COVID-19 RESPONSE

Meredith supported the Ad Council’s COVID-19 and blood donation awareness campaigns with a $10 million donation in ad space across digital, print, and local media and ensured its 17 TV stations across the country were able to stay on the air to provide vital information to their communities. (Page 6)

Meredith adopted a multi-pronged approach to managing the COVID-19 Pandemic. 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. (Page 5)

Nonessential employees were instructed to work from home starting in mid-March of 2020. Meredith is covering co-pays for telehealth visits, providing necessary PPE to employees working in Meredith offices, and consistently giving health-related guidelines to employees. (Page 5)

In addition to the standard five days of paid dependent care sick leave, Meredith did not require employees to use additional sick leave or vacation time if they needed to take time off for childcare, and enhanced its back-up childcare benefits through Bright Horizons. (Page 5)

Meredith communicated with employees via e-mail, text, digital newsletter, and a dedicated COVID-19 page on the employee intranet. The company also provided regular updates from the CEO as well as resources about managing stress and other health-related topics. (Page 5)

Meredith gave all employees a free Premium Membership to the meditation and mindfulness app MyLife, and a member of the MyLife team hosted weekly live meditation sessions and created a list of tips to manage stress and anxiety. (Page 5)

17 TV STATIONS

Meredith supported the Ad Council’s COVID-19 and blood donation awareness campaigns with a $10 million donation in ad space across digital, print, and local media and ensured its 17 TV stations across the country were able to stay on the air to provide vital information to their communities. (Page 6)
Corporation giving/volunteerism

$3.6 Million
Meredith donates $3.6 million annually to non-profit organizations, including matching employee donations and volunteer hours. (Page 7)

Meredith donated $100,000 each to five organizations dedicated to social justice work. These organizations are the Equal Justice Initiative, the NAACP Foundation, the NAACP Legal Defense Fund, the National Urban League, and the Innocence Project. (Page 7)

Meredith has major partnerships with Drake University, Iowa State University, and University of Iowa. (Page 8)

Meredith matches employee contributions and volunteer hours up to $5,000 per year. (Page 7)

Meredith National and Local Media brands have extensive charitable giving initiatives. See more here.

Meredith National and Local Media brands have extensive volunteer initiatives. See more here.

3,000
In fiscal 2020, Meredith donated 3,000 PEOPLE™-branded tote bags to the Food Bank of Iowa for meal delivery. (Page 6)

$818,000
Meredith has increased its giving to United Way of Central Iowa from $250,000 in 2002 to $818,000 in 2019. Meredith won the United Way’s Spirit of Central Iowa award, the organization’s highest honor, in 2012, along with other awards in 2015 and 2016. (Page 7)

$250,000
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. (Page 8)
HUMAN RESOURCES

ESPP

An Employee Stock Purchase Program is offered with a 5% discount and a 15% match after two years.

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. (Page 20)

Meredith participates annually in industry surveys to benchmark its programs and ensure overall pay levels are commensurate with the marketplace. (Page 20)

Meredith has a culture of highly engaged employees due in large part to its approach to performance management. (Page 20)

401K

Meredith offers a competitive 401k plan with no vesting requirement. More than 90% of employees participate. (Page 19)

The Company delivers a total rewards package (pay and benefits) to attract, retain and motivate its employees. Its pay programs are competitive and designed to recognize and reward individual performance. (Page 20)

The vacation schedule for new hires and Meredith employees with fewer than three years of service was increased in January 2018 for National Media Group and corporate employees. (Page 20)

25-YEAR CLUB

In Des Moines, 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. (Page 20)

College saving accounts employees have the option to open new 529 Plan college savings accounts and/or integrate existing 529 Plan accounts through the Meredith financial wellness platform.

For the past several years, Meredith has offered a summer hours program for National Media Group and corporate employees. Generally employees receive one full day of paid time off during each two-week period from Memorial Day to Labor Day. (Page 20)
WELLNESS

Meredith formally recognizes employees who have made significant lifestyle changes or taken leadership roles in promoting the wellness program and encouraging others to get involved. (Page 23)

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. (Page 23)

On-site medical offices are available to employees in Meredith's Des Moines and New York locations. (Page 23)

In fiscal 2020, over 85 percent of Meredith employees and spouses/domestic partners participated in the wellness program. (Page 23)

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. (Page 21)

Wellness 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.” (Page 21)

Meredith formally recognizes employees who have made significant lifestyle changes or taken leadership roles in promoting the wellness program and encouraging others to get involved. (Page 23)

Meredith gives subsidies to employees for health club memberships, nutrition counseling, group or personal training, and organized activities/sports leagues. (Page 22)

Employees and their insured spouses/domestic partners receive the lowest medical-plan contribution rates by completing:

- Age-appropriate preventative exams;
- A wellness screening;
- A health-risk assessment questionnaire;
- Wellness campaigns; and
- Lifestyle-coaching/tobacco-cessation programs as applicable. (Page 22)

These highlights represent a summary of Meredith's social efforts as detailed in the Fiscal 2020 Corporate Social Responsibility (CSR) Report that is located in full on Meredith.com. The full CSR Report also contains sections highlighting Meredith's ongoing work in Diversity & Inclusion and Environmental Sustainability.