

Daycos, Inc.

ANNUAL BENEFIT CORPORATION REPORT 2023



daycos4good

Dear Stakeholders,

Daycos' Annual Benefit Report highlights our do-good-be-good efforts from 2023, 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 impact society positively. As such, we must consider our impact on stakeholders annually and report on these efforts.

2023 marked our seventh year as a B Corp. We completed the rigorous B Corp recertification process this year and are happy to announce that we have been recertified as a B Corp for another three years. This certification process is very comprehensive and requires us to reflect on all aspects of our company, how we live out doing business with purpose, and what evidence we have that supports those efforts—a big thank you to everyone involved in the recertification work.

We also saw some other exciting milestones in our do-good-be-good journey in 2023.

- Led an initiative in our community to create a childcare collaborative with other local businesses to help increase early childhood care and education capacity.
- Our Daycos4good endowment surpassed the \$200,000 mark.
- Philanthropy for All: A Practical Guide to Doing More Good by Tammy Day was published, showcasing community philanthropy and the Daycos story about doing business with purpose.
- We started tracking paid community time, and our employees logged 106.5 hours supporting community nonprofits and events.
- Daycos matched \$3,112.95 of employee charitable giving.
- Our Employee Investment Committee gave out their first education stipends to graduating seniors of Daycos' employees.
- Increased Employee Assistance Program sessions available to employees.
- Kicked-off Daycoskids4good to engage children of Daycos' employees in giving back.

Read on to learn more about the employee-led efforts happening here at Daycos and how we continue to invest in our stakeholders. As we continue to evolve and innovate what it means to do more good, we always return to our core values, stakeholders, and employee-led efforts at the core of this work. We hope you enjoy reading about our 2023 journey!



Brandon Day
Owner & CEO

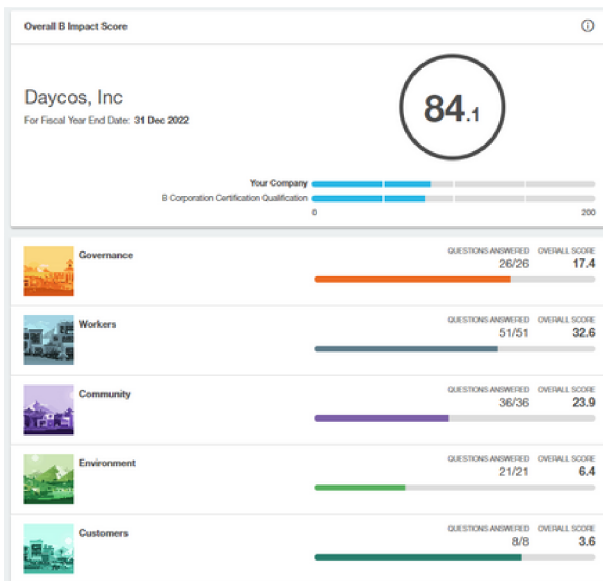


Tammy Day
Owner and Benefit Officer

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, environment, and customers 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 a reassessment in 2023, which will be valid for three years.

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 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

2023 Community Investment Committee Grants

- **Childcare Grant - Norfolk Family Coalition**
- **Can You Hear Me Now? - Lincoln Monessori Elementary School**
- **Leadership Development Through Strength - Class of 2023 - Lutheran High Northeast**
- **Norfolk Catholic Takedown Club - Norfolk Catholic High School**
- **Field Trip to the Good Neighbors of Norfolk - New Refrigerators and Freezers Grant**
- **Stand-up Desks - Norfolk Catholic Schools**
- **Tech for Health - Norfolk Public High School**
- **Boards for Bright Futures - Bel Air Elementary**
- **STEM Robots - Trinity Lutheran School**
- **School Lunch Balances Paid - Norfolk Public Schools**
- **A Digital Showcase - Jefferson Elementary**
- **Creative Movement through Jump Bands - Norfolk Catholic Elementary**
- **Camp Willow Events 2023 - Camp Willow, Inc.**
- **The Big Give Donations Match - Norfolk Area Big Give**
- **Ruby the Rock Snake at Wesley Center, Inc. - Salvation Army Stuff the Bus Program**
- **Oakdale Park Rehabilitation - Oakdale Community Betterment Club, Inc.**
- **Smile in Style - Elkhorn Logan Valley Smile in Style**
- **Playground Revamp - Rainbow World Childcare**
- **Parent-Child Therapy Program - Oasis Counseling**
- **New Refrigerators for Mosaic - Mosaic Counseling**
- **Artists Driven - Norfolk Arts Center**
- **One School One Book - Washington Elementary School**
- **Panther Partners - Norfolk Public Schools**
- **Norfolk Public Schools Thanksgiving Meal - Norfolk Public Schools**
- **For the Love of Reading Program - Grant Elementary**
- **Supply Drive - Norfolk Veterans' Home**
- **Family Violence Summit - Bright Horizons**
- **Dolly Parton's Imagination Library - Read Aloud Norfolk**
- **Enhancing Leadership and Volunteering through Continuing Education - CASA of Northeast Nebraska**



OTHER LOCAL IMPACTS



BIG GIVE

- Daycos raised money through Food 'O Grams.
- Total raised after Company Match and Community Investment Committee Match was \$3,515.

SALVATION ARMY SOUPER BOWL

- Daycos developers raised \$440.50 through various fundraisers for the Salvation Army's Souper Bowl Event. After a match from Daycos and one from the Community Investment Committee, the Salvation Army received a donation of \$1,321.50 for its mission.

HOLIDAY GIVE BACK

- 10 groups of employees were given \$250 to spend on a community project of their choice.
- Total investment was \$2,745.

TOYS FOR TOTS

- Daycoskids4good helped organize and pack toys for families in need.



Employees helped put together meals at Midwest Bank for the Norfolk Public Schools' Thanksgiving Meals.

HIGHLIGHTS FROM 2023



Part of the work of the Community Investment Committee is helping Daycos employees learn more about nonprofits in our community and how they can connect with an organization's mission and volunteer opportunities. In 2024, Daycos employees learned about the following organizations:

- League of Human Dignity
- Good Neighbors Food Pantry
- Nebraska Community Action Partnership (NENCAP) – speaker and tour of the facility
- The Zone
- Mosaic
- Animal Shelter of Northeast NE
- Norfolk Fire Department

- Charitable Matching of Employee Donations: **\$3,112.95**
- Ending Endowment Balance: **\$223,874.60**
- Volunteer Hours: **106.5**
- Total Dollars Invested: **\$57,788.26**
- Grants Funded: **29**



EMPLOYEE IMPACTS



WELLNESS COMMITTEE

- Biometrics Screenings
- Flu Vaccines
- COVID Boosters
- Updated/Replaced Fitness Equipment
- Beach Body Access
- Blue Light Glasses
- Weekly/Daily Wellness Challenges
- Wellness Breaks
- Annual Wellness Hour
- EAP Services
- Healthy Snacks
- Healthy Lunches
- Education Opportunities
- Produce Boxes

**Total Dollars Invested:
\$18,215**



CONNECT COMMITTEE EVENTS

- Minute To Win It
- Cone Park
- Coffee & Donuts on Valentine's Day
- March Madness Bracket Pool
- Easter Gingerbread Houses
- Remote Bingo
- Stakeholder Impact Team Breakfast
- Rock Races & Tu Casa Food Truck
- Water Park Night
- Online Games
- Golf Outing
- Ta-Ha-Zouka Park Family Picnic
- Fall/Winter Painting Party
- Christmas Party
- Halloween Workspace Decorating Contest
- Diaper/Baby Supply Drives for Employees Having Kids
- Holiday Craft Fair
- Secret Santa Gift Exchange

Total Dollars Invested: \$15,569.47



EMPLOYEE INVESTMENT COMMITTEE

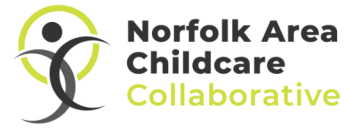
- 7 Student Loans Matched
- Simple IRA Fees (\$11,702.82)
- 25 Nest 529 Accounts Matched
- Dual Credit Classes (\$891.95)
- 2 Education Stipends
- 6 Employee Wills created
- Number of Employees Utilizing Paid Time Off Benefits
 - Grandparent Bereavement: 2 Employees
 - Parental Leave: 2 Employees
 - Maternity Leave Transition Week: 2 Employees
- Veterans Day off for Daycos Veterans
- EAP Benefit: Financial and Legal Aid
- Education Stipends
- Employee Long-Term Planning Info Session

Total Dollars Invested: \$35,427.23



**TOTAL EMPLOYEE
INVESTMENT:
\$ 69,211.70**

COMPANY IMPACTS



Daycos spearheaded the formation of the Norfolk Area Childcare Collaborative to tackle the lack of capacity in early childhood care and education in northeast Nebraska and became a founding member of this entity.

- The company also kicked off a year-long series of all company development focused on **Creating a Welcoming Community**.
- Continued to make Daycos a great place to work by focusing on building and office space upgrades such as:
 - Adding pieces from local and regional artists to our curated artwork collection.
 - Restructuring cubicles to provide more collaborative, team-focused spaces.
 - Updating all meeting room configurations and technology.
 - Enhancing our mother's room to make it a more useable and comfortable space.



CUSTOMER IMPACTS

- Support of other industry and customer charitable activities & events.
- Provided annual support for the Alan F. Wohlstetter Scholarship Fund.
- Daycos hosted its second year of You Play, We Pay cornhole games and donated those funds to Move for Hunger, Alan F. Wohlstetter Scholarship Fund, and Move Out ALS.



Daycos collected and shared stories of our customers and industry partners doing good.



WHERE DO WE GO FROM HERE?

It's always exciting to close out one year and begin anew in all aspects of life, and our work here at Daycos is no different. Our committees, teams, and employees reflect on the previous year and plan for the next. We take pride in the accomplishments of 2023 as we look toward the new initiatives of 2024. We continue our journey to do more good, one step at a time, building on all that has come before.

2024 will see us sharing the Daycos story more intentionally and broadly than ever. We have an interesting story to tell about who we are and how we do business, and we hope that our story inspires others to consider how they can do more good in their companies. Daycos' products and services are not socially-minded or about changing the world—we provide a business-to-business service for trucking companies—but the way we run our company is. We believe that every business can run in a manner that positively impacts the world while not negatively affecting the bottom line.

Look for more exciting stakeholder investments from Daycos and an intentional effort to better share our story in 2024.

With gratitude!



Tammy Day
Owner and Benefit Officer