SugarCreek
Brandworthy Food Solutions™
Since 1966

Family Owned

Founded in 1966

- Founded by John S Richardson
- John G Richardson, Sole Owner & Chairman (2nd Gen.)
- Michael Richardson, President (3rd Gen.)
- Jennifer Hutcheson, Chief Relationship Officer (3rd Gen.)

Diversified, Flexible Food Company
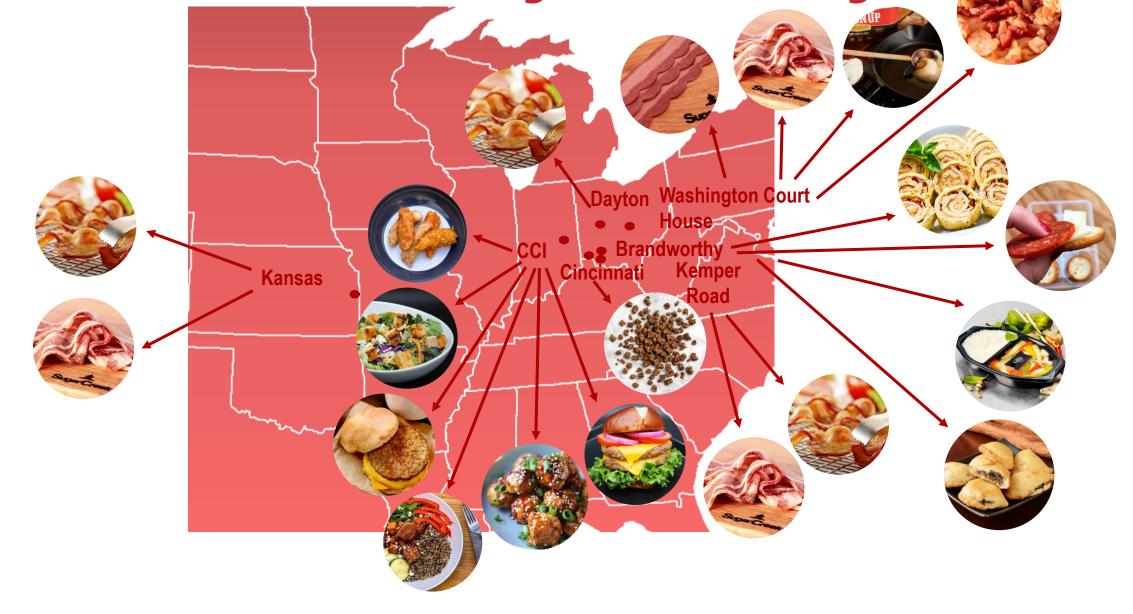## 56 years of Growth
Your Brand is our Brand

OVER
$1 Billion
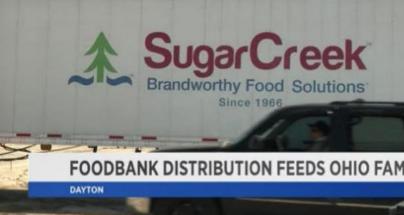Annual Revenue

3,000+
ASSOCIATES

Kansas History/Impact

- Plant opened in 1982 on 15 acres
- 40 years of Capital Investments
- 700+ EEs, $34.3 Million payroll in 2021
- Physical footprint over 350 acres
- Operation, support, room for employee services and future growth
- History of year over year payroll increase
- Desire to expand operations if infrastructure needs can be met

Our Products by Facility

Dayton

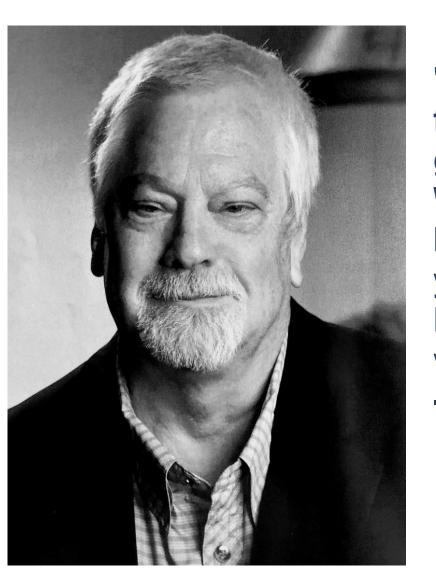Washington Court House

CCI

Brandworthy

Cincinnati

Kemper Road

Kansas

COMMUNITY ENGAGEMENT

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FOODBANK DISTRIBUTION FEEDS OHIO FAM
DAYTON

CORONAVIRUS

Foodbank Distribution at
Wright State Helps Feed

ASSOCIATE INVESTMENT

OWNER'S PHILOSPHY

"I'm trying to remove all barriers to get folks to work. Don't have a car? We'll give you a ride. Need a place to live? We'll provide temporary housing. Have kids? We'll provide daycare. In all of my years in the business, labor is the thing I sweat the most. People are our most valuable asset"
- John Richardson, CEO

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Fair Wages

- $18.50-$20.50 an hour, and only go up based on position, tenure, shift, etc.
- Over the past year and a half, SCPC has increased wages by over 43%.

Healthcare

- We offer Health, Dental, Vision, Short and Long Term Disability
- We also offer a 401K plan to eligible employees.

Continuing Education

- SugarCreek University and S-T-A-Y Initiative both of which are focused on professional and personal development of our associates.

Affordable Housing

- We provide temporary housing for employees, often renovating historic or blighted buildings improving nearby neighborhood.

Transportation

- We provide transport for many of our associates who either do not drive or do not have a car.

Childcare

- We are committed to provide subsidized childcare at all of our facilities.
- Through creative partnerships the we have been able to provide childcare centers at 2 of our facilities to date.

Washington Court House, OH

- 100 Child capacity center onsite
- 500 Employee site
- Company owned, operated by private provider
- 84% full, 24% Company enrollees, 76% Community enrollees
- Rates -$120 - $170 / week
- Worker's pay $11 to start $13 average

Cambridge City, IN

- 62 Child capacity center @ elementary school
- 700 Employee site
- Company funded, YMCA operated at in the local school
- 56% full, 20% Company enrollees, 80% Community enrollees
- Rates -$110 - $140 / week
- Worker's pay $10.30 to start $11.30 "Lead Teacher"

"The average annual rate for infant care in Kansas in 2020 was $12,811 at Child Care Centers and $7,517 at Family Child Care, which is approximately $230 higher than the national annual price of infant care was in 2019."   =$246 per week for infants

-Learning Tree Institute, 2021 Crawford County, Kansas Infant/Toddler Child Care Capacity Assessment.

Key Learnings

Wins

- More, high quality, affordable childcare opportunities in "childcare deserts"

- Employee Benefit, Workforce Participation

- Cultivate Business/Community relationships

Challenges

- Finances/Funding
  - Investment incentives/grants - Property tax breaks?

- Staffing
  - Low pay — tax breaks?
  - Healthcare —can they buy in local teacher's coverage?

- Achieving affordable rate threshold

- **<u>SugarCreek Early Learning Center</u> inside the Frontenac Industrial Park where the jobs are**

- **$8.7 Million investment, 200+ capacity center to be operated through a joint venture with USD #246 and New Foundations**

- **SugarCreek will fund and manage construction and is seeking as much Federal, State and Local funding assistance as possible**

- **Higher levels of funding assistance will impact the number of new, quality, affordable early child development opportunities added to Crawford County, KS**