Fiscal 2019
Summary of Social Initiatives
Meredith's matching gifts program funds nonprofit organizations based on employee financial contributions and volunteer hours.

$3.6 Million

Meredith donates approximately $3.6 million each year to nonprofit organizations.

$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.

$250,000

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.

Earth Day Trash Bash

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

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.

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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.

Through Corporate Angel Network, Meredith donates the use of its corporate jets in the transportation of cancer patients to and from treatment centers.
# COMPETITIVE COMPENSATION AND BENEFITS

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

## 401K
Meredith offers a competitive 401k plan with no vesting requirement. More than 90% of employees participate.

## SOCIAL FINANCE
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.

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

## 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. Additionally, 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.

## 401K OUT OF OFFICE
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.

## 25-YEAR CLUB OUT OF OFFICE
For the past several years, Meredith has offered a summer hours program for National Media Group and corporate employees. In 2019, employees received one day of paid time off every two weeks from Memorial Day to Labor Day.

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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.

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.

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.”

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

Benefits-eligible employees who take part in Meredith’s wellness initiatives 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.

The goals of the wellness program 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.

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:

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

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 Fiscal 2019, over 90 percent of Meredith employees and spouses/domestic partners participated in the wellness program.

On-site medical offices are available to employees in Meredith’s Des Moines and New York offices.

Over 90%

LOWEST RATES

TOP 10%

3 GOALS
Meredith seeks employees who embody 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.

Besides common onboarding practices, Meredith offers new employee orientation program and a new manager assimilation program.

Meredith has a robust hiring process which includes an in-depth behavioral-based interview approach.

This brochure represents a summary of Meredith’s social efforts as detailed in the Fiscal 2019 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.