’ DART express route passes. Employees pay just $15 of the cost to take the bus route throughout the Des Moines metro area.

DART also operates RideShare, a van-pooling program. RideShare connects commuters with similar travel patterns, schedules and locations to set up a carpooling group. Once the group is formed (with up to 11 passengers plus a volunteer driver), a schedule and central meeting point are established. Commuters then pay a flat monthly fee. Employees submit their paid monthly receipt for RideShare, and Meredith reimburses employee RideShare expenses.

At all other Meredith locations, employees can enroll in a Commuter Benefit Plan through Benefit Resource, Inc. Employees who sign up receive an eTRAC or Beniversal card (both prepaid by MasterCard) with stored value linked to their Commuter Benefit plans. The card allows participants to access plan funds at the point-of-sale to pay for eligible workplace mass transit and/or parking expenses.

Meredith offers a bicycle commuter subsidy of up to $240 per year.

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Better Homes & Gardens
1947 Solar House

Meredith pioneered the editorial coverage of sustainability long before the issue entered public consciousness. In 1947, Better Homes & Gardens published “Solar House for a Small Lot,” a story featuring visionary architect David Barrow’s plan with all its southward-facing, expansive windows.

Here’s an excerpt from the story:
“The secret of comfort lies not in the amount of glass, but in how well the summer sun is kept off it. Roof overhangs do the job; they shade the glass from mid-spring to mid-fall. During cold months, the sun angles in under the overhang, and helps the heating plant do its job less expensively.”
National Media Group Energy and Transportation Initiatives

**MEREDITH DIGITAL**

The majority of lighting at the Meredith Digital offices in Seattle has been switched to LED or other energy-smart bulbs.

Meredith Digital encourages its employees to limit their consumption of fossil fuels by issuing them ORCA (One Regional Card for All) passes to take advantage of multiple modes of public transportation—including buses, light rail and ferries. For those who prefer to bike or jog to and from work, Meredith Digital has on-site bike storage and showers. Meredith Digital also provides easy-access services and tools that enable employees to work from home.

Meredith’s India office replaced all of its compact fluorescent lights with LED lights. This move will save approximately 14,000 Kilowatt hours per year, require less maintenance, and eliminate the hazardous waste associated with CFLs.

Local Media Group Energy and Transportation Initiatives

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<tr>
<th>WFSB</th>
<th>WHNS</th>
<th>KPTV/KPDX</th>
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<tr>
<td><strong>HARTFORD/NEW HAVEN, CT</strong></td>
<td><strong>GREENVILLE, SC</strong></td>
<td><strong>PORTLAND, OR</strong></td>
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<td>WFSB’s facility boasts many energy-efficient features. The building is equipped with a Flywheel UPS, which uses kinetic energy instead of acid-based batteries for backup power. Replacing CRT monitors with LCD computer screens and single- and multi-view displays has saved power and reduced heating and cooling needs.</td>
<td>WHNS added a kinetic-energy UPS Flywheel for backup power at its transmitter, eliminating its reliance on large cell batteries. The station replaced its CRT computer monitors with LCD screens. WHNS also uses single- and multi-view displays to save power and reduce heating and cooling needs. WHNS replaced its oldest HVAC and studio heaters with newer models, significantly improving their energy efficiency.</td>
<td>KPTV/KPDX uses high-efficiency computer monitors. The station’s HVAC controls are remote accessible and adjust based on weather, or as needed. KPTV and KPDX replaced older, inefficient vehicles with new fleets of hybrid autos.</td>
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<th>KCTV/KSMO</th>
<th>KMOV</th>
<th>WNEM</th>
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<td><strong>KANSAS CITY, MO</strong></td>
<td><strong>ST. LOUIS, MO</strong></td>
<td><strong>FLINT/SAGINAW, MI</strong></td>
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<td>KCTV/KSMO added variable frequency drives (VFDs) to studio air handlers, providing significant energy savings on both studios’ cooling. The VFD upgrade also included a control system in which operators can set up cooling schedules for different areas of the building, increasing efficiency in the overall control system.</td>
<td>The station installed a continuous variable fan motor and air temperature controls in its main studios in 2016. More energy savings have been made through this more precise control of the temperature and humidity than were previously possible with the pneumatic control system. KMOV made additional updates to its heating/cooling system in late 2017. KMOV has a cooperative agreement with another St. Louis station for helicopter coverage, helping reduce fuel consumption and pollution.</td>
<td>WNEM upgraded its heat-pump system to remove heat from the building’s warmer areas and transfer it to sections in need of more heating, thus saving energy. WNEM purchased automobiles with better fuel than traditional news vans. WNEM also uses live-view backpacks, which include everything a reporter needs to cover a story, eliminating the need to take larger, lower-efficiency vehicles to story locations.</td>
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<th>KVUU</th>
<th>WSMV</th>
<th>WGCL/WPCH</th>
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<tr>
<td><strong>LAS VEGAS, NV</strong></td>
<td><strong>NASHVILLE, TN</strong></td>
<td><strong>ATLANTA, GA</strong></td>
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<td>KVUU has worked with local organizations, such as NV Energy and Concordia Homes, to produce integration programs that send a “go-green” message and promote energy-saving products. KVUU implemented a computerized HVAC system that substantially reduced the station’s energy consumption and carbon emissions footprint. KVUU uses a computer-vehicle tracking system to give news crews the most efficient routes when traveling to cover stories. In fiscal 2020, the station converted all studio lights to LED, reducing electric consumption and heat production. Automated systems were also added to power off hardware that is not in use.</td>
<td>WSMV installed a 130-ton high-efficiency chiller plant, which has an outdoor air “economizer” that, when prudent, pulls in outside air to cool the facility. The system upgrade includes a centralized, computer-controlled monitoring system, enabling engineering staff to monitor and shape the building’s HVAC environment.</td>
<td>Even before the onset of the COVID-19 pandemic, WGCL/WPCH was setting up crews to work remotely with laptops. As a result, the station has cut its reliance on large live trucks significantly. The station continues to look for more fuel-efficient vehicles when replacing vehicles in its fleet. WGCL/WPCH has also reduced the number of vehicles it operates in favor of more efficient news gathering techniques.</td>
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**MNI TARGETED MEDIA**

To reduce carbon footprints and greenhouse gas emissions from commuting by car, MNI offers employees a free shuttle service to and from the local train station.
From the Sustainability Task Force’s 2018 stakeholder survey results, Meredith internal departments ranked “Water Conservation” as the company’s No. 4 environmental sustainability aspect. This includes conserving water within Meredith operations (e.g. restrooms and irrigation) while partnering to reduce water consumption with supply chain partner (e.g. printers). Water is a fundamental human right, and while Meredith is not a direct manufacturer, the company is taking steps to reduce its direct use and engaging suppliers, especially paper mills, in conversations about reducing water use.

Meredith developed a 21,000-square-foot green roof with trees and grass as part of its headquarters building in the 1950s. This roof, along with two city blocks of green landscaping, reduces the volume of precipitation runoff. The Des Moines irrigation system uses a satellite-data-based intelligent process to adjust watering according to weather patterns. The plantings on the west side of the building are native grasses, requiring little to no artificial irrigation.

In lieu of surface parking for Des Moines’ Locust North building, an underground parking garage was constructed to provide a protected space for vehicles and employees, as well as a more attractive site. This option allowed Meredith to develop two city blocks on either side of the property into green space with artwork and a large garden. The plantings on the green space also help reduce precipitation runoff.

In 2017, Meredith’s headquarters in Des Moines partnered with a team from the Iowa Department of Natural Resources’ Pollution Prevention Services and the Industrial Assessment Center at the University of Nebraska–Lincoln to conduct a full-day engineering audit of its headquarters in Des Moines. The audit included identifying opportunities for reducing energy and water consumption. The team provided a full report at the end of 2017, and in 2018 Meredith implemented two of those projects for savings in both water usage and operating costs.

Installing low-flow showerheads at 1716 Locust saved an estimated 159,400 gallons of water per year. Setting up a deduct meter with the local water utility to credit Meredith for water that was used as irrigation and did not go to the storm sewer was a no-cost project that saved $12,800 per year.

In Meredith’s continued efforts to identify leaks and possible water use reduction projects, the Local Media Group engineers and National Media Group Facilities staff teamed up to input all utility bills into the EPA’s Energy Star Portfolio Manager Program. This free software program can provide building-to-building comparisons across the company and with similar buildings in different regions. In 2018, each an employee from each office was trained to input water bills into Portfolio Manager. During this input process, a leak was found at a Local Media Group broadcast station that saved almost $20,000.

Analysis is underway to compare stations and offices to uncover and share best practice water-and cost-saving initiatives across Meredith. See Appendix B for total water consumption companywide and comparisons between locations.
## Water Conservation, cont.

### National Media Group Water Conservation Initiatives

**BETTER HOMES & GARDENS**


### Local Media Group Water Conservation Initiatives

**KVVU**

LAS VEGAS, NV

KVVU is currently probing for ways to conserve water through Water Smart Landscape Rebates, a Southern Nevada Water Authority program in which properties are reimbursed for converting grass to desert landscaping, helping save the Las Vegas Valley billions of gallons of water.

**KCTV/KSMO**

KANSAS CITY, MO

KCTV and KSMO added a rain sensor to their lawn’s sprinkler system which stops the sprinkler from watering the lawn when it is raining.

**WSMV**

NASHVILLE, TN

As part of its newsroom relocation and redesign, WSMV maximized its use of low-consumption plumbing fixtures, minimizing water usage.

The station replaced its five-gallon water coolers with a filtered water system, saving $4,500 each year on plastic jugs.
## Overall Initiatives

### National Overall Environmental Initiatives

<table>
<thead>
<tr>
<th>ALLRECIPES</th>
<th>BETTER HOMES &amp; GARDENS</th>
<th>BHG.COM</th>
<th>EATINGWELL</th>
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<tr>
<td>Allrecipes.com is committed to promoting environmentally conscious resources and practices for its community, employees and partners. On Allrecipes.com, home cooks are provided with quick and easy access to a wealth of recipes, ideas and shopping tips related to growing and buying local and organic ingredients.</td>
<td>Better Homes &amp; Gardens regularly features editorial content for consumers wanting to understand what it means to live green, with homes, services, products and innovations that inspire readers and show them how to reduce, reuse and recycle.</td>
<td>BHG.com is focused on creating content that teaches readers to live a greener and more energy-efficient lifestyle. The site highlights energy-efficient technology, as well as new products that will enhance readers’ homes. BHG.com also teaches its audience about the benefits of upcycling—reviving old products and giving new life to them through makeovers.</td>
<td>EatingWell published several feature stories about food and its impacts on the environment and community in fiscal 2020. Features delved into investing in sustainable agriculture, greener gardening, honeybee populations and how regenerative growing techniques support a more diverse soil microbiome. On all of EatingWell’s platforms—magazines, books, website, social and frozen food—sustainability is a focus. EatingWell helps people make greener choices and consider ingredients’ origins.</td>
</tr>
</tbody>
</table>

### Health

Health aims to help readers make the best choices not only for their own well-being, but the health of the world around them. Whether encouraging readers to cook meals at home with fresh, local ingredients; explaining the natural beauty business; or supporting brands that use organic and fair-trade practices, the editors at Health empower readers with the information they need to make educated choices. The magazine’s April 2020 issue featured the Health Home Awards, which highlighted the best new products that help consumers breathe easier, sleep better, and keep their homes green and clean.

### InStyle

InStyle is committed to the preservation and well-being of the planet. Within every issue editors feature eco-friendly fashion items and beauty products made from sustainably sourced materials.

### Martha Stewart Living

From clean air to recycling, Martha Stewart Living readers are always looking for ways to impart positive changes to their families and communities. Celebrating the audience’s passion and efforts, the “Change Maker” column is a key part of the Martha Stewart Living brand and every issue shares ways to live more sustainably, providing readers with small, actionable ideas that have big results.

### Midwest Living

Midwest Living was an early adopter of paperless file routing and regularly features farmers who use and promote sustainable practices, as well as people who are working to protect the Midwest’s wild spaces and natural resources. The brand has increased its plant-based food content across all platforms, and a popular new Live Well column helps readers make greener, cleaner, healthier and happier choices for their families. In March 2021, Midwest Living will publish its inaugural Wellness issue—focusing on stories about personal and planetary health.

### People en Español

Sustainability was a constant theme in People en Español’s Beauty and Fashion content in fiscal 2020. The brand featured eco and sustainable products, stories about sustainable and ethical fashion, as well as a look at diversity in the fashion industry in sections like Superwoman, Smart Closet, Style Makers or Fashion for a Cause.

### Rachael Ray In Season

A central part of Rachael Ray In Season’s brand mission is to enable readers to easily incorporate an environmentally conscious attitude into their cooking and other parts of their lives. When readers cook at home, they control the quality and nutritional value of their ingredients. They can make smart choices about buying local and organic while being aware of seasonality; and support brands that champion responsible environmental practices. The brand is always taking the opportunity, as Rachael herself does, to encourage home cooks to make the best choices for their own health, their families’ health and the health of the planet.

### Real Simple

Real Simple’s large cleaning feature in the April 2020 issue was all about sustainable cleaning supplies and practices. The magazine’s organizing stories stress the importance of donating and rehoming outgrown items and direct readers to specific charities and services. Stories often spotlight both the planet- and money-saving practices of minimizing food waste. In addition, the brand has committed to featuring monthly “plant-powered” recipes, and recommending earth- and ocean-friendly ways to shop for meat and fish. In its beauty coverage, Real Simple amplifies brands and products that use less packaging, fewer additives, and offer easy ways to recycle packaging.

---

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Overall Initiatives, cont.

### National Overall Environmental Initiatives

<table>
<thead>
<tr>
<th>SHAPE</th>
<th>WOOD</th>
<th>MEREDITH PREMIUM PUBLISHING</th>
<th>MEREDITH AGRIMEDIA</th>
</tr>
</thead>
<tbody>
<tr>
<td>The SHAPE consumer cares deeply about the environment and wants to be educated, make smart choices, and do her part – and SHAPE gives her the tools to propel her into action. The monthly Plant Life editorial offers tips and tricks to create veggie-based meals and the entire April issue is dedicated to clean living. The issue addressed how to protect the environment, make smart choices to safeguard your health, and the products with a mission to get behind.</td>
<td>Woodworking is an activity that directly impacts the environment on industrial and home-use levels. Because of this, WOOD regularly covers topics pertaining to ecological stewardship, such as the world’s forests and air quality in home shops.</td>
<td>Country Gardens regularly features sustainable gardens and gardening efforts on its pages—especially stories that celebrate “garden-to-plate” initiatives. This past year, the magazine featured a Montana valley garden committed to hardy plants that would thrive; articles on CSAs, organic and heirloom seed savers, small urban gardens, drought resistant plantings, and wise watering technologies. Most gardens featured in the magazine are also pollinator-attracting gardens.</td>
<td>Meredith Agrimedia, which includes Successful Farming magazine, is dedicated to sustainable agriculture, with the goal of meeting society’s food and textile needs in the present without compromising resources for future generations. To help readers gain insight into how to achieve this goal, Meredith Agrimedia brands feature content on cover crops, conservation tillage, soil health, water management, efficient use of nitrogen, animal welfare and many other relevant topics.</td>
</tr>
<tr>
<td>Parents and Parents Latina promote living a happy, healthy life — and that begins with creating a safe home in which kids can grow and thrive. The brands are committed to reflecting an earth-friendly lifestyle in their magazines, and strive to help parents avoid food waste, care for their homes and yards safely and share in nature with their children.</td>
<td>The pages of Parents Latina reflect the same commitment. Many Latina moms who are the daughters of immigrants are taught from an early age to make the most of what they have—a lesson they often pass on to their children.</td>
<td>Can It! Freeze It! and Veggie-Full encourage consumers to cut from their own gardens and local farmer’s markets to reduce travel pollution from shipping produce from far-off locations.</td>
<td>In fiscal 2020, Successful Farming published issues focusing on the personal significance of sustainability to farmers, soil health, and sustainable beef production.</td>
</tr>
</tbody>
</table>

### Local Media Group Overall Environmental Initiatives

<table>
<thead>
<tr>
<th>WALA</th>
<th>WFSB</th>
<th>KPTV/KPDX</th>
</tr>
</thead>
<tbody>
<tr>
<td>MOBILE, AL/PENSACOLA, FL</td>
<td>HARTFORD/NEW HAVEN, CT</td>
<td>PORTLAND, OR</td>
</tr>
<tr>
<td>WALA airs a segment called “Committed to the Environment” that highlights cost-saving and eco-friendly initiatives such as LED lights, a cutting-edge recycling facility, saving money while keeping your house cool and saving fuel and money on vehicles. WALA mulches its grass clippings rather than bagging them, which keeps them out of landfills and minimizes the fertilizer required for the lawn. In 2018, WALA staff members created a “Go Green” newsletter that encourages employees to recycle, offers tips on how to be more environmentally conscious at work, and provides information on sustainability programs at the station.</td>
<td>WFSB airs public service announcements to promote the eco-friendly, Connecticut-based magazine All Green. WFSB uses the publication’s topics and experts on “Better Connecticut” and frequent news segments.</td>
<td>KPTV/KPDX’s coverage of eco-friendly initiatives and practices is part of the station’s routine reporting, occasionally spotlighting local businesses and leaders focused on sustainability. The stations also produce and broadcast the Rose Festival’s three parades, which include the Starlight Parade, Junior Parade and Grand Floral Parade. The Starlight and Grand Floral parades are among the cleanest and greenest in the country. All three parades’ live broadcasts and promotional announcements feature messages of sustainability.</td>
</tr>
<tr>
<td>A Green Living section on the WHNS website showcases eco-focused stories. The page is promoted on-air during newscasts featuring environmental segments.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2020 Corporate Social Responsibility Report | 57
Thank you to the Meredith employees who are working to improve and advance the Company in the areas outlined in this report. Their efforts and ideas are appreciated, and Meredith is proud to have such active and engaged employees who are continuously looking for ways to better the Company.

If you have any ideas for improving sustainability at Meredith, please email ecoideas@meredith.com.
## Appendix A—ISS Corporate Services
### ENVIRONMENTAL & SOCIAL

<table>
<thead>
<tr>
<th>#</th>
<th>QUESTION</th>
<th>DISCLOSURE</th>
<th>CSR REPORT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Does the company disclose an enterprise level environmental policy?</td>
<td>Yes.</td>
<td>Page 32</td>
</tr>
<tr>
<td>18</td>
<td>Does the company disclose the percentage of the suppliers’ operations covered by a certified ISO 14001 or EMAS environmental management system?</td>
<td>Yes.</td>
<td>Page 36</td>
</tr>
</tbody>
</table>
| 50  | Does the company provide quantitative metrics about GHG emissions?       | GHG disclosure in 2012 met 20% reduction goal for 2015 (from baseline 2010) early by 3 years. Following the acquisition of TIME, Inc., Meredith conducted a new GHG emissions inventory for baseline year Fiscal 2019. The results will allow Meredith to set new GHG reduction goals. Total fiscal 2020 Emissions - 34,046 MT CO₂e, down 16 percent from fiscal 2019.  
  - Scope 1 - 3,338 MT CO₂e  
  - Scope 2 - 28,480 MT CO₂e  
  - Scope 3 - 2,384 MT CO₂e | Page 48 |
<p>| 61  | Does the company provide quantitative metrics about energy consumption?  | Appendix B discloses the energy usage breakdown and efficiency of each Meredith location.                                                                                                                                 | Appendix B |
| 62  | Does the company disclose its total energy use?                          | Meredith’s total energy use for Fiscal 2020 was 220,291,112 kBtu                                                                                                                                            | Appendix B |</p>
<table>
<thead>
<tr>
<th>Page</th>
<th>Question</th>
<th>Answer</th>
<th>Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>63</td>
<td>Does the company disclose information on energy derived from renewable and non-renewable sources?</td>
<td>Meredith produces 0% of its energy from on-site renewable sources. Appendix B discloses the percentage of sources (non-renewable and renewable) for the energy portfolio of each utility by Meredith location.</td>
<td>Appendix C</td>
</tr>
<tr>
<td>71</td>
<td>Does the company disclose information on energy conservation programs and performance?</td>
<td>Yes.</td>
<td>Page 48-52</td>
</tr>
<tr>
<td>73</td>
<td>Does the company disclose its energy conservation resulting from such programs at any level other than enterprise (including facility, business unit, region, etc.)?</td>
<td>Yes.</td>
<td>Page 49-52</td>
</tr>
<tr>
<td>78</td>
<td>Does the company disclose its total electrical power use?</td>
<td>Meredith's total electrical use for Fiscal 2020 was 59,337,026 kWh.</td>
<td>Appendix B</td>
</tr>
<tr>
<td>82</td>
<td>Does the company disclose the percentage of consumed energy from the grid?</td>
<td>Meredith consumes 91.9% of its total energy (kBtu) from the electric grid, and 8.1% from natural gas. The percent from district steam is negligible.</td>
<td></td>
</tr>
<tr>
<td>83</td>
<td>Does the company disclose information on electrical power derived from renewable and non-renewable sources?</td>
<td>Meredith produces 0% of its energy from on-site renewable sources. Appendix B discloses the percentage of sources (non-renewable and renewable) for the energy portfolio of each utility by Meredith location.</td>
<td>Appendix B</td>
</tr>
<tr>
<td></td>
<td>Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?</td>
<td>Meredith holds an annual strategic planning meeting each spring to analyze utility usage and cost per location and prioritize future investments in cost-effective on-site generation of renewable energy (e.g. solar). Meredith's approach to the supply chain includes reviewing EPAT scores from paper mills at annual meetings to encourage the use of biofuels and other renewable energy.</td>
<td></td>
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<td>---</td>
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<td></td>
</tr>
<tr>
<td>105</td>
<td>Does the company describe management's role in assessing and managing climate-related risks and opportunities?</td>
<td>Yes.</td>
<td></td>
</tr>
<tr>
<td>108</td>
<td>What frequency of monitoring does the company disclose for their risk management procedures in their most recent CDP disclosure?</td>
<td>Please refer to the Risks and Opportunities section (C2) of the CDP Climate survey. CDP Link to be posted on page 48 after October 16, 2020</td>
<td></td>
</tr>
<tr>
<td>110</td>
<td>Does the company describe the board's oversight of climate-related risks and opportunities?</td>
<td>Yes.</td>
<td></td>
</tr>
<tr>
<td>118</td>
<td>Does the company disclose specific targets for reducing NOx, SOx, and other significant air emissions?</td>
<td>Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
</tr>
<tr>
<td>119</td>
<td>Do the company's targets for reducing NOx, SOx, and other significant air emissions include relative targets?</td>
<td>Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
</tr>
<tr>
<td>120</td>
<td>Do the company's targets for reducing NOx, SOx, and other significant air emissions include absolute targets?</td>
<td>Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
</tr>
<tr>
<td>121</td>
<td>Do the company's targets for reducing NOx, SOx, and other significant air emissions include specific information on an implementation timeline?</td>
<td>Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
</tr>
<tr>
<td>122</td>
<td>Does the company disclose quantitative information on significant air emissions?</td>
<td>Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
</tr>
<tr>
<td>Question</td>
<td>Answer</td>
<td></td>
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<tr>
<td>-------------------------------------------------------------------------</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose quantitative information on significant air emissions from nitrogen oxides (NOx), excluding N2O?</td>
<td>Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose quantitative information on significant air emissions from sulphur oxides (SOx)?</td>
<td>Not applicable. Meredith does not emit NOx, SOx, or other significant air emissions.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose quantitative information on significant air emissions from non-methane volatile organic compounds (VOCs)?</td>
<td>Not applicable. Meredith does not emit VOCs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose quantitative information on significant air emissions from particulate matter (PM)?</td>
<td>Not applicable. Meredith does not emit significant air emissions from PM.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose quantitative information on significant air emissions from hazardous air pollutants (HAPs)?</td>
<td>Not applicable. Meredith does not emit HAPs.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose its total hazardous waste generation?</td>
<td>Yes. Please see the 'Hazardous Waste' section on page 41. All of the hazardous waste generated by Meredith is recycled.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose details regarding its hazardous waste disposal program?</td>
<td>Yes.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company provide information about non-hazardous waste?</td>
<td>See disclosure for #159 above.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company's disclosed information on non-hazardous waste include quantitative metrics?</td>
<td>Yes.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose information on its waste management and recycling programs?</td>
<td>Yes. Page 41-45</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Does the company disclose a business waste recycling program?</td>
<td>Yes. Page 41-47</td>
<td></td>
<td></td>
</tr>
<tr>
<td>170</td>
<td>Does the company disclose a production waste recycling program?</td>
<td>Meredith Corporation’s Production department housed in Des Moines participates in the location’s Facilities recycling program. The most common materials being recycled from Production are paper, plastics, and non-salable magazines. Facilities provides trash and recycling containers with visual signage, and Communications sends educational reminders of what items are recyclable.</td>
<td></td>
</tr>
</tbody>
</table>
| 174 | Does the company disclose a business waste management program? | Yes. | Page 41-47 
| 175 | Does the company disclose a production waste management program? | Meredith Corporation’s Production department housed in Des Moines participates in the location’s Facilities recycling program. The most common materials being recycled from Production are paper, plastics, and non-salable magazines. Facilities provides trash and recycling containers with visual signage, and Communications sends educational reminders of what items are recyclable. See page 40 about Production heading and page 43 about Meredith Premedia waste reduction programs. | Page 39, 42 
| 176 | Does the company disclose a packaging waste management program? | See section titled Direct Mail. | Page 41 
| 177 | Does the company disclose a consumer product waste management program? | See sections on Production, Newsstand Distribution and Direct Mail. | Page 39, 41 
<p>| 199 | Does the company disclose its total water use? | Meredith’s total water use for Fiscal 2020 was 20,896,904 gallons, a reduction of 140 percent versus fiscal 2019. | Appendix B |
| 206 | Does the company disclose information on incidents of non-compliance with water quality or quantity permits, standards, or regulations? | Meredith has not had any incidents of non-compliance with water quality or quantity permits, standards, or regulations. |
| 222 | Does the company disclose quantitative and qualitative environmental information through CDP's forests questionnaire? | Link to CDP Forestry Survey. |
| 275 | Does the company disclose that its board has a formal schedule for consideration of environmental, health and safety, and social matters? | Yes. |
| 276 | Does the company disclose the existence of a dedicated Environment, Corporate Social Responsibility, Health and Safety, or Sustainability board committee? | Yes. |
| 279 | According to company disclosure, how many times did the Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee meet in the most recent fiscal year? | Quarterly |
| 280 | Does the company disclose whether its Environment, Corporate Social Responsibility, Health and Safety, or Sustainability committee meetings in the most recent fiscal year were well attended? | All meetings are well-attended. |
| 282 | Is the Board of Directors specifically mentioned as having responsibility for the company's human rights policy? | Yes. |
| 295 | If the company suffered a major environmental controversy, has it failed to provide an adequate response? | Meredith has not suffered a major environmental controversy. |
| 297 | If the company suffered a controversy linked to &quot;living wage&quot;, has it failed to provide an adequate response? | Meredith has not suffered a controversy linked to &quot;living wage&quot;. |</p>
<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>If the company suffered a controversy linked to labor standards, has it failed to provide an adequate response?</td>
<td>Meredith has not suffered any controversy linked to labor standards. As noted in the company's 10-K report, a small percentage of its workforce is unionized. It has various arrangements with its international employees that it believes to be customary for multinational corporations. It has had no strikes or work stoppages during the last five years and considers relations with its employees to be good. It has responded to EEOC claims, litigation and union grievances in the ordinary course.</td>
<td></td>
</tr>
<tr>
<td>If the company suffered a major controversy linked to human rights or corruption, has it failed to provide an adequate response?</td>
<td>Meredith has not suffered a major controversy in this regard.</td>
<td></td>
</tr>
<tr>
<td>If the company suffered a major controversy, is any increase in salary or bonus proposed for the directors employed at the time of the incident?</td>
<td>Meredith has not suffered a major controversy in this regard.</td>
<td></td>
</tr>
<tr>
<td>What is the scope of the company’s disclosed training or professional development programs for employees?</td>
<td></td>
<td>Page 19, 24</td>
</tr>
<tr>
<td>Does the company disclose that it monitors employee satisfaction or engagement?</td>
<td>Yes.</td>
<td>Page 20</td>
</tr>
<tr>
<td>Does the company disclose information about customer satisfaction or retention?</td>
<td>Yes.</td>
<td>Page 4</td>
</tr>
<tr>
<td>Does the company’s human rights policy address the protection of minority groups’ rights?</td>
<td>Yes.</td>
<td>Page 7, 27</td>
</tr>
<tr>
<td>Does the company’s human rights policy address the protection of women’s rights?</td>
<td>Yes.</td>
<td>Page 27, 28</td>
</tr>
<tr>
<td>Does the company’s publicly disclosed human rights policy include a training element?</td>
<td>Yes.</td>
<td>Page 24</td>
</tr>
<tr>
<td>Question</td>
<td>Answer</td>
<td>Page</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
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<td>------</td>
</tr>
<tr>
<td>Does the company's publicly disclosed human rights policy include a commitment to stakeholder involvement in the development of the policy, the implementation of the policy, and/or the evaluation of effective outcomes of the policy's implementation?</td>
<td>Yes.</td>
<td>29, 30</td>
</tr>
<tr>
<td>Does the company explicitly identify the right to water as a fundamental human right in its environmental policy, human rights policy, or other policy document?</td>
<td>Yes.</td>
<td>54</td>
</tr>
<tr>
<td>Has the company published a conflict minerals report for the past fiscal year?</td>
<td>Meredith does not participate in business related to conflict minerals.</td>
<td></td>
</tr>
<tr>
<td>Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified &quot;conflict-free&quot; for tungsten?</td>
<td>Meredith does not participate in business related to conflict minerals.</td>
<td></td>
</tr>
<tr>
<td>Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified &quot;conflict-free&quot; for tin?</td>
<td>Meredith does not participate in business related to conflict minerals.</td>
<td></td>
</tr>
<tr>
<td>Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified &quot;conflict-free&quot; for tantalum?</td>
<td>Meredith does not participate in business related to conflict minerals.</td>
<td></td>
</tr>
<tr>
<td>Does the company's conflict minerals report include information on the percentage of smelters and refiners within the supply chain that are verified &quot;conflict-free&quot; for gold?</td>
<td>Meredith does not participate in business related to conflict minerals.</td>
<td></td>
</tr>
<tr>
<td>Does the company disclose a formal system to implement stakeholder consultation and engagement?</td>
<td>Yes.</td>
<td>33</td>
</tr>
</tbody>
</table>

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<p>| 424 | Does the company publicly disclose a gender diversity strategy or similar commitment to ensure appropriate gender representation at the senior management level? | Yes. | Page 27 |
| 428 | Does the company apply a diversity strategy (beyond gender) to the senior management level? | Yes. | Page 27 |
| 434 | Does the company's labor rights policy address discrimination based on ethnicity? | Yes. | Page 24 |
| 438 | Does the company's labor rights policy address discrimination based on gender identity or gender expression? | Yes. | Page 24-29 |
| 458 | Does the company disclose an International Framework Agreement with a global union federation? | The company has no International Framework agreement as almost all of its employees are domestic. |  |
| 479 | Does the company disclose information on management systems used to integrate a culture of safety and emergency preparedness? | Meredith uses a multi-mode hosted communications tool to notify employees in emergency situations. This system is integrated with its HR system to ensure that notifications are able to be sent to all current employees on an ongoing basis. For IT-related issues, it has system status monitoring and notification to enable rapid response and also to notify users that subscribe to the notifications. This is separate from the emergency notification tool. Meredith also maintains a system that houses business continuity and disaster recovery plans for key systems and processes. These plans are reviewed on a regular basis. |  |
| 484 | Does the company state a commitment to a fair or living wage for all employees? | Yes. | Page 19 |</p>
<table>
<thead>
<tr>
<th>Page</th>
<th>Question</th>
<th>Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>485</td>
<td>Does the company disclose country-by country tax payments?</td>
<td>No specific country-by-country disclosure is made because non-US tax paid is not material.</td>
</tr>
<tr>
<td>487</td>
<td>Does the company disclose country-by country information on turnover/revenue?</td>
<td>Meredith’s 10-K report states: Revenues from individual customers and revenues, operating profits, and identifiable assets of foreign operations were not significant.</td>
</tr>
<tr>
<td>488</td>
<td>Does the company disclose country-by country information on profit or loss before taxes?</td>
<td>Meredith’s 10-K report states: Revenues from individual customers and revenues, operating profits, and identifiable assets of foreign operations were not significant.</td>
</tr>
</tbody>
</table>
## Appendix B—Water and Energy Consumption by "Controlled" Facilities

### National Media Group

<table>
<thead>
<tr>
<th>City, State</th>
<th>Sq. Feet</th>
<th>Employees</th>
<th>Water Gallons</th>
<th>Efficiency</th>
<th>Electric kWh</th>
<th>Steam lbs</th>
<th>Natural Gas cu</th>
<th>Total Energy kJtu</th>
<th>Efficiency</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York, NY</td>
<td>695,823</td>
<td>1,362</td>
<td>184,330</td>
<td>0.26</td>
<td>4,658,367</td>
<td>1,650.00</td>
<td>7,436</td>
<td>16,640,148</td>
<td>23.91</td>
</tr>
<tr>
<td>Des Moines, IA</td>
<td>535,000</td>
<td>350</td>
<td>334,230</td>
<td>9.42</td>
<td>4,070,291</td>
<td>-</td>
<td>46,661</td>
<td>20,736,759</td>
<td>58.72</td>
</tr>
<tr>
<td>Des Moines, IA</td>
<td>188,000</td>
<td>238</td>
<td>2,168,560</td>
<td>11.51</td>
<td>2,829,674</td>
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### Employees

- All employees (full time and contractors) working in each building on 6-30-20
## Appendix C—Utility Information by "Controlled" Facilities

### National Media Group

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<th>City, State</th>
<th>Electric Utility</th>
<th>Coal</th>
<th>Nuclear</th>
<th>Gas &amp; Oil</th>
<th>Hydro</th>
<th>Wind &amp; Solar</th>
<th>Other</th>
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Appendix D—Diversity and Pay Parity Statistics

DIVERSITY/pay parity

BACKGROUND

• Statistics are based on the June 2020 Meredith employee population. Both Race/Ethnicity and Gender are reflected.
• Categories shown are those used by the Equal Employment Opportunity Commission (EEOC) for employee self-identification (Asian, Black/African American, Hispanic/Latino, White; Male, Female). “Other” indicates employees who have identified as two or more races; Native Hawaiian or other Pacific Islander; American Indian or Alaskan Native; or declined to state.
• Employees included in the analysis are regular active employees in the U.S. (no freelancers, temps or interns)
• Analysis looks at data across the entire Meredith organization, and is then further broken down to show results by business unit: Local Media Group (LMG), National Media Group (NMG) and Corporate.
• Industry Competitive Data is based on EEOC statistics for Publishing and Broadcasting industries. Geographic Comparison Data is based on the current release of Nielsen Scarborough statistics for Designated Market Areas.

TAKEAWAYS / NEXT STEPS

• Racial/Ethnic Diversity - While Meredith aligns with industry and geographic norms in several categories, we have much work to do to improve diversity within our organization.
• Gender Diversity - Meredith is pacing ahead of industry norms, but lags behind in several of the markets in which we do business.
• Our goal is to increase overall diversity within our organization, with a focus on our leadership profile.
• In order to achieve sustained improvements, Meredith is establishing a multi-pronged approach that will include:
  • Establishment of trackable metrics and Key Performance Indicators (KPIs)
  • Creation of partnerships with diverse professional networks to expand our searches and pipeline talent, as well as the introduction of competency based interview processes
  • Introduction of training programs and practices designed to educate all employees to ensure mitigation of unconscious bias
  • Talent assessments to identify career development opportunities and succession plans
DIVERSITY STATS - As of June 2020

RACE/ETHNICITY ACROSS MEREDITH
- Meredith Overall:
  - Asian 5%
  - Black 7%
  - Hispanic 6%
  - Other 5%
  - White 77%
- Local Media Group:
  - Asian 4%
  - Black 11%
  - Hispanic 7%
  - Other 4%
  - White 76%
- National Media Group:
  - Asian 7%
  - Black 3%
  - Hispanic 6%
  - Other 6%
  - White 78%
- Corporate:
  - Asian 11%
  - Black 7%
  - Hispanic 4%
  - Other 3%
  - White 75%

SENIOR LEADERS* BY RACE/ETHNICITY
- Meredith Overall:
  - Asian 3%
  - Black 1%
  - Hispanic 4%
  - Other 2%
  - White 90%
- Local Media Group:
  - Asian 0%
  - Black 0%
  - Hispanic 5%
  - Other 0%
  - White 95%
- National Media Group:
  - Asian 2%
  - Black 1%
  - Hispanic 3%
  - Other 3%
  - White 91%
- Corporate:
  - Asian 10%
  - Black 0%
  - Hispanic 3%
  - Other 0%
  - White 87%

ALL OTHER LEADERS** BY RACE/ETHNICITY
- Meredith Overall:
  - Asian 6%
  - Black 3%
  - Hispanic 4%
  - Other 3%
  - White 82%
- Local Media Group:
  - Asian 2%
  - Black 6%
  - Hispanic 6%
  - Other 4%
  - White 82%
- National Media Group:
  - Asian 6%
  - Black 3%
  - Hispanic 4%
  - Other 6%
  - White 81%
- Corporate:
  - Asian 13%
  - Black 4%
  - Hispanic 5%
  - Other 0%
  - White 78%

*Senior Leaders include VP level and above. **All Other Leaders include employees with supervisory responsibilities excluding Senior Leaders.
DIVERSITY STATS - As of June 2020

GENDER DIVERSITY ACROSS MEREDITH

- Meredith Overall
  - Male 41%
  - Female 59%
- Local Media Group
  - Male 55%
  - Female 45%
- National Media Group
  - Male 31%
  - Female 69%
- Corporate
  - Male 58%
  - Female 42%

SENIOR LEADERS* BY GENDER

- Meredith Overall
  - Male 56%
  - Female 44%
- Local Media Group
  - Male 63%
  - Female 37%
- National Media Group
  - Male 50%
  - Female 50%
- Corporate
  - Male 74%
  - Female 26%

ALL OTHER LEADERS** BY GENDER

- Meredith Overall
  - Male 40%
  - Female 60%
- Local Media Group
  - Male 59%
  - Female 41%
- National Media Group
  - Male 31%
  - Female 69%
- Corporate
  - Male 62%
  - Female 38%

*Senior Leaders include VP level and above. **All Other Leaders include employees with supervisory responsibilities excluding Senior Leaders.
### INDUSTRY COMPETITIVE DATA - As of June 2020

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### GEOGRAPHIC COMPARISON DATA - As of June 2020

#### LMG Geographic Comparison - Meredith employees compared with available talent* in the marketplace

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#### NMG/Corporate** Geographic Comparison - Meredith employees compared with available talent* in the marketplace

<table>
<thead>
<tr>
<th>Location</th>
<th>Total</th>
<th>Asian</th>
<th>Asian Avail’</th>
<th>Black</th>
<th>Black Avail’</th>
<th>Hispanic</th>
<th>Hispanic Avail’</th>
<th>Other</th>
<th>Other Avail’</th>
<th>White</th>
<th>White Avail’</th>
<th>Male</th>
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<th>Female Avail’</th>
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<td>2%</td>
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<td>50%</td>
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<td>50%</td>
<td>47%</td>
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</table>

*Available talent defined as college educated population  **NMG/Corporate includes locations with over 150 employees  Source: Nielsen Scarborough, latest Total Release for each respective market, Adults 18+
PAY PARITY ANALYSIS

BACKGROUND

- The Pay Parity Analysis was conducted by Willis Towers Watson (WTW) and presented to the Board of Directors at the November 2019 Board meeting. WTW is a leading, independent compensation consulting firm.
- The analysis examined Equal Pay to determine if individuals performing equal or similar work are being compensated with equal or similar pay.
- The analysis was conducted using a standard methodology (regression analysis) that is used by the government, educational institutions and corporations.
- A regression analysis is a statistical method used to examine the relationship between two or more variables.
- There were several pay and job variables that were considered as part of the analysis, such as but not limited to: base salary, short and long-term incentive targets and actuals, pay changes, job title, exemption status, scheduled hours, cost center, compensation grade, location, time in role, tenure and performance appraisal rating.
- Predicted pay ranges by employee were established in accordance with best practices.
- Employees included in the analysis were regular active employees in the U.S. (no freelancers, temps or interns)

TAKEAWAYS / NEXT STEPS

- The analysis confirms that there are no systematic weaknesses or inconsistencies with Meredith’s pay practices.
- On average, approximately 95% of employees are paid within the predicted pay ranges, across all groups regardless of gender or race/ethnicity.
- The remaining 5% of employees (those not paid within the predicted pay ranges) reflect both those employees paid above the predicted pay ranges, and those paid below the predicted pay ranges.
- Approximately half of those employees (slightly over 100 employees, or 2% of our population) were paid below the predicted range across all groups.
- A further internal analysis was then conducted to identify any mitigating factors (not addressed in the regression analysis) as to why those employees were below the predicted pay ranges (e.g. performance concerns, new in role, etc.), and determine if adjustments were appropriate.
- We will continue to regularly review and monitor our pay practices to ensure pay parity.
**EQUAL PAY** - Analyzes actual compensation of employees doing equal or similar work for equal or similar pay

Predicted pay ranges by employee were established by Willis Towers Watson using a regression analysis that factored relevant pay elements and job data.

Results of Analysis by Race/Ethnicity and Gender:

**EQUAL PAY - By Race/Ethnicity**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Within Predicted Pay Range</th>
<th>Above Predicted Pay Range</th>
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<td>Hispanic</td>
<td>96.4%</td>
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<td>White</td>
<td>94.7%</td>
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**EQUAL PAY - By Gender**

<table>
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<tr>
<th>Gender</th>
<th>Within Predicted Pay Range</th>
<th>Above Predicted Pay Range</th>
<th>Below Predicted Pay Range</th>
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<tr>
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<td>94.6%</td>
<td>3.5%</td>
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Appendix E—Meredith Magazine Latino Covers

<table>
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<th>BRAND</th>
<th>INDIVIDUAL/CONTENT FEATURED</th>
<th>DATE</th>
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<tbody>
<tr>
<td>Parents</td>
<td>Massy Arias</td>
<td>March 2018</td>
</tr>
<tr>
<td>Entertainment Weekly</td>
<td>Zoe Saldana</td>
<td>March 2018</td>
</tr>
<tr>
<td>InStyle</td>
<td>Demi Lovato</td>
<td>April 2018</td>
</tr>
<tr>
<td>Food &amp; Wine</td>
<td>Diana Davila</td>
<td>July 2018</td>
</tr>
<tr>
<td>InStyle</td>
<td>Jessica Alba</td>
<td>July 2018</td>
</tr>
<tr>
<td>PEOPLE</td>
<td>Demi Lovato</td>
<td>August 2018</td>
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<td>HEALTH</td>
<td>Sofia Vergara</td>
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<td>November 2018</td>
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<td>Parents</td>
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<td>December 2018</td>
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<tr>
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<td>Jennifer Lopez</td>
<td>December 2018</td>
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<td>Roselyn Sanchez</td>
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<td>Robin Arón</td>
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<td>Food &amp; Wine</td>
<td>Faux Carraballo Voll</td>
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<tr>
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<td>September 2019</td>
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<tr>
<td>Departures</td>
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<td>SHAPE</td>
<td>Nathalie Emmanuel</td>
<td>May 2020</td>
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<td>HEALTH</td>
<td>Bria Bella and Nikki Bella</td>
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<td>HEALTH</td>
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<tr>
<td>Travel + Leisure</td>
<td>Illustration by Mexican Artist Anna Levy</td>
<td>September 2020</td>
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*Two-year timeframe. Does not include endemic Hispanic brands, or content within magazines.*
### Appendix E—*Latino Representation at Meredith's TV Stations*

**Meredith’s Local Media Group reaches 1.2 million Hispanic TV Households**

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<tr>
<td>Anchor/Weather KTKV</td>
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<td>Reporter KTKV</td>
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<td>Anchor/Reporter KVVU</td>
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<tr>
<td>Multi-Media Journalist</td>
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<tr>
<td>Sports Anchor/Reporter KVVU</td>
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<tr>
<td>Weather Anchor KVVU</td>
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</tr>
<tr>
<td>Anchor/Reporter WSMV</td>
<td>Nashville</td>
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<tr>
<td>Reporter WSMV</td>
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