

Daycos, Inc.

ANNUAL BENEFIT CORPORATION REPORT 2022



daycos4good

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Dear Stakeholders,

Daycos' Annual Benefit Report highlights our do-good-be-good efforts from 2022, providing a glimpse into what it means for us to do business with purpose.

As a benefit corporation, we voluntarily meet corporate purpose, accountability, and transparency standards and work to positively impact society. As such, we must consider our impact on stakeholders annually and report on these efforts.

2022 marked our sixth year as a B Corp, and it has become apparent that the base we have built in those first six years is strong. Our Daycos4good efforts not only survived the COVID pandemic and its aftereffects but have thrived. Leaving behind the worst of COVID this past year, we saw a resurgence of employee-led efforts to do good and be good, with our stakeholder investments increasing and becoming more impactful and stakeholder-focused committees functioning at higher levels than ever before.

With a strong foundation in place, we look forward at what's next. This past year marked a new evolution that took our do-good initiatives to a new level, including highlights such as:

- Created an expanded and intentional employee development program led by the employee and supported by the company. Every single Daycos employee now has an active employee development plan. To truly make a difference in the world, we continue to find ways to invest in the people who work here.
- Shifted the way we work to a teams-based, distributed leadership model designed to foster an environment where everyone has an opportunity to grow; can collaborate across roles; adapt to changing stakeholder needs; and make decisions, solve problems, and come up with new ideas.
- Started efforts to help solve the childcare capacity shortage issue for our employees and community. Investing in employees and their children is an investment in the future of our stakeholders. Employees struggle to find high-quality childcare in our community due to a lack of capacity, leading to absenteeism, turnover, stress, and loss of productivity.

Rooted in our underlying belief that doing business with purpose is the right thing to do, Daycos continues to find new and innovative ways to make investments that matter. We are doubling down on what it means to do good and continue to be inspired by the possibilities!



Brandon Day
Owner & CEO

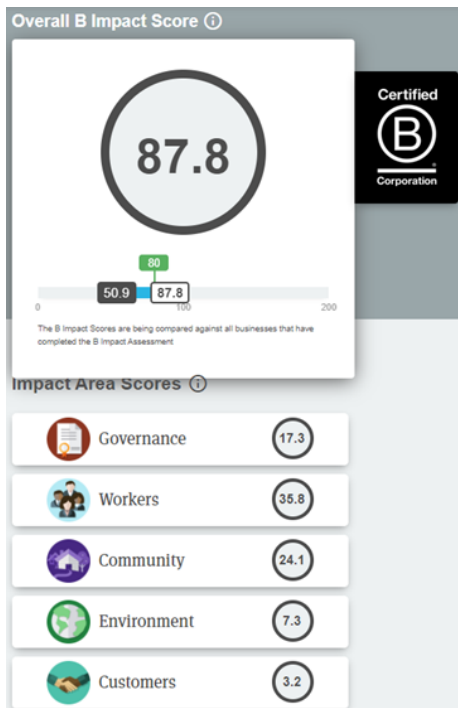


Tammy Day
Owner and Benefit Officer

WE ARE A CERTIFIED B CORPORATION



Daycos became a certified B Corp in 2016. A “B Corp” is a for-profit company certified by the nonprofit B Lab as having met rigorous standards of social and environmental performance, accountability, and transparency. It’s a designation that says our company is about more than making money; it is about being a force for good.



To become a B Corp, companies complete an assessment that measures them in governance, workers, community, and environment categories and provides an overall score indicating the company has practices and procedures in place to support the B Corp standards.

The B Impact Assessment is rigorous. To be eligible for certification, businesses must score a minimum of 80 points. According to B Lab, the average score by ordinary companies is 51 points, and many companies don’t receive the required baseline the first time they complete the assessment.

Daycos is proud of our 2018 Best for the World designation, ranking us in the top 10th percentile of all certified B Corps worldwide in how we treat our workers and the overall work environment within the company.

Daycos completed the B Corp reassessment during the fall of 2019 and was recertified in spring 2020 with a score of 87.8, up from our previous assessment of 84.4. We will reapply again in 2023.

WE FOCUS ON STAKEHOLDERS, NOT SHAREHOLDERS

The work of Daycos benefits its stakeholders, not just its shareholders. At Daycos, our stakeholders are the customers who hire us to provide an excellent services, the employees who spend their days doing the work to serve our customers, the community our business is in, and the company that makes this all possible. Our stakeholders not only help us become a force for good but are the reason we do it in the first place.

These stakeholders are interdependent and share equal importance in the system – the better we do at creating and sustaining great services and relationships with our customers, the more revenue that is generated to be invested in our employees and our community. Better business equals more investments in people. More investments in people and the community result in better business.

Therefore, our Annual Report continues to focus on how our benefit corporation status propels us to invest in our stakeholders and create a public benefit through those efforts.



COMMUNITY IMPACTS

2022 Grants

- Bel Air Elementary 2nd Grade Class
- Lutheran High Northeast Development Day
- Norfolk Catholic STEM projects
- Wausa Preschool - Building Little Learners
- First Responders Gift Baskets
- Norfolk Rescue Mission Kitchen Remodel
- Camp Willow Summer Camp
- Oasis Counseling Mentoring Program
- The Zone Brave Girl Program
- Norfolk Public Library 10 Hot Spots
- Big Give Match
- Bike Build Helmets
- Stuff the Bus
- St. Paul Lutheran School Expansion
- Norfolk Public Schools Beebots
- Norfolk Arts Center ArtsDriven
- NPS Teachers Association Fall Conference
- The Arc Spring/Summer Spectacular
- Honoring our Heroes
- Bel Air Elementary Focusing on 4th Graders
- Washington Elementary One School One Book
- Salvation Army Food Shortage
- NPS Thanksgiving Meal
- Toys for Tots
- NPS Hook a Book
- Northeast NE Family Violence Summit
- Dolly Parton's Imagination Library - Read Aloud Norfolk
- Sixpence Diaper Drive



OTHER LOCAL IMPACTS



BIG GIVE

- Daycos raised money through Food 'O Grams and a giving station.
- Total raised after Company Match and Community Investment Committee Match was \$6,840.00

NORFOLK AREA PRIDE FESTIVAL

- Daycos sponsored a table at the event and raised \$660 for Norfolk Area Pride through a cornhole game.

DAYCOS ANNUAL BIKE BUILD

- Employees and local businesses came together to assemble 124 bicycles that were later delivered to area non-profits.

SOUP 'R BOWL

- DevOps employees helped raise \$1,014 in donations that were used to purchase over 700 items of canned goods for the Salvation Army.



HIGHLIGHTS FROM 2022

- **Employee Match:**
\$1,348.00
- **Ending Endowment Balance:**
\$179,855.62
- **Volunteer Hours:**
167.5
- **Total Dollars Invested:**
\$54,639.53
- **Grants Funded: 28**
- **Total Grants Funded Since 2017:**
100
- **Other Charitable Investments:**
\$59,639.29



Daycos4Good funded "Bee Bots" for Norfolk Public Schools. These Bee Bots introduce elementary school children to coding in a unique and hands-on way. It serves as computational thinking development in young children as well.



EMPLOYEE IMPACTS

Launched an employee-driven growth and development effort to provide opportunities and experiences for employees to push their growth edge and become the next best version of themselves.

An investment in employee development directly impacts employees' work and personal lives and demonstrates that they are valued members of the company.

All employees have a personal growth plan that is led by the employee and supported by the company.

Also hosted company-wide growth opportunities around radical candor, non-violent communication, and thinking and behavior preferences.



WELLNESS COMMITTEE

- Blood Drive
- Healthy Lunches
- Biometrics Screening
- Massages
- Visit to Wolff Farms
- Wolff Farms weekly delivery of fruits/veggies
- Daycos Fitness Room Challenge
- YMCA Membership Discounts
- Fruit/Veggie Trays
- Water Challenge
- Overnight Oats
- Basketball Challenge
- Fruit Truck
- Free Onsite Flu Shots

Money Invested: \$16,588.08



Financial Peace University graduates.

CONNECT COMMITTEE EVENTS

- Office Olympics
- Broadway Play
- Omaha Zoo Trip
- Christmas Party

Money Invested: \$19,378.29



EMPLOYEE INVESTMENT COMMITTEE

- Work-Life Balance
 - Simmer Down Meals (new in 2022)
 - Parental Leave
 - Grandparent Bereavement
 - Immediate Family Bereavement (enhanced in 2022 from 3 to 5 days)
 - Maternity Leave Transition Week (new in 2022 - 1st week back at work, work 4 hrs/day and get paid the full 8hrs/day)
 - Chore Help
 - Holiday Ham/Turkeys (new in 2022)
- Financial Support
 - NEST 529 College Savings (increased match from \$100/employee to \$200/employee child) - also noted under Educational Support
 - Student Loan Matching (increased match from \$250 to \$500)
 - Financial Peace University (new in 2022 - paid for all materials and offered in-person course)
 - Employee Wills (increased payment from 50% to 100%)
 - Dual Credit Classes
 - Simple IRA Fees
- Educational Support
 - NEST 529 College Savings (increased match from \$100/employee to \$200/employee child) - also noted under Financial Support
 - Dual Credit Classes
- Perks at Work
 - Daycos Jackets (new in 2022)
 - Garden Supplies

Money Invested: \$23,452.56

**TOTAL EMPLOYEE
INVESTMENT:
\$23,452.56**

2022 BREAKDOWN BY CATEGORY



- Work-Life
- Financial
- Education
- Perks

COMPANY IMPACTS

- **Finalized a hybrid work schedule to enhance employee flexibility and work/life balance. Employees have an opportunity to work from home two days a week if they choose and two hours at the beginning or end of the workday, depending on their needs.**
- **Continued meeting with businesses who are interested in doing more good to share our story and provide support.**
- **Enhanced focus on our core value of “building relationships for the long-term” in the community and with industry partners.**
- **Augmented the Daycos teams model by integrating collaborative goal setting.**



CUSTOMER IMPACTS

At the fall conventions, we had a cornhole game at our exhibitor booth called "You Play, We Pay." Depending on the score, Daycos donated up to \$10 for each person to one of three charities of their choosing. The charities were Move for Hunger, Alan F. Wohlstetter Scholarship Fund, and Move Out ALS.

At the National Van Lines Convention, we also put flyers in the attendee bags headlined "Help Make a Difference!" Daycos had a pot of money specifically for that convention and attendees selected one of three charities they wanted their donation to go towards and returned the slip to our booth.

Between "You Play, We Pay" and "Help Make a Difference!" Daycos donated a total of \$933!

Daycos has supported an employee-led effort to raise **\$22,703** for Move Out ALS through events at three different industry conventions.

Daycos donations:

\$571



\$138



\$224



WHERE DO WE GO FROM HERE?

When businesses find ways to be “a force for good,” the ripple effects and possible impacts and outcomes around philanthropy, community betterment, and civic engagement are endless. Moreover, when we meaningfully engage the most people in this process and invite them to participate, we create powerful connections between people, communities, and areas of need.

As we begin our Daycos4good work in 2023, we’re focusing more of our efforts on creating these powerful connections. We will invest more time and energy in fostering relationships with other community organizations, funders, and businesses to enhance our do-good efforts and increase collective community impact. In addition, we will be more intentional about mentoring other companies trying to find their path to purpose.

And finally, we will continue to live out our commitment to do good and be good, hoping to contribute to the future success of our stakeholders and perpetuate this giving spirit for generations to come.

With gratitude!



Tammy Day
Owner and Benefit Officer