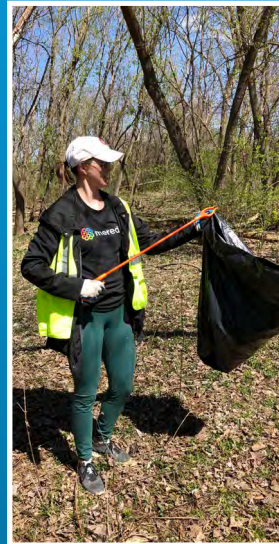


Fiscal 2019

Corporate Social Responsibility Report



Fiscal 2019 Corporate Social Responsibility Report

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Letter from President and CEO Tom Harty

At Meredith Corporation, we recognize the need for our business to be socially responsible, as well as a competitive and productive player in the marketplace. Just as we are devoted to providing our consumers with inspiration and valued content, we want them to feel great about the company behind the brands they trust. At Meredith, we promote the health and well-being of our employees; implement continuous improvements to make our operating systems and facilities more environmentally friendly; and take actions to create an inclusive environment for all.

Regarding environmental sustainability, we are committed to evolving our business. Five years ago, Meredith began a stakeholder engagement process in which we interviewed internal department representatives and external business partners about the most relevant economic, environmental, and social priorities for their work. This has been valuable in recognizing our successful efforts to date, along with identifying areas where more can be done. We recently undertook a second stakeholder engagement process to hone in on additional steps we can take, especially in light of our 2018 Time Inc. acquisition.



We continually adapt—from our business practices and policies to our products—to be better citizens of the corporate world, the communities in which we work and live, and society at large. Meredith's charitable efforts include financial giving through the Meredith Corporate and Family Foundations, along with volunteer projects such as Rebuilding Together workdays in many of our markets. Beyond our major organizational commitments, Meredith's various brands and departments participate in charitable causes, and our employee matching gift program helps individuals double their contributions to personally important causes.

Employee health and well-being are also highly valued at Meredith, and our wellness program continues to develop new resources to assist employees in leading better lives. This has expanded from physical health to include financial literacy and career counseling. Meredith also recognizes the importance of diversity and inclusion in the workplace, and has active committees in place to plan and implement related initiatives.

Meredith has made important strides in the areas of diversity and inclusion, supporting more events celebrating the diversity of our workforce, continuing to expand the representation in our brands to more accurately reflect our audiences, hiring a full-time Director of Diversity and Inclusion, and more. We are proud of what we have accomplished, while acknowledging there is still work to be done. We look forward to providing updates on our ongoing work in future CSR reports.

As a public company, our top priority is the value we provide our shareholders. Meredith's dedication to environmental and social issues plays a major role in helping achieve this primary goal. It's not just something we ought to do – it's something we cannot afford to overlook.

This report details Meredith's work on environmental sustainability; volunteer and charitable contributions; health and wellness objectives; diversity and inclusion programming and human resources initiatives. Our executive team and I fully support the passionate employees who lead these projects and make recommendations for further development. On behalf of everyone at Meredith, we look forward to continuing steps toward becoming even better environmental stewards and leaders in social responsibility and employee well-being.

Tom Harty
President and CEO



Meredith Corporation Mission Statement and Values

MISSION STATEMENT

We are Meredith Corporation, a publicly held media and marketing services company founded upon serving our customers and committed to building value for our shareholders. Through our national and local media groups, we are on the pulse of pop culture, entertainment, food, fashion and lifestyle, news, business and finance, and sports. From that, we have built businesses that serve well-defined audiences, deliver the messages of national and local advertisers, and extend our brand franchises and expertise to related markets. Our products and services distinguish themselves on the basis of quality, customer service, and value that can be trusted.

CORPORATE VALUES AND GUIDING PRINCIPLES

- Our primary focus is success over the long term.
- Our stockholders, who have demonstrated faith in our company, deserve a superior return on their investments through dividends and market appreciation.
- Our loyal customers are the Company's lifeblood. We are dedicated to building enduring relationships with them and to understanding and meeting their needs with high-quality, high-value products, and with service beyond their expectations.
- Our employees are the Company's most important resource. We expect integrity, creativity, courage, initiative, teamwork, respect and individual judgment. We favor an entrepreneurial style. We value and reward excellent achievement.
- We believe good citizenship requires concern for the communities in which we operate. We encourage corporate and employee participation.
- We treasure the good reputation of our company, its products, its services and its people. Our reputation matters to us in everything we do.

Volunteerism and Charitable Giving



Meredith employees get ready to throw paper airplanes to win prizes during the 2019 United Way campaign's "fly-off" event.

Meredith's matching gifts program funds nonprofit organizations, based on both employee financial contributions and volunteer hours. Meredith matches each employee's gifts up to \$5,000 annually.

Corporate Giving

Meredith donates approximately \$1.7 million each year to nonprofit organizations through the [Meredith Corporation Foundation](#). Additionally, Meredith has a corporate contribution budget that donates more than \$1 million annually, and the Edwin T. Meredith Foundation donates approximately \$900,000 annually, bringing total contributions to nearly \$3.6 million annually.

Meredith's matching gifts program funds nonprofit organizations, based on both employee financial contributions and volunteer hours. Meredith matches each employee's gifts up to \$5,000 per Fiscal year. This includes an innovative volunteer hours match, under which Meredith contributes funds based on hours employees volunteer with qualifying charities. Annually, approximately \$600,000 of the Foundation's budget goes to employee-supported charities.

The Meredith Star program, which allows employees to recognize their colleagues for their hard work by awarding them points to redeem for prizes, lets employees donate the monetary value of their points to a charitable organization of their choice.

Employees across the Company are also highly engaged on nonprofit boards and boards of professional organizations.

United Way

Meredith Corporation is a major contributor to United Way.

- Meredith has increased its giving to United Way of Central Iowa from \$250,000 in 2002 to \$818,000 in 2019.
- In 2011, Chairman and CEO Steve Lacy chaired the community-wide United Way campaign, achieving, at that time, record donations of approximately \$25 million.
- In addition to giving, Meredith printed United Way marketing and campaign materials.
- Meredith won the United Way's Spirit of Central Iowa award, the organization's highest honor, in 2012. In 2013, Meredith won the organization's ADVOCATE Award for its wellness program. In 2015 and 2016, it received the GIVE Award, which honors a campaign that demonstrated excellence, creativity and generosity.

VETERAN CREMATION URNS

At the 2019 Weekend with WOOD event, WOOD Magazine partnered with lumber retailer Woodworkers Source and tool manufacturer DeWalt to host a charity build at which nearly 200 attendees helped assemble cremation urns for the remains of veterans who died without funds to pay for interment. They constructed 120 urns for all branches of armed forces, including the Coast Guard. Specific branches were recognized with their emblems on the urns. The urns were donated to the Rock Island, IL and Keokuk, IA National Cemeteries.



Weekend with WOOD charity build volunteers inserted laser-engraved emblems of the branches of the United States Armed Forces onto cremation urns for veterans.

Volunteerism and Charitable Giving, cont.



Des Moines Meredith employees participated in a Rebuilding Together workday.

Rebuilding Together

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. Since its partnership began in 2002, Meredith's work has impacted more than 280 homes and 40 nonprofits, including the neighborhood of Gerritsen Beach in Brooklyn, N.Y., which was devastated by Hurricane Sandy. In 2019, Meredith celebrated its 18-year anniversary with large projects in Des Moines and Chicago. These projects included restoring homes, rejuvenating local schools and parks, and lending a hand to nonprofits with painting and landscaping.

Mell Meredith, Vice Chairman of the Meredith Board of Directors and Chairman of the Meredith Corporation Foundation, previously served on the national Rebuilding Together Board as Vice Chairman.

Earth Day Trash Bash

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. In 2019, more than 90 teams of Trash Bash volunteers, including a team from Meredith, collected approximately 45,000 pounds of litter, tires, brush and more. The combined value of volunteerism and sponsorship for Iowa's largest Earth Day event was over \$200,000.



Meredith employees volunteered for the 2019 Earth Day Trash Bash.

Other Community Support

Meredith also supports its communities in other unique ways:

- 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. This longer timeframe benefits students and managers. Students receive a more in-depth education on the business and have time to develop into skilled employees, understanding and invested in the work they do. Often, students' apprenticeships turn into full-time jobs. In addition to the apprentice program, Meredith makes major annual financial contributions to each university. Meredith also financially supports the University of Iowa Accounting Writing Program at the Henry B Tippie College of Business.
- Through Corporate Angel Network, Meredith donates the use of its corporate jets in the transportation of cancer patients to and from treatment centers.

IOWA STATE UNIVERSITY



Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives

BRAND COLLABORATIONS

Cooking for the Coast

In November 2018, the Southern Living and Coastal Living editorial teams hosted Cooking for the Coast, a fundraiser to help the Florida Panhandle recover from the devastating effects of Hurricane Michael. In just three weeks the team recruited 16 of the best chefs in the South, brought in eight sponsors, and sold more than 150 tickets (at \$175 apiece). The event raised just over \$70,000 for World Central Kitchen, the nonprofit founded by Chef Jose Andres that has served millions of meals to victims of natural disasters, including hundreds of thousands in Florida, North Carolina, and California.

Partnership for a Healthier America

Multiple Meredith brands, including Martha Stewart Living and Better Homes & Gardens, teamed up with Partnership for a Healthier America (PHA) on a program to fight childhood obesity and promote healthy eating through a multi-channel public awareness initiative.

Safe Kids Worldwide

Multiple Meredith brands, including Better Homes & Gardens and the Meredith Parents Network partnered with Safe Kids Worldwide (SKWW), a global organization dedicated to preventing childhood injuries and accidents. The partnership promoted SKWW's message across Meredith's parenting- and family-focused media channels, and mobilized families to participate in annual Safe Kids Day event in their local communities.

Additionally, Meredith produced an original video series, "Safe & Sound Home," in which Emily Henderson, leading home style expert and social influencer, features smart and chic tips for childproofing a home.

EATINGWELL

Burlington Conservation Nursery

A team of nine EatingWell editorial staff members made over 80 fascines for the Burlington Conservation Nursery in an effort to minimize pollution and nutrient runoff into lakes and streams.

Burlington School Food Project

More than 30 EatingWell staff members volunteered to clean up the garden and outdoor classroom at a local elementary school. The school's garden is run by the Burlington School Food Project, which connects students and families with fresh, local, healthy food.

Food Drive

More than 30 EatingWell staff members collected food and other goods for three area food shelves that help feed local neighbors in need.

Burlington's Intervale Center

EatingWell sponsored the annual fundraising summer dinner for the Burlington Intervale Center, a nonprofit that works to strengthen food communities, farm viability and land sustainability in Vermont.

American Food Heroes Awards

Starting in 2017, EatingWell has published an annual list of the top visionary leaders and influencers within the food sector, who are committed to making a difference in sustainability and nutrition. The list includes chefs, politicians, educators, CEOs, and more.

Vermont Women's Fund

EatingWell sponsored a special screening of a documentary called A Fine Line about women in food service jobs and addressing the gender imbalance in the industry. The event was a fundraiser for the Vermont Women's Fund which works to address these issues across the state.

TRADITIONAL HOME

National Showhouse Tour

Traditional Home annually hosts a series of showhomes around the country, presenting the work of interior and landscape designers in a home environment. Showhouses on the tour benefit local charities by donating a percentage of the proceeds from ticket sales. Since the tour began nine years ago, Traditional Home has raised more than \$2 million for charities nationwide.

PEOPLE EN ESPAÑOL

Rose to Hope

Each year, People en Español and HOLA (Meredith's Latinx employee affiliate group) hosts members from Rose to Hope, a non-profit organization that connects youth from urban areas of the United States with mentors in different career fields. People en Español brings in 10 members for lunch and mentorship sessions with editors.

PEOPLE

Companies that Care

Every year, PEOPLE publishes its list of "50 Companies That Care", which spotlights 50 U.S. companies with 1,000 or more employees that have succeeded in business while also demonstrating respect, compassion, and concern for their communities, their employees, and the environment.

MIDWEST LIVING

In addition to sponsorships of the Des Moines Art Festival and the Iowa State Fair's food contests, Midwest Living has a strong history of featuring makers and entrepreneurs who give back to their communities. In January 2019, the brand published its inaugural Give Back issue, celebrating Midwesterners who are creatively helping their communities and the planet — with dozens of concrete ways that readers could do the same. The long-term goal is to make Give Back a recurring franchise, tied to monetary contributions to featured causes.

Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives, cont.

REAL SIMPLE

Fight Hunger. Spark Change

REAL SIMPLE partnered with Walmart, Nextdoor, and Feeding America to sponsor events in four cities. Community leaders and REAL SIMPLE editors gathered around tables for inspiring and productive conversations about working to fight hunger and food insecurity. REAL SIMPLE covered the efforts and hunger issues online throughout April (hunger awareness month), and recapped the efforts with a feature and editor's note in the September issue.

Win NYC

Throughout the year, REAL SIMPLE gave time and money to WIN, the largest provider of shelter and supportive housing for New York City's homeless families. REAL SIMPLE donated nearly \$9,000 using proceeds from the sale of home goods left over from the REAL SIMPLE Home project.

This past winter, five high school students from Win NYC visited the REAL SIMPLE offices, where editors from each section of the magazine participated in a panel to discuss their career paths and responsibilities at the magazine. Students were then given a tour of both the fashion closet and the test kitchen and acted as taste testers for a recipe. For the final activity of the day, students were asked to arrange props for their own REAL SIMPLE cover and left with a print-out of their design.



REAL SIMPLE Food Editor Ananda Eidelstein visited the WIN NYC shelter to teach children in its after-school program how to make healthy snacks.

Fighting Homelessness with WIN

In 2018, WIN served close to 10,000 homeless people — including more than 5,000 children — and helped more than 700 families transition out of shelter into homes of their own.

REAL SIMPLE staff members met with WIN representatives to find out how they could help and spread the word via social media, donated \$5000 in proceeds from a beauty sale, and raised awareness of WIN among visitors to the first REAL SIMPLE Home project in Brooklyn. As part of the WIN College Project, digital home editor Katie Holdefehr worked with 15 partners to provide gear for 30 college-bound students from WIN shelters around the city.

The back-to-school kits included laptops/tablets, bedding, pillows, laundry bags and detergent, cleaning supplies, bath towels, desk organizers, notebooks, backpacks, and more.

RACHAEL RAY EVERY DAY

Rachael Ray Every Day encourages teaching kids to cook for their own self-sufficiency; highlights chefs who open restaurants in underserved communities (bringing training and jobs with them); directs readers to worthwhile recipients of their charitable dollars — while celebrating chefs like Jose Andres, who helped with hurricane relief efforts in Puerto Rico; and spotlights trailblazers working to get more members of underrepresented groups into the food industry.

Yum-o!

Rachael Ray's non-profit, Yum-o!, empowers children and their families to develop healthy relationships with food and cooking by teaching families to cook; feeding hungry kids; and funding cooking education and scholarships. Since its inception in 2007, *Rachael Ray Every Day* has featured Yum-o! news and events, with special callouts to the work Rachael is doing with the organization.

Feed it Forward

Feed it Forward encourages, inspires and supports small startup organizations doing good in the areas of food relief, education and advocacy in their communities. Feed it Forward provides one-on-one mentoring to these startups' founders, as well as crucial funding for their most important initiatives. Each year, one winning organization receives a monetary donation and guidance from Rachael Ray's mentor dream team. The winners are featured on "The Rachael Ray Show," in cross-channel Rachael Ray Every Day media outlets and on social media.

Rachael's Rescue

Rachael Ray created the Rachael's Rescue website to highlight groups, such as the American Society for the Prevention of Cruelty to Animals, which are dedicated to helping the millions of mistreated and abandoned animals taken to shelters each year. A portion of all proceeds from the sale of Rachael Ray products goes to these featured organizations.

The magazine's Our Pets, Etc. feature tells heart-warming rescue stories, reminding readers to "adopt, not shop" when choosing a family pet; and driving readers to the Rachael's Rescue website.

Supper is Served

Rachael Ray Every Day staff members volunteered at Supper is Served, a New York City Wine and Food Festival event honoring women in the food, beverage, and entertainment industries. The event also featured #MeToo movement creator, Tarana Burke.

SOUTHERN LIVING

Southerners of the Year

Every year, Southern Living celebrates people across the South who are making an impact in their communities. Editors focus specifically on tough issues in three key areas: food, culture and community. The story appears each year in the December issue and online.

Dell Children's Medical Center

In 2018, Southern Living remodeled an "Idea House" in Austin, Tex., and featured the home in its August issue. The brand partnered with a local charity, Dell Children's Medical Center, and asked for donations from members of the public who toured the house. Approximately \$9,600 was raised and donated to the organization.

Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives, cont.

MEREDITH PARENTS NETWORK

Mom Empowerment

Parents and *Parents Latina* spotlighted real parents tackling the biggest problems facing families today. In a new series, “Uplifting Latinas,” *Parents Latina* inspires audiences to tap into their own inner power by highlighting game-changing moms who are helping to make their communities—and the country—a better place for families.

Parents’ “MomBod,” a regular wellness column that celebrates body positivity and empowers mom to take care of herself, continued in Fiscal 2019. Katie Willcox, a healthy-curve model and Instagram influencer, was photographed for the August cover of *Parents* and shared her journey to body confidence after giving birth.

Children’s Hospitals

In October, *Parents* named the Most Innovative Children’s Hospitals after conducting a six-month long investigation into lifesaving innovations at the nation’s top children’s hospitals. This story featured innovations that are not only available to the children at the winning institutions, but across the country, as medical advances are shared. Many of the winners licensed the “Parents Most Innovative Children’s Hospitals 2018” seal to raise awareness of this list and promote their recognition.

Mental Health Awareness

In October, then Editor in Chief Liz Vaccariello moderated a panel about parents teaching teenagers to face the world during Talkspace’s Mental Health & Young Americans 3rd annual conference.

Also in 2018, *Parents* examined the positive implications for women’s health when the trauma of pregnancy loss, a once taboo topic, is discussed openly. Actress Brianne Davis shared her own story of loss in the July feature, “Sharing the Sadness of Miscarriage.” In March, “Anxiety on Board” examined what postpartum anxiety looks like and empowered women to get help. Social influencer and fitness superstar Massy Arias was featured on the cover of *Parents* in March and *Parents Latina* in April/May, and opened up about her own post-child birth struggle and how she found strength.

Child Mind Institute

Parents and *Parents Latina* are committed to raising awareness of mental illness and eliminating the stigma associated with it. *Parents* has consistently supported and helped publicize Child Mind Institute’s recognition of Children’s Mental Health Awareness Month, and in 2018, partnered with the organization on a survey of parents that was highlighted in “I Think There’s Something Wrong with My Child” (May). Then Editor in Chief Liz Vaccariello appeared on Cheddar TV to discuss the story and raise awareness.

On its digital platforms, *Parents* helped promote and solicit nominations for the Child Mind Institute’s Change Maker Awards, honoring people making a difference in the field of mental health. Deputy Editor Diane Debrovner presented the award for community leader.

CultHealth

In 2018, CultHealth, a healthcare-focused advertising agency, had an internal contest to develop an innovative marketing solution to raise awareness for and reduce the risk of SIDS (Sudden Infant Death Syndrome). Deputy Editor Diane Debrovner was one of four expert judges who saw the team presentations and chose the winner. The SIDS campaign creative will be unrolled in 2019.

First Book

Both *Parents* and *Parents Latina* were proud to partner with the nonprofit organization First Book, which brings new children’s books to underserved schools nationwide. First Book celebrates outstanding books that spotlight diversity in the broadest sense of the word: racial diversity, gender identity, socioeconomic diversity, family structure, and ability.

Love Libros

Early literacy education is key for school success, yet Latinx children continue to lag in speaking and reading ability. *Parents Latina* empowers families to create a culture of reading at home through the Love Libros (Love Books) initiative. Every literacy education story in *Parents Latina* carries a special “Love Libros” seal.

Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives, cont.

SPECIAL INTEREST MEDIA

Calls to Action

Many Special Interest Publications include calls to action to donate to charities or other non-profit organizations. Issues published in Fiscal year 2019 included calls for donations to the Farrah Fawcett Foundation, the Alzheimer's Association, and the Petco Foundation,

Magazine Donations

Nearly 500 copies of Special Interest Publications were donated to the Good Dog Foundation in New York and the Homeless Initiative in Atlanta.

Secrets of Getting Organized

The staff of *Secrets of Getting Organized* worked with sewing experts from the Crafts Group to clean out and reorganize the sewing room at Des Moines' East High School as part of Meredith's annual Rebuilding Together volunteer workday.

Christmas Ideas

Each year the team that works on *Christmas Ideas* donates one decorated tree from the issue to the Festival of Trees to benefit the Des Moines Blank Children's Hospital.

Country Gardens

In nearly every issue, *Country Gardens* features people and organizations who are bringing the benefits of gardening to their community. This year, those stories included a former county poor farm that now provides fresh vegetables to food banks and introduces incarcerated youth to gardening and growing fresh vegetables, a vegetable farm that teaches preschoolers about growing and eating vegetables, and a group of neighbors that transformed its alleyway to a garden and gathering space.

American Patchwork & Quilting

The *American Patchwork & Quilting* (APQ) One Million Pillowcase Challenge inspires both first-time sewists and experienced quilters to make and donate pillowcases to the charities in their communities. Since the program began in 2010, more than 870,000 pillowcases have been made, donated and recorded on the One Million Pillowcase Challenge website.

In 2018, nearly 1,400 pillowcases were made in Des Moines alone during the 10-Hour Sew-a-thon. These pillowcases were distributed to Central Iowa charities, such as Blank Children's Hospital, Rebuilding Together, Ronald McDonald House Charities, Central Iowa Shelter & Services, Children & Families of Iowa, Bidwell Riverside and Youth Emergency Services and Shelter (YESS).

APQ also donated fabric, books, and magazines to the Navajo Quilting Project, Days for Girls, Hope Quilters, Just Friends Quilt Group, and local schools.

SHAPE

New York Road Runners

At the SHAPE Women's Half-Marathon, the brand hosted its third annual Women Run the World™ Relay and Mentorship program that honored 13 notable female SHAPE influencers across multiple industries and highlighted the importance of supporting, inspiring, and empowering the next generation of women.

Each honoree was paired with a mentee from New York Road Runners' Run for the Future program. Each pair ran a one-mile leg of the course as part of a relay team. Run for the Future provides fun and free way for New York City high school girls to get fit, develop leadership skills and earn money for college. The program involves weekly training runs and culminates with a 5K race for the participants.

Movement Foundation

SHAPE has an ongoing partnership with Movement Foundation, a nonprofit, community-powered organization that empowers young women to be confident in their bodies by using fitness as a platform for building self-worth and positive body image. Through a grassroots movement, SHAPE encourages supporters to create or join teams to raise funds for the organization on their own.

CARE

In 2019, CARE returned as the official Charity Partner for the SHAPE Women's Half-Marathon. CARE is a global leader dedicated to ending poverty. The organization is known for its commitment to the dignity of people and their focus on equal rights and opportunities for women and girls. Runners were encouraged to donate \$10 or more to CARE with registration, and donors received a free gift on race day. CARE was also the exclusive sponsor of the race cheer cards, which were distributed with \$1-plus donations at bib pickup on race day. CARE raised more than \$3,500 through the partnership.

WOOD

Orchard Place

Each year the WOOD team donates 15 to 20 hand-crafted toys to children at Orchard Place, which provides mental health treatment to children in Iowa.

Meals from the Heartland

As part of the 2019 Weekend with WOOD Spouse Event, attendees packed 20,000 meals for Meals from the Heartland.

Rebuilding Together

In 2018, the WOOD team built two mobile pantries and two outdoor classroom spaces for Meredith Middle School and Moore Elementary School, respectively, as part of Meredith's Rebuilding Together effort.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives

KCTV/KSMO

KANSAS CITY, MO

KCTV/KSMO works with different charities to offer a combination of News coverage; digital promotion; social media promotion; segments on its lifestyle show, Better Kansas City; and emcees. Below is a list of organizations that partnered with KCTV/KSMO.

Take 5 To Care

Take 5 To Care is a year-long, full-station commitment to help Kansas City Charities raise funds and more importantly awareness. This year, KCTV5/KSMO was proud to add several new events to its philanthropic lineup. To date, Take 5 To Care has helped raise more than \$3.5 million.

American Cancer Society

For the organization's Making Strides Against Breast Cancer event, KCTV/KSMO provided live coverage, an emcee and a public service announcement. The event raised more than \$300,000. The station also provided support for the American Cancer Society's Midwestern Cattle Baron's Ball and Coaches vs Cancer events.

PawsAbilities

PawsAbilities is a store that provides hands-on job training for people with disabilities in Kansas City. Its pet products are designed, made and delivered by individuals with special needs.

The Polar Plunge

Each year, people raise money for the Special Olympics by rushing into freezing cold water in the dead of winter. Eleven local communities hosted Polar Plunge events that were supported by KCTV/KSMO.

Down Syndrome

By producing a public service announcement and providing news coverage and an event, KCTV/KSMO helped Touchdowns for Down Syndrome raise funding for awareness and other events such as the Wine Tasting and Auction, Tee up for Downs, and the Signature Chef Auction.

Giving the Basics

KCTV/KSMO developed a wellness campaign of news, "Better KC" interviews and a public service announcement for Giving the Basics, which brings human dignity products (shampoo, toothbrushes, toilet paper, etc.) to those in need. The stations' promotional efforts helped generate thousands of drives with local schools and businesses in the Kansas City area.

Leukemia and Lymphoma Society

With the assistance of KCTV/KSMO, which arranged public service announcements, news coverage and an emcee for the event, the Leukemia and Lymphoma Society's 2018 Light the Night Walk raised more than \$800,000.

March of Dimes

KCTV/KSMO sponsored and promoted the March of Dimes March for Babies and Nurse of the Year Awards events in 2018.

Project Warmth

Through public service announcements, digital ads and news coverage, KCTV/KSMO helped collect thousands of coats, blankets, gloves and hats for the organization to provide for those in need.

Variety—The Children's Charity

KCTV/KSMO hosts and covers Variety's annual fundraiser, The Variety Show. The station helped raise over \$350,000 for the organization in 2018.

Jazzoo

By producing public service announcements, providing live news coverage and supplying emcees for the event, KCTV/KSMO helped the Kansas City Zoo raise the funds needed to support the zoo and feed hundreds of animals.

Triple Crown Showdown

The Myasthenia Gravis Association (MGA) is dedicated to improving the quality of life for those who are affected by this autoimmune, neuromuscular disease through awareness, education and member services. The Triple Crown Showdown 5k, sponsored by KCTV/KSMO, raised more than \$50,000 and registered over 460 participants.

Harvesters - The Community Food Network

KCTV/KSMO provided promotion for Gail's Harley-Davidson's Christmas in July food collection drive, which received more than 3,000 food-item donations for Harvesters to use in Thanksgiving and holiday meals for Kansas City residents in need.

Brain Injury Association of Kansas City

The annual Going the Distance for Brain Injury run aims to raise awareness of the more than 21,000 individuals in the Greater Kansas City area who are affected by brain injuries. KCTV/KSMO sponsored the event.

KC CARE Clinic

Through public service announcements, news coverage, and digital ads KCTV/KSMO provided promotion and sponsorship for the KC CARE Clinic's Bloom Party, an annual event benefiting the clinic and helping it ensure healthcare for thousands of Kansas City residents every day.



KCTV promoted the Salvation Army's fundraising efforts on air, on social media, and on its website as part of its Take 5 to Care initiative. The donations were needed in the wake of devastating tornados in Spring 2019.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

KMOV

ST. LOUIS, MO

Shriner's Hospitals for Children

Every March, KMOV broadcasts a 13-hour telethon to raise money for this vital, non-profit children's hospital in St. Louis. Shriners Hospital for Children provides specialized treatment and care for kids regardless of a family's ability to pay for it. In 2019, KMOV helped raise over \$135,000 for local children and families in need.

Pedal the Cause

Since 2016, KMOV has partnered with Pedal the Cause to participate in and promote its annual fundraising event to support cancer research at Siteman Cancer Center and St. Louis Children's Hospital. KMOV provides news coverage, on-air and digital promotion, and has raised over \$25,000. KMOV's news personalities also participate in the event. KMOV's promotion helped the organization reach its goal of \$4.5 million for local cancer research and patients.

Cardinals Care

KMOV is proud to partner with the St. Louis Cardinals in support of their eight fundraising events throughout the year. Each campaign exclusively benefits local charities supporting children. KMOV provided news coverage, digital and on-air promotion worth \$75,000 annually in each of the last three years.

For the sixth consecutive year, KMOV partnered with Cardinals Care and the American Red Cross to organize an annual toy drive. The drive collects holiday gifts for children in need, including military kids at Scott Air Force Base. Since it began, the toy drive has collected more than 5,700 toys and gift cards for area children and military families.

Habitat for Humanity

Since 2016, KMOV employees have donated their labor and time to help build a home for a local family with Habitat for Humanity. The station also raises \$50,000 annually to help furnish each house.

Crisis Nursery

For more than 22 years, KMOV has sponsored Crisis Nursery fundraising events. In partnership with KMOV, Crisis Nursery has raised hundreds of thousands of dollars to prevent child abuse and neglect by providing short-term emergency shelter for children whose families are in states of emergency or crisis. KMOV also provides news coverage and helped produce a training video for police and other emergency personnel.

KMOV teamed up with Aldi and non-profit Pooper Troopers to collect diapers for St. Louis Crisis Nursery. Over 250,000 diapers were collected.

Urban League St. Louis, Back to School Festival

KMOV helped promote the Urban League's Back to School Festival with news coverage and digital and on-air promotion. Over 10,000 backpacks full of school supplies and over 50,000 pairs of shoes were given away to St. Louis area children ahead of the start of school.

The Little Bit Foundation, Laura's Run 4 Kids

Fronted by KMOV's Laura Hettiger, KMOV teamed up with The Little Bit Foundation to host a competitive race and family fun run, with proceeds of \$37,000 helping The Little Bit Foundation and its army of supporters who give, serve, and advocate for impoverished children and their educational needs in St. Louis.

Better Family Life, End Violence Rally & Peacefest

KMOV partnered with Better Family Life to promote the End Violence Rally and Peacefest, annual events that are part of their "Stop the Violence" Campaign, with the goal of transforming at-risk individuals and reclaiming high-crime communities through education and employment resources, grassroots efforts, and community action.

Forest Park

Each December, KMOV broadcasts a 13-hour telethon to raise money for Forest Park Forever, a nonprofit conservancy that works in partnership with the City of St. Louis and the Department of Parks, Recreation and Forestry to restore, maintain and sustain Forest Park as one of America's greatest urban public parks.

Salvation Army

KMOV partnered with the Salvation Army in its annual Tree of Lights campaign, with donations funding programs and services for women and children, seniors, youth, the homeless, and military veterans during times of need. From the campaign kickoff on National Giving Day to the wrap-up on Red Kettle Blitz Day, KMOV helped the Salvation Army reach its goal of \$6.1 million.

Storm Mode Tour

For the third year in a row, the KMOV 4 Warn Storm Team went on the road to four cities within the viewing area to present a fun and educational show focused on safety as the year was headed into the spring severe weather season. The public was able to meet the 4Warn Storm Team, enjoy the presentation, and answer trivia questions to win prizes.

Weather Radio Wednesdays

For the third year in a row, the KMOV 4 Warn Storm Team partnered with Schnucks grocery stores and Midland Radio to tune weather radios at area Schnucks locations. Chief Meteorologist Steve Templeton and other KMOV staff members appeared at a local Schnucks store once a week for 8 weeks. The public could buy a weather radio and have it tuned or bring in a radio that had already been purchased. Radios were programmed to receive warnings for the county or counties chosen by

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

KPHO/KTVK

PHOENIX, AZ

Arizona's Family (KTVK & KPHO) has raised more than \$6.5 million for various organizations across Arizona

The Tillman Foundation

In 2019, KTVK and KPHO teamed up with the Tillman Foundation for the 15th annual Pat's Run. The event — which raises money for the Pat Tillman Foundation to provide scholarships to veterans and their spouses — sold out with 33,000 runners. The 2019 Pat's Run raised more than \$1.1 million.

Pay It Forward

KPHO began the CBS 5 Pay It Forward program in 2009 as a way to give back to the community. Ten years later, it's raised over \$2.5 million for families in need and a variety of charitable causes. The program's signature campaign, Paul's Pay It Forward Car Wash, helps raise money for the Big Brothers and Big Sisters of Central Arizona. In October 2018, the week-long event raised more than \$290,000 and has raised more than \$1.5 million for the organization over the past decade.

Hydrate Arizona

KTVK partnered with The Salvation Army to encourage viewers to donate bottled water at local Safeway and Albertsons Stores during the hottest months of the year. The donations were then used by The Salvation Army, as well as local police and fire agencies, to provide heat relief to the city's homeless and senior populations. More than 130,000 bottles of water were collected and \$150,000 was raised during this year's campaign.

Childhood Hunger Drive

Each September, KTVK joins forces with Safeway and Albertsons Stores statewide for a month-long campaign, raising \$780,000 for food banks and pantries that serve food insecure children across Arizona.

KTVK also partnered with Valley of the Sun United Way to fill Weekend Hunger Backpacks in the station's parking lot. This one-day event brought together Arizona's Family staff to pack backpacks with food for children who often go hungry over the weekend. These backpacks are delivered to local schools around the valley every Friday so that children can take them home at the end of the day.

Christmas Angel Toy Drive

More than 30 years ago, KTVK and The Salvation Army founded the Christmas Angel program to provide holiday gifts to children in need. The station and The Salvation Army provided gifts to more than 52,000 Arizona children in need during the 2018 holiday season. The Christmas Angel program is now operating in cities across the nation, and KTVK's program will be expanded to KPHO for the 2019 holiday season.

Spring into Summer Food Drive

In the spring of 2019, KTVK/KPHO partnered with a local grocery chain for the Spring into Summer Food Drive. The 4-week effort raised nearly \$950,000. The funds raised benefit St. Vincent de Paul and helps the non-profit continue its work with the state's homeless and underserved populations.

Silver Apple

KTVK created the Silver Apple Award in 1991 to recognize outstanding teachers who made a difference in the lives of students across the valley. Now more than 200 teachers have received a Silver Apple award. The station's partners at the Arizona Dairy Council help award each winner teacher with a gift of \$500.00.

Community and Fallen Officer Support

In 2019, KTVK/KPHO raised more than \$130,000 for the families of fallen police officers, hosted a phone bank for Phoenix residents to discover ways to reduce their energy bills, and provided a comprehensive list of information for furloughed government employees to find relief during their time of need.

Holiday Food Drive

The annual Holiday Food Drive happens each November and runs to the end of the year. Grocery store partners help collect canned food and money for food insecure families during the holiday season.

KPTV/KPDX

PORTLAND, OR

American Heart Association

KPTV/KPDX partners with the American Heart Association to generate awareness of the root causes of heart attack and stroke in the Portland viewing area. The station publicizes initiatives and highlights individuals working toward making Oregon and Southwest Washington more aware of the issues that cause heart disease and stroke, as well as preventative measures. The station also sponsors and supports the annual Go Red for Women Luncheon, Heart Ball and the Heart Walk, with KPTV anchors as emcees of each. These efforts help American Heart Association raise funds and generate awareness in the stations' viewing area — all with a goal of a healthier Oregon and SW Washington.

Better Together

KPTV/KPDX is tackling the difficult issue of mental wellness of kids and teens. KPTV is spotlighting the big challenges facing young people and their parents by airing public service announcements about this important topic as well as highlighting organizations and resources available for care and support.

Boys and Girls Clubs of Portland

KPTV/KPDX partnered with Boys and Girls Clubs of Portland with the goal of helping communicate the important work the clubs do in the city of Portland and highlighting the great programs they have created to give youth in the city's most impoverished areas the ability to become their best.

Toy Drive

KPTV/KPDX partners with Les Schwab Tire Centers for its annual toy drive. KPTV anchors and reporters collect toys from viewers during a Christmas In July event. The Les Schwab Tire Centers and a number of other businesses begin collecting toys at their locations in November, and then in mid-December all of the toys are delivered to the station at which time KPTV staff and volunteers bag and sort the toys to distribute to approximately 130 charities.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

WHNS

GREENVILLE, SC

Clothing Drive

WHNS partnered with Summit Media for Project Cinderella in Spring 2019. The station collected over 1000 prom dresses at several drop-off locations to help ensure every girl would have the opportunity to afford a dress for her prom.

Food Drives

WHNS partnered with Ingles grocery stores to run multiple food drives. Tens of thousands of pounds of food have been collected to help the victims of Hurricanes Harvey, Irma, Florence and Michael. Two thousand pounds of food were collected to feed over 500 families.

The Salvation Army

WHNS annually participates in the Salvation Army's Bell Ringing campaign. This is the station's 11th holiday season to participate. WHNS is typically the largest media fundraiser for the event. The station features its anchors and reporters ringing Salvation Army bells during the newscast on the kickoff day.

United Way

Along with sponsoring the United Way Hands on Greenville Day project, WHNS promotes event awareness and contributes community service hours from its employees. The station raises over \$17,000 in employee contributions each year through an annual fundraising campaign. In addition to fundraising, WHNS supports United Way initiatives including Be a Bunny and Tools for School projects, in which employees put together Easter baskets and backpacks, respectively, for students in need.

KVVU

LAS VEGAS, NV

Take 5 to Care, KVVU'S community outreach program, has helped raise over \$74 million for local charities, in addition to raising awareness for more than 60 different local nonprofit organizations.

KVVU's Surprise Squad tells the stories of community members in need and surprises them with financial assistance to support them in their hardships. The program has helped more than 100 Las Vegas residents and donated over \$100,000 in food, transportation and home repairs.

The station's Shining Star segment highlights a local resident's efforts to better the community.

WSMV

NASHVILLE, TN

WSMV's Surprise Squad recognizes local citizens who lend helping hands to others in Nashville. In 2018, the Surprise Squad provided gifts to 16 nominated individuals to thank them for giving back to the community. The station also aired a specially produced show called, "The Surprise Squad's Biggest Surprises," looking back at the year's most memorable and touching stories.

WNEM

FLINT/SAGINAW, MI

Keep Genesee County Beautiful

For the past decade, WNEM has been part of a partnership with other area businesses to plant gardens in underserved areas.

WGCL/WPCH

ATLANTA, GA

The Salvation Army

WGCL/WPCH participated with Angel Tree, The Salvation Army's holiday initiative to provide children with Christmas presents by having individuals and groups purchase their gifts.

Books to Kids

WGCL/WPCH has distributed over 40,000 new and used books to elementary schools throughout the Atlanta metro area.

Three Degree Charity Campaign

Monday through Friday on CBS46 News at 11 p.m., WGCL delivers a guaranteed forecast that includes the high temperature for the following day. The next day on CBS46 News at 6 p.m. the forecasted high temperature is compared to the actual high temperature. Each time the forecasted high temperature is within three degrees of the actual high, CBS46 donates \$50 to a designated charity. To date the station has given \$53,000 to over 50 different charities.

MNI TARGETED MEDIA

Miracle Feet

Through partnerships with local healthcare providers, Miracle Feet, a not-for-profit, increases access to proper treatment for children born with clubfoot in low- and middle-income countries. Critical to its success is the generous support of donors. MNI places PSA in-kind print ads for Miracle Feet in select magazines within its magazine networks.

Save the Children

For nearly a decade, MNI has raised awareness of the important work of Save the Children and its mission to give children in the U.S. and around the world a healthy start in life, the opportunity to learn and protection from harm. MNI is proud to be Save the Children's largest in-kind media partner through the placement of print ads in select magazines.

Breast Cancer Awareness

MNI has a proud history of fundraising for Breast Cancer Awareness. Each year a local not-for-profit is identified to be the recipient of funds raised from an internal corporate raffle. All items bid upon are donated by employees. In October of 2018, more than \$4,200 was raised to support the efforts Seymour Pinks makes to support families with loved ones fighting breast cancer.

Toys for Tots

Each holiday season MNI offices nationwide participate in gathering toys for Toys for Tots. Through the generous donation of new, unwrapped toys by employees, countless children experience the joy of the holiday season.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives, cont.

WALA

MOBILE, AL/PENSACOLA, FL

Light of the Village

WALA donated to the organization, which provides programs for those impacted by crime and poverty in the Mobile area.

Crittenton Services

WALA donated to help children and their peers build strong moral character and teach anti-bullying skills to children in grades 3 through 8.

Ronald McDonald House

WALA donated and provided on-air promotion to the Ronald McDonald House.

Rotary International of Andalusia

WALA donated to the Rotary Club of Andalusia, AL in an effort to keep kids in school.

Ozanam Charitable Pharmacy

WALA donated to the Ozanam Charitable Pharmacy, which provides necessary medications to over 1,500 uninsured patients each year.

National Alliance on Mental Illness

WALA donated to the National Alliance on Mental Illness (NAMI) to support mental health care and resources in Mobile.

Oaklawn Memorial Cemetery

Employees at WALA adopted a large area of the Oaklawn Cemetery in Mobile, AL. The team spent a day every few weeks cleaning and maintaining the area as part of its "Day of Caring" program.

WSHM/WGGB/EGGB

SPRINGFIELD, MA

Chefs for Jimmy

Western Mass News employees volunteered at the Chefs for Jimmy event, which supports Boston's Dana-Farber Cancer Institute and raises funds for its adult and pediatric cancer care and research. The stations also air promotions encouraging viewers to register for a golf tournament benefitting The Jimmy Fund.

Links to Libraries

The station airs year 'round promotions for the organization which aims to help local children grow their reading skills.

Food Drive

Western Mass News partnered with the Pioneer Valley Food Bank to help raise 1,600 pounds of food for 1,339 meals to give to those in need.

Halloween at the Hall

Western Mass News partnered with the Basketball Hall of Fame and a local radio station to provide a safe, friendly trick or treating experience for children in the community.

Leprechaun Plunge

Anchors from Western Mass News volunteer at the event to help raise funds for local charities. The event has raised almost \$1 million in total donations since it began.

Toys for Tots

Western Mass News served as a collection place for the United States Marine Corps Reserve's annual drive to collect new, unwrapped toys to be distributed as Christmas gifts for less fortunate children in the community. The stations also promote Toys for Tots donations on air.

10 Towns in 10 Days

Western Mass News visits 10 towns around Western Massachusetts and donates \$500 to local charitable organizations in each town along the way.

Pancake Breakfast

Every May, station team members volunteer to help feed thousands of food-insecure local residents.

Rays of Hope

Western Mass News was the exclusive sponsor of a walk/run that draws tens of thousands of participants and people who have been affected by breast cancer. Employees also volunteered their time and hosted an evening call-in show where a panel of experts took questions from viewers about breast cancer.

United Way of Pioneer Valley

Western Mass News collected donations of backpacks and school supplies for homeless children.

WFSB

HARTFORD/NEW HAVEN, CT

Channel 3 Kid's Camp

In a single weekend morning-news program, WFSB raised nearly \$100,000 for Channel 3 Kid's Camp, designed to provide education and recreation programs that promote diversity, acceptance and environmental appreciation to children of all abilities, families and communities.

Susan G. Komen

WFSB carried out statewide, cross-platform promotion to help raise money and awareness and increase support for the organization's breast cancer education and mission-driven initiatives and fundraisers.

The Salvation Army

WFSB held a four-week campaign to support Coats for Connecticut and its collection and distribution of gently used winter coats. With the promotional strength of WFSB, Coats for Connecticut gathered more than 18,000 coats for the state's residents.

Connecticut Mission of Mercy

With TV, digital and talent support from WFSB, the free dental clinic serviced almost 1,500 patients in two days—a value of over \$1 million in free dental care.

Human Resources



A Successful Start with Meredith

At Meredith, employees are the Company's most important resource. Meredith seeks employees who embody values such as 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.

Meredith has a robust hiring process which includes an in-depth behavioral-based interview approach. During the interview process, applicants are asked questions that explore areas such as collaboration, innovation, relationship building and judgment, to name a few. This approach focuses on an applicant's professional and technical expertise and alignment with the Company's core values to help ensure that every employee selected fits the competency requirements of the role he or she is pursuing and is a good match with the Company's organizational culture.

A strong start is essential to success at Meredith. Besides common onboarding practices, some of the programs it has in place for new employees include:

- A new-employee orientation program which includes manager or HR led modules and self-directed informational videos, policy documents, and training modules, to guide new employees through learning the Meredith culture.
- A new-manager assimilation program that helps new managers define expectations for their employees, which enables these new relationships to be effective and efficient as quickly as possible.

The Meredith National Media Group's mission statement - Achieve Daily. Dream Big - guides its four core values:

- Be in it together
- Play to win
- Have heart
- Have fun

From these values came five committees

- Diversity & Inclusion
- Team-building
- Rewards & Recognition
- Training & Development
- Communication & Feedback

They work to cultivate the National Media Group's culture in areas of greatest importance to employees.

Human Resources, cont.

Competitive Compensation

Competitive compensation is a Meredith cornerstone, and the Company has strong policies in place to ensure the well-being of its employees.

- Meredith offers a competitive 401k plan with no vesting requirement. More than 90 percent of employees participate.
- The Company delivers a total rewards package (pay and benefits) to attract, retain and motivate its employees. Its pay programs are competitive and are designed to recognize and reward individual performance. Every year, Meredith communicates its compensation and benefits programs to all eligible employees through a personalized, comprehensive Total Compensation Statement.
- For the past several years, Meredith has offered a summer hours program for National Media Group and corporate employees. In 2019, employees received one full day of paid time off during each two-week pay period from Memorial Day to Labor Day.
- 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.
- Meredith participates annually in industry surveys to benchmark its programs and ensure overall pay levels are commensurate with the marketplace.
- 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 who are either finished with college and/or currently financing college for themselves or dependents.
- 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.

Strategic Performance Management

Meredith prides itself on having a culture of highly engaged employees, which is largely driven by its approach to performance management. Meredith has a tried-and-true approach to performance management which starts with employees collaborating with their managers to set meaningful, actionable, and impactful goals at the beginning of the year. Throughout the year managers and employees have regular dialogue regarding progress against those goals. At the end of the year, employees and managers complete an appraisal of performance which includes discussing results and development opportunities for the coming year. This approach drives optimal employee engagement but also ensures that performance standards are applied fairly, reasonably, and have a focus on continuous improvement. Demonstrated successful performance is rewarded with appropriate increases in pay and promotional opportunities, when they arise.



Steven Cappaert (center) accepts the Pro Patria Award from the Iowa ESGR committee

2014 Pro Patria Award

Employer Support of the Guard and Reserve (ESGR) presented Meredith Corporation with its [Pro Patria Award](#), the highest level award that may be bestowed by a state ESGR committee. To receive the award, a company must demonstrate the greatest support to Guard and Reserve through its leadership and practices, including adopting personnel policies that make it easier for employees to participate in the National Guard and Reserves.

Wellness



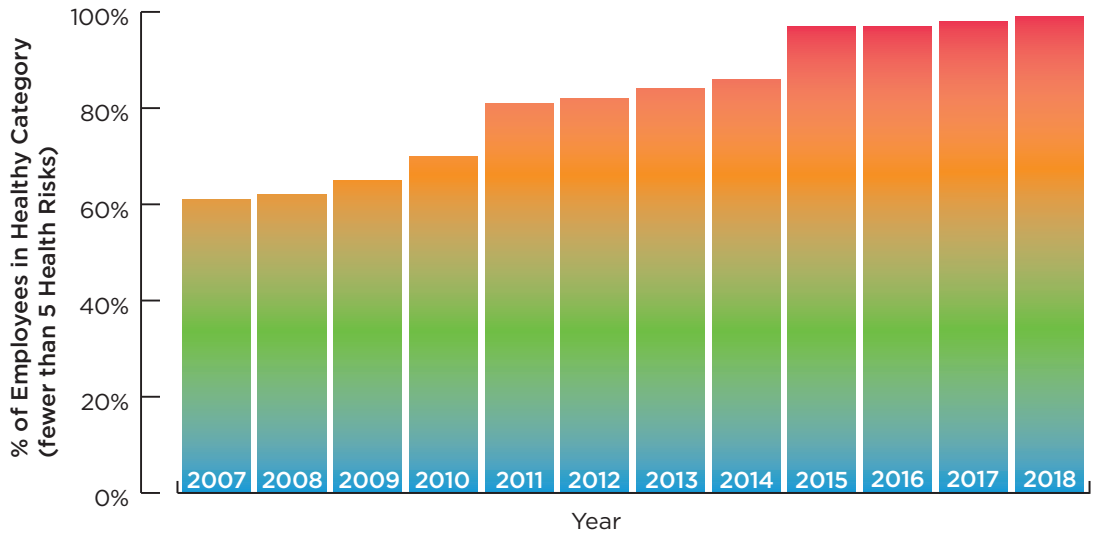
Meredith has an extensive and award-winning wellness program that is available to employees and their spouses/domestic partners. It includes initiatives related to physical and financial wellness; nutrition and healthy eating; and stress management.

The Wellness Committee’s 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.”

Founded by former CEO Steve Lacy in 2006, its goals 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.

Healthy Employees
(Not in "high risk" category; fewer than five health risks)



Wellness, cont.



Meredith encourages all employees to get regular wellness checks, and offers many wellness services on-site.

All senior executives participate in the program and encourage their teams to do so. In Fiscal 2019, over 90 percent of Meredith employees and spouses/domestic partners participated in the wellness program. In addition, only 15 percent of Meredith employees have three or more health risks, a drop of 10 points from five years ago. Seventy percent of national employers report 21 to 33 percent of their employees have three or more health risks. 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 an annual wellness screening, health-risk assessment questionnaire, preventive exams, wellness campaigns and lifestyle-coaching and tobacco-cessation programs as applicable.

In 2010, Meredith expanded the wellness program to include financial wellness. The comprehensive program focuses on financial education and literacy. Financial workshops are offered throughout the year and cover topics such as employee benefits, healthcare, retirement planning, taxes, saving for life events and holiday budgeting.

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. Award recipients are recognized in a ceremony in front of their peers.

Meredith has leveraged technology to engage wellness-program participants and to make campaigns inspiring, fun, interactive and easy. Participants can watch wellness seminars, complete a nutrition education campaign, begin the tobacco-cessation program, and engage with a wellness coach. The Meredith Wellness website is linked to payroll, so as campaigns are completed and incentives are earned and redeemed, employees see dollars added to their next paycheck.

Benefits-eligible employees who take part in Meredith's wellness initiatives, such as health-related seminars and healthiest-state walks, 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. After buying a health- or wellness-related item, employees submit their receipt to cash out their Well-Bucks. Employees can earn a maximum of \$125 of Well-Bucks a year, and can "bank" up to \$500 in Well-Bucks at any time.

Meredith also offers a variety of health and wellness reimbursement programs. The Company gives subsidies to employees for health club memberships, nutrition counseling, group or personal training, organized activities/sports leagues and individual tobacco cessation programs. Reimbursement rates are determined by how often an employee uses the service and/or completes the program. Well-Bucks can also be used to help cover the costs of the above programs and services.

Wellness, cont.



Meredith has won numerous national wellness awards, including but not limited to:

- Platinum-Level Well Workplace designation from the Wellness Council of America
- Gold Workplace Health Solutions from the American Heart Association
- “Well Deserved” Leadership Award from UnitedHealthcare
- Promising Practices award from the Partnership to Fight Chronic Disease
- Gold-Level Bike Friendly Business Award from the League of American Bicyclists
- Healthiest Employer from the Business Record Iowa & Iowa Association of Business & Industry
- One of America's Top Bike-Friendly Workplaces in 2017 by *Bicycling* magazine
- One of the Top 100 Healthiest U.S. Employers in 2018 by Springbuk®

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 addition, an on-site medical office is available during regular business hours. A similar on-site medical clinic is also available to employees in Meredith's New York office. Employees in all locations are eligible for the health club reimbursement program which will pay for up to \$725 per year of a health club membership.

Meredith also partners with Raccoon Forks Farm, a community-supported agriculture (CSA) program in the Des Moines area. The CSA provides employees with fresh, organic, locally grown vegetables and eggs on scheduled dates from spring through fall.

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



KMOV anchor Laura Hettiger at the 2019 Laura's Run for Kids. KMOV also hosts the event.

Diversity and Inclusion



Meredith's new Director of Diversity and Inclusion, Shona Pinnock.

Diversity and Inclusion are at the heart of Meredith's core values, and Meredith has made it a priority to foster a work environment where every employee feels welcomed and valued. Meredith is committed to these components of its diversity efforts:

- Increasing employee diversity across the organization;
- Facilitating inclusion efforts within the workplace;
- Creating education and awareness opportunities; and
- Ensuring Meredith brands reflect the diversity of its consumers.

In 2019, Meredith hired a Director of Diversity and Inclusion who is responsible for connecting current activities to a larger Diversity and Inclusion strategy that will allow the company to continually embed these principles into all of its functions. This includes employee education regarding the value of Diversity and Inclusion in terms of how management selects and promotes talent, and ensuring Meredith's policies and practices are equitable and position the company as an employer of choice for the current and future workforce.

Employee Engagement

Meredith believes in and strives for an environment based on respect for all individuals and provides equal employment opportunity to all people, regardless of race, color, national origin, sex, creed, religion, age, disability, sexual orientation, marital status, military service or any other characteristic. Meredith values a diverse workforce

Employee Resource Groups

The company has created employee resource groups that drive education, events, and community support and involvement across the company. Those groups are:

- A3 (Asian)
- BE@T (African American)
- OUT (LGBTQ)
- HOLA (Hispanic)
- Women at Meredith
- Women in Tech
- Media Upstarts (Gen Z and Millennials)

Some examples of events hosted across Meredith include:

- Sponsoring multicultural events such as the Latino Heritage Festival, CelebrAsian and the World Food and Music Festival in Des Moines; and the Association of National Advertisers Multicultural Conference in New York.
- Celebrating Black History Month, Hispanic Heritage Month, and Asian-American and Pacific Islander Heritage Month.



OUT, Meredith's LGBTQ+ employee resource group, created an educational display about preferred pronouns and how they impact the LGBTQ+ community. Pride and pronoun buttons were also available for employees to wear.

Diversity and Inclusion, cont.



Meredith employees celebrate Juneteenth.

- Hosting Chinese New Year celebrations.
- Hosting Juneteenth celebrations.
- Creating electronic lobby screens to highlight the many diverse holidays employees celebrate.
- Financially supporting and participating in LGBTQ+ Pride events, as well as hosting Pride-education forums.
- Celebrating Diwali with events featuring traditional food, dress, décor and educational speakers.



Meredith employee Tyler Smith accepted the Pride Company of the Year award from Capital City Pride at the 2019 Iowa Pride Gala.

2019 Pride Company of the Year

In 2019, Capital City Pride in Des Moines named Meredith Corporation the Pride Company of the Year. The award recognizes companies that further diversity and inclusion through education, family, health and community, advance equity and awareness of the LGBTQ community, and improve the lives of individual LGBTQ people or the LGBTQ community as a whole. Meredith was also recognized as Pride Company of the year in 2018.

Advancement and Hiring Practices

Meredith is committed to advancing the careers of women and employees of all backgrounds and ethnicities and has many programs and partnerships in place to provide support and mentorship.

Paradigm for Parity

Meredith has formally committed to the Paradigm for Parity initiative which is a call to action for gender equality in the workplace, and provides a roadmap for progress, including:

- Minimizing unconscious bias;
- Increasing the number of women in senior roles; and
- Identifying women of potential and providing them with mentorship and opportunity.

Human Rights Campaign Business Coalition for the Equality Act

In 2019, Meredith signed on to the Business Coalition for the Equality Act. This Coalition is a product of the Human Rights Campaign and consists of leading US employers that have given their formal support to efforts to pass the Equality Act, federal legislation that would provide the same basic protection to LGBTQ+ employees as are provided to other protected groups under federal law.

Diversity and Inclusion, cont.

Industry Leadership

She Runs It

Formerly Advertising Women of New York, the goal of She Runs It is to advance women and diverse candidates in all levels of marketing and media. As part of Meredith's corporate partnership with She Runs It, all employees receive a free membership which includes invitations to events, mixers, and development workshops sponsored by She Runs It.

Meredith is proud to participate in initiatives that aim to help the media industry as a whole reexamine its Diversity and Inclusion practices and adapt to a changing media landscape in order to better reflect the diversity of modern consumers and audiences.

CEO Action for Diversity and Inclusion

In 2019, President and CEO Tom Harty joined CEO Action for Diversity and Inclusion, which is the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. It centers around four main commitments:

- Cultivating trusting workplaces;
- Implementing or expanding unconscious bias training;
- Sharing best practices; and
- Sharing strategic diversity and inclusion plans with the Board of Directors.

Meredith wants every single employee—no matter what background or culture—to feel welcome and valued.

New Majority Ready

In 2019, Meredith signed onto the New Majority Ready initiative sponsored by GroupM. The initiative gathers leading media, technology, and publishing organizations to help brands better adapt to and develop audience and media strategies aimed at addressing shifting US demographics.

#Seeher

In 2018 Meredith announced a ground-breaking partnership with the Association of National Advertisers on a new industry-wide initiative called #SeeHer.

#SeeHer is focused on ensuring women and girls are accurately portrayed in advertising and media and eliminating the unconscious gender bias that currently exists in programming and advertisements. Meredith is supporting #Seeher with editorial coverage, masthead branding, PR, and a print and digital advertising campaign.

GEM™ Certification

Related to #Seeher, Meredith and all of the company's national brands are undergoing GEM™ certification. GEM™ is a data-tracking gender equality measure to help identify best-in-class advertising and programming that supports girls and women. Meredith Corporation is the first-ever GEM-certified publisher, and The Foundry, owned by Meredith, is the first GEM-certified content agency.

Diversity Across Meredith Brands



The covers above reflect a small subset of the diversity reflected across Meredith brands.

Along with Meredith's commitment to accurate portrayals of women, the company is also focused on ensuring its brands reflect the diversity of their audiences and the U.S. Below are some examples of how Meredith is working to represent people and families of all backgrounds within its publications.

- Parents cover strategy is to represent the multicultural family makeup of the U.S. Its February 2019 cover featured fitness celebrity Shaun T, his husband Scott Blokker, and their twin boys. The issue marked the first time the brand had featured an LGBTQ+ family on its cover. Subsequent issues of Parents reflect its commitment to diversity and showing authentic American families.
- In the January 2018 issue, Parents examined the role racism plays in the disproportionately high infant and maternal mortality rates in the black community. In the November 2018 issue, the brand featured a writer's moving journey to Africa so her adopted daughter could meet her biological family.
- Better Homes & Gardens magazine reaches 35 million readers every month. Its editors want readers to see themselves in BHG. Its September 2018 Stylemaker Issue featured cookbook author and television personality Ayesha Curry on the cover and a multi-generational family in the issue.
- The September 2018 cover of SHAPE featured Aja Naomi King, who was one of 10 women of color featured on the cover of a popular women's magazine that month.
- Midwest Living profiled a Sioux rapper talking about indigenous identity and doing what he was "born to do."
- Entertainment Weekly has always been at the forefront of the gay rights movement and was the first national magazine to put a transgender person on its cover. In 2019, the magazine produced a special double issue commemorating the 50th anniversary of the Stonewall riots, and created six different covers featuring LGBTQ+ celebrities and activists.
- InStyle's October 2018 issue did a piece on the beauty of androgyny.
- Parents and Parents Latina recognize, advocate, and celebrate gender equality in parenting and the important role dads play. In September 2018's "50/50 Parenting for Real," Parents offered readers practical tips on how to share the mental and logistical load of raising children today. Parents and Parents Latina are showing more dads in their photography than ever before, including on their covers.

Despite the growing diversity reflected in its consumer brands, Meredith knows there is more work to do. Meredith has a senior executive in charge of diversity and inclusion efforts, both internally and externally, and is fortunate to have additional employees and executives dedicated to this effort throughout the organization. Its work is ongoing, and audiences will see the diverse makeup of America reflected more and more in its pages and on Meredith web sites in the future.

Environmental Sustainability Mission Statement

In 2008, Meredith Corporation formed a Sustainability Task Force to support the following environmental sustainability mission statement:

“Meredith Corporation has taken a proactive approach to environmental sustainability because such action ultimately benefits our shareholders, our clients, and our employees. This approach also demonstrates that companies can be responsible environmental stewards while simultaneously increasing business efficiency, and ultimately shareholder value.”

The company formed an initial project charter to guide our efforts, and today it has evolved to include the following practices reflecting our commitment to people, profit, and the planet:

IOWA SUSTAINABLE BUSINESS FORUM

Meredith has been a member of the Iowa Sustainable Business Forum (ISBF), a member-driven association for sharing proven sustainability solutions among Iowa businesses, for four years—since its inception. Through networking, education and training, ISBF’s member businesses help each other develop sustainability improvement ideas to move their businesses forward. The organization’s programming is based on the specific sustainability needs of these member businesses.

Meredith will...

- Comply with applicable environmental laws and regulations, as well as other reasonable standards identified through our stakeholder engagement process.
- Continually measure our progress as we work to become more environmentally sound within our operations and procurement.
- Develop best practices for effectively managing relevant environmental issues for Meredith, including: paper, transportation, energy, waste, and water.
- Seek to source paper made with responsibly harvested practices, minimize paper waste in the printing process, and increase recycling rates nationwide.
- Reduce unnecessary business travel, choose more efficient modes of transportation, and offer employee incentives for alternative commuting.
- Continue to improve energy efficiency while investigating cost-effective renewable generation opportunities.
- Generate less waste and find viable outlets for existing waste streams that could be recycled or composted.
- Continue to improve water efficiency and conserve water resources.
- Encourage employees, suppliers, and clients to embrace sustainable and restorative practices through ongoing education and sharing of best practices.
- Raise consumer awareness of environmental issues by delivering inspiring, meaningful content through all media channels.
- Inform internal and external stakeholders about Meredith’s environmental performance through our annual Corporate Social Responsibility (CSR) Report.



Stakeholder Engagement



In 2018, Meredith's Sustainability Task Force revisited its stakeholder engagement process from 2014 to help identify and focus on issues most relevant to Meredith's business.

The company sent a survey about its environmental efforts to 146 leaders from nine internal departments (56% National Media Group, 26% Local Media Group and 18% Corporate). It received a response rate of 64%. A similar survey was also sent to 22 external partners throughout the value chain (supply, distribution, and vendors) with a 91% response rate. Their input about the most relevant issues for Meredith reinforced the Task Force's past work while illuminating possible areas for extra attention, measurement and improvement.

Examples of Internal Departments Surveyed

- IT
- Consumer Marketing
- Local Media
- Newsstand
- Facilities
- Production
- Sales & Marketing
- Editorial
- Print & Video

Examples of External Partners Surveyed

- Forestry Organization
- Paper Supplier
- Printer
- Health Care Provider
- Law Firm
- Utility Company
- Property Management
- Waste Hauler
- Distributor

Five competitor reports that had been released since the 2014 stakeholder engagement process were benchmarked. Those included: FOX, NBCUniversal, Sky UK, Bertelsmann and Time Warner.

It is critical that, while pursuing environmental sustainability, Meredith invests in projects that also bolster its social and economic sustainability. It is also important that, while pursuing overall sustainability, Meredith remains aware of outside public perceptions.

Environmental Sustainability

Ambassadors Program

In 2016, the Company formed a committee of Environmental Sustainability Ambassadors (ESAs) to collaborate on ideas for improving sustainability and implementing sustainable initiatives across the Company.

In the program's first three years, over 50 employees have volunteered. They represent a variety of positions, including human resources directors, editors, account managers and email analysts, located in more than 15 cities across the U.S., Canada, and India. These passionate individuals participate in quarterly video calls to share the successes they've achieved at their offices and to brainstorm ways to make Meredith more environmentally friendly in the committee's four main focus areas. Ambassadors in Meredith's New York office have formed their own sub group to focus on projects specific to that location, while continually recruiting new employees to join.

Environmental Sustainability Ambassadors

Lauren Lastowka

Executive Editor, Diabetic Living
Shelburne, VT

Kristin Kline

Sr. Account Manager, Audience Targeting
Des Moines, IA

Lindsay Mayland

Audience Insights Manager, Crafts Group
Des Moines, IA

Maria Duryee

Copy Chief, Better Homes & Gardens
Des Moines, IA

Marissa Gimbl

Director of Activation, Client Activation
New York, NY

Kandis Bock

Vice President, Human Resources, Local Media Group
Des Moines, IA

Susan Joyce

Group Marketing Director, Meredith Parents Network
New York, NY

Meg O'Mara

Associate Business Development Manager,
Direct Media
New York, NY

Carly Paulison

Marketing Coordinator, Better Homes & Gardens
New York, NY

Laurel Berenguer

Human Resources Director, WGCL/WPCH
Atlanta, GA

Laura Peña

Human Resources Director, KTVK/KPHO
Phoenix, AZ

Teresa Stedman

Human Resources Director, KPTV/KPDX
Beaverton, OR

George Redix

Human Resources Director, WSMV
Nashville, TN

Leslie Burleson

Human Resources Director, WFSB
Rocky Hill, CT

Monica Ngo

Human Resources Director, KCTV
Fairway, KS

Leigh Champion

Accounting/Human Resources Director, WHNS
Greenville, SC

Natalia Claytor

Human Resources Director, KVVU
Henderson, NV

Donna Howell

Human Resources Manager, WALA
Mobile, AL

Pam Manor

Accounting/Human Resources Director, WNEM
Saginaw, MI

Peggy Milner

Regional Accounting Manager, KMOV
St. Louis, MO

Jamie Piper

Local Sales Assistant, WALA
Mobile, AL

Dale Tunender

Director, Premedia Quality Services
Des Moines, IA

Jeanette Chow

Creative Director, Meredith Parents Network
New York, NY

Terry Lysogorski

Office Manager, EatingWell
Administrative Manager, Meredith Content Licensing
Shelburne, VT

Kim Schwartz

Sales Assistant/Facilities Coordinator
Los Angeles, CA

Anne Gilhool

Account Manager, Meredith Parents Network
New York, NY

Rick John

Group Director, Premedia Print
Des Moines, IA

Sue Bach

Executive Assistant, National Media Group
Des Moines, IA

Sean Simonis

Executive Director, Strategic Sourcing
Des Moines, IA

Chuck Howell

Vice President,
Strategic Sourcing, Newsstand and Production Oper-
ations
Des Moines, IA

Mark Johnson

Director of Engineering, WGCL
Atlanta, GA

Vivek Mathias

Senior Manager, Brand Finance
India

Bruce Gersh

President,
Four M Studios
New York, NY

Jessie Price,

Editor in Chief, EatingWell
Shelburne, VT

Todd Neilsen

Director of Paper, Strategic Sourcing
Des Moines, IA

Tim O'Neil

Executive Director of Employee Benefits and Wellness,
Corporate Benefits
Des Moines, IA

Adrienne Roark

Vice President/General Manager, KPTV
Beaverton, OR

John Hesslein

Vice President/General Manager, WGGB
Springfield, MA

Joshua Pila

General Counsel, Local Media Group
Atlanta, GA

Chris Perrino

Vice President – Traffic Operations, WGCL
Atlanta, GA

Lila Battis

Senior Editor, Travel + Leisure
New York, NY

Tiffany Herring

Photo Researcher, PEOPLE
New York, NY

Jennifer McCoy

Director, Corporate Communications
Des Moines, IA

Olivia Guns

Representative, Corporate Communications
Des Moines, IA

Adam Hammes

Sustainability Consultant, Corporate Communications
Des Moines, IA

In 2019, Meredith formed an Environmental Leadership Group consisting of senior managers from the company's businesses that have the greatest environmental impact.

Environmental Leadership Group Members

Kandis Bock

VP, Human Resources, Local Media Group

Steve Crowe

VP, Consumer Products

Chuck Howell

SVP, Strategic Sourcing/Newsstand/Production Operations

Mike Lacy

SVP, Chief Information Officer

Todd Neilsen

Director, Paper

Alan Schultz

Director, Strategic Sourcing

Chad Schumacher

Executive Director, Production

Sean Simonis

Executive Director, Strategic Sourcing

Ryan Squier

VP, Corporate Real Estate and Security

Amy Tincher-Durik

Executive Director, Premedia

Bill Wood

Executive Director, Newsstand Operations

Environmental Awards

Over the years, Meredith has received a number of awards for its efforts to improve environmental sustainability within the Company and its communities. These include:

- *Business Support Award* from the Iowa Parks and Recreation Association in 2016 for Meredith's contribution to the leisure services professions and enhancements to the local quality of life, including donating more than \$3 million to create the Meredith Trail and Pappajohn Sculpture Park. Those include beautifying Gray's Lake and Meredith Trail, providing playground equipment through Rebuilding Together and more.
- *Large Business Environmental Impact Award* from the Metro Waste Authority, Greater Des Moines Partnership, Des Moines Water Works and the Center on Sustainable Communities in 2014 for Meredith's continual demonstration of environmentally sustainable practices.
- *Governor's Iowa Environmental Excellence Award* in 2011 for Meredith's leadership and innovation in managing the state's natural resources.



Jill Waage, Traditional Home Editor in Chief and Magnolia Journal Editorial Director (center), accepts the Business Support Award from the Iowa Parks and Recreation Association.

Responsible Paper

From the Sustainability Task Force's 2018 stakeholder survey results, Meredith internal departments again ranked “Responsible Paper” as the company’s No. 1 environmental sustainability aspect. Previously called “Materials,” the focus was always on paper and includes optimizing paper consumption; making responsible paper sourcing decisions; and engaging externally in the realm of sustainable forestry practices.

Paper Mills

During Fiscal year 2019, the percent of Meredith paper mills certified ISO 14001 – an environmental management system for manufacturers focused on environmental performance – decreased from 72 percent to 69 percent. However, actual tonnage of paper purchased from mills certified ISO 14001 increased from 49 percent to 69 percent.

This aligns with a 2006 life-cycle assessment of the environmental impacts of magazines conducted by Time Inc. in partnership with The Home Depot, Stora Enzo, and Canfor Corp. Published by The Heinz Center, *Following the Paper Trail* showed that 61-77 percent of all emissions came from paper milling production in the magazine supply chain. That reinforces Meredith’s efforts to collaborate with mills and other supply chain partners to improve environmental performance.

For over a decade, the former Time Inc. played a leading role developing and refining EPAT® – the Environmental Paper Assessment Tool (www.epat.org). This web-based tool provides paper suppliers with a thorough, effective way to track environmental performance and identify potential areas for improvement. It also helps paper buyers make informed procurement decisions.

Meredith benefits from this expertise and tool, continuing to invest time and effort developing strong, transparent relationships with paper suppliers. Its goal is to ensure its magazine paper both looks great to readers and maintains a minimal environmental footprint. Meredith uses the wealth of EPAT data in annual review discussions with its paper suppliers. This includes reviewing their environmental performance over time and sharing how their scores compare with other paper mills – although the Company keeps the identity of each mill confidential.

How EPAT Works

EPAT enables paper suppliers to efficiently share data on 19 performance indicators representing 7 desired outcomes for environmentally preferable paper. For example, the desired outcome “clean production” requires data on seven distinct indicators: air quality, water quality, climate stability, solid waste, mercury emissions, mill environmental management systems and minimum impact efforts. Each of these seven indicators includes specific reporting metrics common to all paper mills.

EPAT Desired Outcomes for Environmentally Preferable Paper

1. Efficient use and conservation of raw materials
2. Waste minimization
3. Conservation of natural systems
4. Clean production
5. Community and human well-being
6. Economic viability of the paper
7. Credible reporting and verification

Responsible Paper, cont.

Paper Purchasing Meredith's annual Request for Proposal (RFP) process helps select qualified paper suppliers who meet yearly requirements. Vendors are evaluated on the following criteria:

Quality—Meet or exceed quality manufacturing requirements.

Performance/Schedule—Manufacture and ship in the most efficient and timely manner.

Customer Service—Provide a single point-of-contact to handle all ordering and customer service needs.

Environment—Meet all requirements for quality, performance/schedule, customer service and environment at the greatest overall value.

Cost—Meredith will select vendors that best meet all requirements for quality, performance/schedule, customer service and environment at the greatest overall value.

Meredith is committed to paper purchasing policies that support the sustainable management of forests and other natural resources. Suppliers must be compliant with all environmental and forestry laws and regulations applicable to their federal, state and local origins of operation. They must also demonstrate consistent improvement in their use of third-party certified sources.

Certified Paper

All certification systems have varying standards, but consist of two primary types of certification: Chain of Custody (CoC) and forest certification. These certifications are typically granted by third-party evaluators who assess a forest according to standards set by certification organizations.

All of Meredith's paper is supplied by mills with third-party CoC certification. More than 80 percent of the paper produced by the mills supplying Meredith contains third-party certified fiber. The paper industry is striving to increase this number, but certified forests and land resources are limited. Even though small, private landowners may already meet all standards, it is very expensive and labor intensive for them to become certified. Nevertheless, the industry is working with landowners to increase the number of certified forests.



EPAT in Action

One of Meredith's suppliers, UPM, owns two paper mills, the Jämsä River Mills, located in the Jämsä River Valley in Central Finland. The mills function as a unit, with a total of six paper machines producing uncoated and coated magazine papers, label and packaging papers, catalogue paper and newsprint.

At both mill sites, the heat and part of the electricity required for mill processes are produced by the mills' own biomass-fired power plants. Heat is also recovered from their mechanical pulping plants. The Kaipola, site also includes a deinking plant for processing recovered household paper, which produces 26 percent of the mill's pulp. Across both mills 86 percent of the wood raw material they use originates from certified forests.

The mills source their water from nearby lakes and operate biological effluent treatment plants to clean water before being returned. One of UPM's global objectives is that by 2030, no process waste of any kind, and at any UPM location, will be disposed of in landfills or burned without recovering the energy produced. The Jämsä River Mills are a forerunner in achieving this objective and since 2016, no waste at all has been taken to the landfill from these mills.

Responsible Paper, cont.

Sustainable Forestry Initiative

As a major paper buyer, Meredith is able to leverage its position to promote responsible forestry through supplier and stakeholder partnerships. In daily operations, Meredith encourages its paper suppliers to increase their percentage of lumber from sustainably certified forests and purchase certified magazine paper for the Company's magazines.

Increasing Maine's Certified Acres by 20 Percent

Only 10 percent of the world's forests are sustainably certified, including roughly 28 percent of private land in the United States. In 2011, the former Time Inc. completed a two-year pilot program in partnership with Hearst Enterprises, Verso Paper Corp., the Sustainable Forestry Initiative® Inc. (SFI®), Sappi Fine Papers, National Geographic Society and NewPage Corporation to expand forest certification in Maine. This resulted in an increase of 20 percent in the state, or an additional 1.4 million certified acres.

SFI Forest Partners Program

The former Time Inc. then became a founding member of the Sustainable Forestry Initiative (SFI) Forest Partners Program. Using the Maine pilot, this program provided a group certification model to help small and medium-sized landowners overcome barriers to certification by enabling them to develop, implement and coordinate responsible forest management plans more simply and cost effectively. Each landowner must still complete an independent, on-site audit to verify compliance with the rigorous criteria of the SFI certification standard.

Meredith continued the commitment of former Time Inc. by making a \$20,000 donation to the SFI Forest Partners Program in 2019 and participating on its leadership committee.

Production

Meredith has saved millions of pounds of paper by reducing magazine basis weights—the thickness of the paper. Additionally, nearly all magazines are run on a short cut-off press, further reducing Meredith's paper use. When printing, Meredith uses ink optimization that reduces ink usage for its magazines by 10 to 12 percent versus traditional methods.

CHAIN OF CUSTODY (CoC)

What it means: The fiber used to create the paper can be traced throughout the production cycle back to the original forest in which it was produced. The forests must be managed under specific sustainability guidelines to ensure that the trees were harvested properly.

FOREST CERTIFICATION

What it means: Forestlands are audited by an independent third party for compliance with strict sustainable forest management principles outlined by forest certification organizations, such as the Forest Stewardship Council (FSC) or the Sustainable Forestry Initiative (SFI).

FOREST STEWARDSHIP COUNCIL / SUSTAINABLE FORESTRY INITIATIVE

Both groups authorize independent organizations to evaluate and grant companies certification. To claim SFI certification, companies must meet specific standards for forest management and obtain a CoC certification, tracking their paper supply from end user to certified sources.

Responsible Paper, cont.

Internal Printing

Meredith is implementing printing policies and digital programs to reduce paper usage internally, as well. In 2017, Meredith changed all printers' default setting to double-sided. The Company is also increasing its black-and-white default print settings and improving its ability to track printer usage, thus giving Meredith the opportunity to find future opportunities to save paper, ink and toner cartridges. In 2018, Meredith IT implemented "Follow-Me" printing in Des Moines, New York, and several other offices. This feature allows employees to print to any computer in the building, from any device on the Meredith network using a specific PIN number. Because many print jobs end up being unnecessary or duplicates, employees can avoid this by entering their PIN at the printer station, reviewing a list of print jobs in their queue, and choosing to only print those that are necessary.

Meredith PreMedia has also implemented systems to reduce paper while improving employee workflows and company risk management. In 2012, the team began replacing hard proofs with virtual proofs for color approval. In 2016, PreMedia invested in soft-proofing software to improve workflow and color accuracy. The team successfully implemented this digital-proofing program for all magazines, and is in the process of evaluating opportunities to completely eliminate hard proofs. Converting soft proofing from hard copy to digital eliminates the time and materials previously required to print and mail proofs to multiple locations. These regularly calibrated workstations provide designers with faster turnaround times but still maintain the highest quality of product for Meredith brands. When the Time Inc. business was acquired, nearly all of the Legacy Time Inc. brands had transitioned to soft proofing, and Meredith PreMedia is working to get the remaining brands transitioned to using only soft proofs as well.

Additionally, Meredith has deployed a paperless contract management system using digital approvals and e-signatures. In 2017, almost 20,000 total pages of contracts were processed electronically, and more than 6,200 documents were processed electronically. Many users are now processing invoices electronically in MarkView without any printing. Now, over half of the documents are signed by both parties within 24 hours, and over a third of the documents are signed within six hours. Transitioning to a digital contract database has saved paper, time and allows for business continuity with digital storage of legal documents.

Newsstand Distribution

To reduce unsold copies distributed to retail outlets, Meredith developed a magazine wholesaler incentive program to improve each title's overall distribution process.

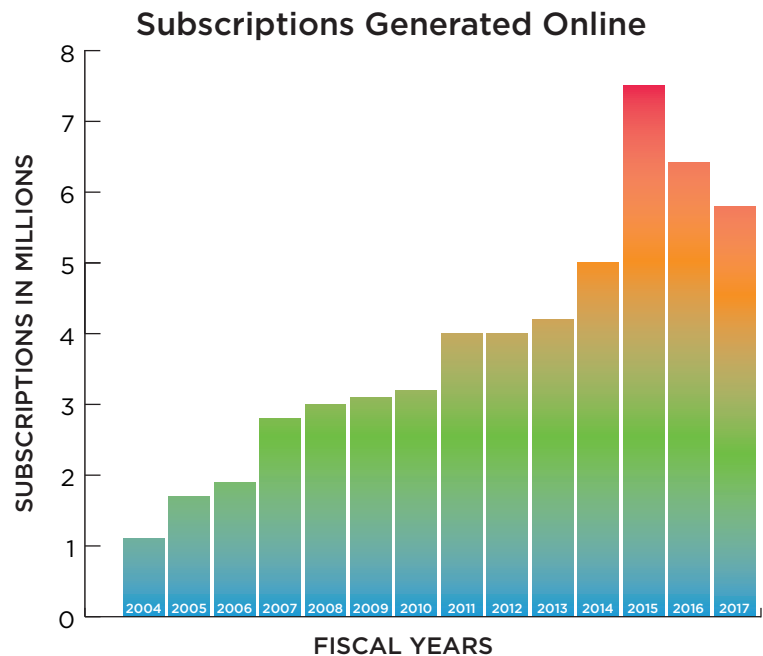
To reduce unsold copies distributed to retail outlets, Meredith developed a magazine wholesaler incentive program to improve each title's overall distribution process. Collaborating with its wholesale partners, Meredith is able to identify the optimal number of copies to print for each retail store and the corresponding quantity to be delivered to the numerous distribution centers located throughout the United States and Canada.

Just prior to printing, Meredith analyzes wholesalers' distribution plans for each retail store. Using criteria such as historical sales, inventory, promotion and shelf space data, Meredith searches for opportunities to grow sales and reduce unsold copies. This optimization process adds and deletes stores from distribution, as well as increases or decreases copies for targeted stores. Once these store-level copy-demand changes are uploaded into wholesaler systems, Meredith creates and provides its printing partners a revised print order quantity for each distribution center and its corresponding retail store base.

Responsible Paper, cont.

Due to this process, as well as other initiatives, Meredith has reduced the number of copies printed and distributed to its retail channel by more than 130 million copies since 2009. Meredith's wholesale partners then recycle unsold copies and sell the material to paper producers around the world.

The Internet and the growth of Meredith digital editions have helped reduce the Company's paper usage.



Consumer Marketing

The growth of Meredith digital editions has helped reduce the Company's paper usage.

Customers have the opportunity to subscribe to Meredith magazines in a variety of ways. First, they can select a continuous-service subscription, which eliminates paper renewal efforts. Meredith's efforts to convert consumers to this option have increased over the past few years. Consumers can subscribe, renew, give gifts and pay for their subscriptions online. If this option did not exist, Meredith would have had to double the amount of direct mail sent in 2018.

Meredith has also made great strides in reducing the size of direct mail packages. In 2019, the current standard package uses 50 percent less paper than the standard package used in 2008. By consolidating magazine delivery for customers who subscribe to multiple magazines, Meredith also anticipates a 15% reduction in the use of plastic polybags in 2020 compared to 2019.

In March 2019, Meredith announced it was partnering with Apple on its launch of Apple News+, a subscription service that consists of over 300 magazines available in one app, including 24 Meredith brands. Consumers can access all current and past issues of available titles on Apple News+.

Responsible Paper, cont.

Recycled Paper Any product—including paper—must contain at least 10 percent post-consumer waste to use the green-chasing-arrows emblem. While Meredith has had some success with this effort, incorporating the required amount of recycled fiber into paper is difficult for large, mass-circulation magazines. It is often not the best option due to quality, availability and cost premiums.

Because the use of recycled paper is not always practical, Meredith has focused primarily on reducing basis weights to more favorably impact the environment, while also considering costs on behalf of Meredith's shareholders.

Waste and Recycling

From the Sustainability Task Force's 2018 stakeholder survey results, Meredith internal departments ranked “Waste & Recycling” as the company’s No. 2 environmental sustainability aspect. Previously No. 4, this initiative includes identifying and diverting existing waste streams; tackling complex issues like food- and electronic-waste; and increasing employee awareness with bins, signage and communications.

Hazardous Waste

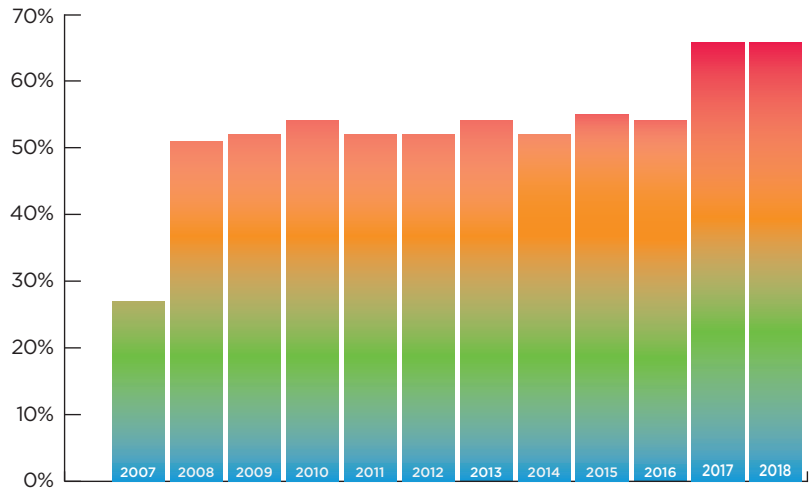
Meredith produces three universal waste streams: fluorescent tube light bulbs, electronic waste, and batteries. Responsible hazardous waste disposal is important because it prevents harmful substances from ending up in its water supply and soil systems.

A-TEC provides certificate documentation for and recycles Meredith’s 8’, 4’, U-shaped, and circular fluorescent tube light bulbs. In 2017, Meredith recycled 2,072 units. Interstate Batteries recycles Meredith’s used batteries. Meredith recycles electronic waste through a partnership with Apple and Sims Recycling Solutions. In Fiscal 2019, Des Moines headquarters recycled 857 fluorescent tube lights and 16,307 pounds of e-waste. Currently, Interstate Batteries is not providing documentation of counts or weights for batteries. Meredith is working with the company to begin receiving certificates of disposal with metrics in the future.

Office Materials

Recent efforts to recycle office materials have reduced Meredith’s total waste. The Des Moines headquarters now recycles more office materials, such as cardboard, paper and plastics, than it sends to landfills. It now recycles more than half of its waste, compared to 25 percent in prior years.

Des Moines Office Materials Diverted from Landfill



In 2018, Meredith Print Services donated over 400 leftover cardboard tubes to schools and youth organizations in the Des Moines area to be used for craft and building projects.

Meredith has instituted paper-reduction activities company-wide. The Company reduced office paper weights from 28 to 20 pounds in its Des Moines offices. Across the Company, Meredith set printers to default to double-sided printing. In the first year of this policy, the Company reduced its paper usage by close to 900,000 sheets of paper, the equivalent of 107 trees. Additionally, all Meredith printers use recycled toner.

Waste and Recycling, cont.



A battery recycling station at Meredith's New York office.

In Seattle, all toner and cartridges are recycled as well. In New York, single stream recycling was put in place so all recyclables can go into one can for maximum usage. The New York office also has programs in place to recycle light bulbs, batteries and E-waste.

Along with reducing paper waste, Meredith offices are working to increase recycling. Employees in Culver City, CA relocated to a new office space in late 2016. At each workstation, the employee has a recycling and a garbage can. The custodial crew has stopped lining the recycling cans with plastic bags and all paper and non-food products are recycled. This has saved approximately 5,200 plastic bags per week. Three large bins in which cardboard, CRV bottles and cans, and magazines and paper can be recycled are for all employees to use; and another specific bin is designed for food- and drink-related trash. The office is also transitioning from disposable to reusable utensils and dishware.

In 2018, Meredith renovated one of the buildings at its Des Moines headquarters and partnered with Green Standards with the goal of reducing waste and diverting office materials such as furniture, appliances, computers, artwork, and supplies from landfills. This was achieved through a combination of charitable donations, recycling, and resale of materials. As a result of the project, 94 tons of office materials were diverted from landfills, and the materials given charitable organizations equaled \$13,161 in donations.

As of Fiscal 2019, all of Meredith's local television stations have stopped using paper scripts for their broadcasts. Instead, scripts are read from digital tablets.

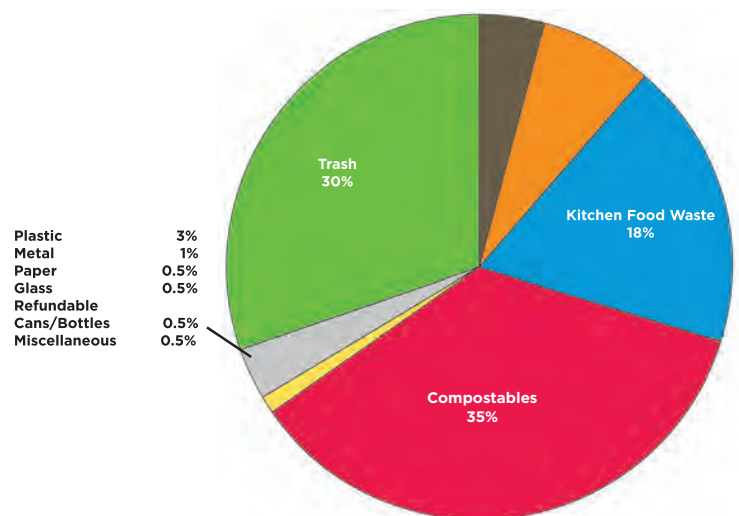
Waste Auditing

In September 2016, Meredith partnered with the Iowa Waste Exchange to conduct a waste audit of its Locust North and South buildings in Des Moines. To perform the audit, Meredith's Facilities team saved a day's worth of trash— totaling about 680 pounds—which volunteers hand-sorted on-site. They quantified the weights, volumes and types of waste generated. The data they retrieved is helping Meredith identify diversion, reduction, recycling and employee-education programs to further reduce its waste.



Meredith employees complete a waste audit at Des Moines headquarters

Des Moines Waste Audit Volume



Waste and Recycling, cont.

Food Waste Meredith's trash audit also discovered more than 18 percent of the headquarters' garbage was kitchen waste. Meredith has had success with composting programs in the past and is currently looking for a new composting solution. Updates will be included in future CSR reports.

In 2015, the headquarters cafeteria partnered with Darling International to recycle waste vegetable oil. Darling International uses state-of-the-art systems to collect and filter the vegetable oil and use it in the production of biodiesel, thus improving air quality and reducing the overall carbon footprint.

Meredith's corporate cafeteria also uses the Waste Watch program to reduce pre-consumer waste. The staff divides any food that is disposed of before plating into three categories. Surplus cooked food that is not purchased or served is categorized as "over-production." "Preparation" includes fruit rinds, meat trimmings and any uncooked food waste generated during meal preparation. Food that is expired or contaminated is categorized as "out-of-date." The disposed food is placed in different bins depending on category. The volume of each bin is measured and recorded daily. At the end of the month, the data for each category is inputted into a tracking system, which allows the corporate cafeteria staff to identify opportunities and areas of waste reduction and cost savings.

When Meredith hosts events in Des Moines that yield leftover food, the Company donates it to Eat Greater Des Moines' food rescue program, which collects safe, prepared food and distributes it to agencies that serve the food insecure.

In New York, the cafeteria and test kitchens compost all food scraps and have a program to recycle used cooking oil. In addition, Meredith's coffee supplier switched to Reunion Island's biodegradable coffee pods instead of the plastic pods previously used for the single-serve coffee machines. In 2018, both the Des Moines and New York offices eliminated plastic straws and coffee stirrers.

Reusable Mugs

In March 2017, because of the seven percent (by volume) of disposable cup waste identified in Meredith's trash audit, the corporate cafeteria partnered with the sustainability committee on the Meredith Mug Program, which provided every Des Moines employee with a reusable thermos for hot and cold liquids. Meredith's Strategic Sourcing department initiated a sponsorship from Staples, which provided the reusable mugs. The mantra on the side of each mug reads: Fill. Drink. Rinse. Repeat.

Each month, an employee who is "caught" using any reusable mug receives a prize. Employees who use their mugs when purchasing a drink in the cafeteria also receive a discount on their drinks.

Between July 2018 and June 2019 Meredith's reusable mug program in Des Moines kept a total of 39,000 disposable cups and 7,000 disposable lids out of the landfill and saved the company \$3,764.40.

In addition, Meredith offices in Portland, OR; Nashville; Phoenix; Atlanta; Shelbourne, VT; Seattle; New York; as well as the office in India all provide reusable mugs or cups for employees to help reduce the use of disposable cups.



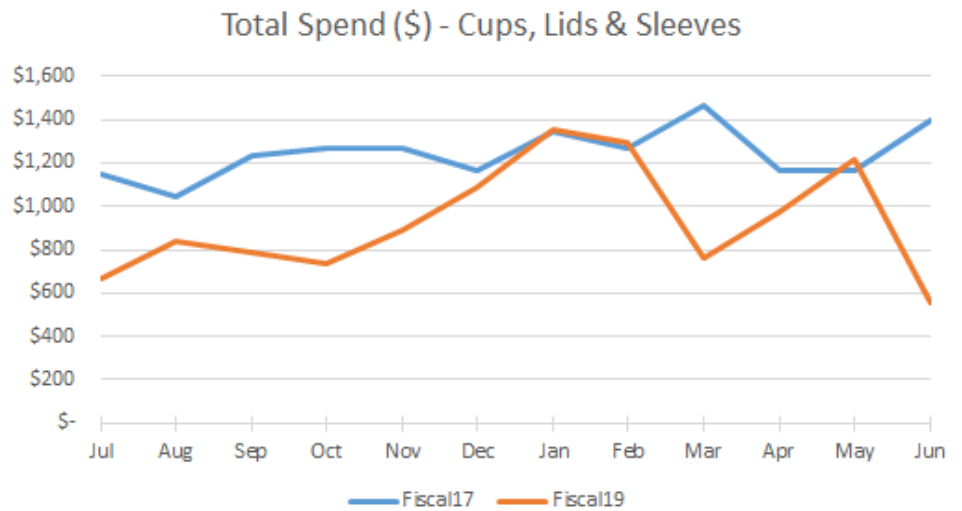
Meredith employee Garrett Breit is "caught" using his Meredith reusable mug. Employees caught using their mugs receive a coupon for a free coffee or soda refill.

Waste and Recycling, cont.



Members of Meredith India's CSR team.

The Meredith India office decided to take control of its waste production when its employees discovered the office consumed approximately 888,000 paper cups annually. In 2017, they launched their “Go Green” campaign, which presented a series of green initiatives across the organization. As part of the campaign, the decision was made to eliminate the use of paper cups and the entire organization switched to reusable, personalized ceramic mugs.



*numbers have been indexed

National Media Group Waste and Recycling Initiatives

MEREDITH DIGITAL

Meredith Digital in Seattle provides reusable coffee mugs, glasses, plates and silverware for employees. Any disposable dishware at the office is also compostable.

Each desk and common area in Seattle is equipped with separate compost, recycling and trash containers.

Meredith Digital in Seattle has a mail-in battery recycling program for reusable and standard batteries. On Earth Day, employees collect unused office supplies to redistribute.

BETTER HOMES & GARDENS

Better Homes & Gardens continues to celebrate the still-growing-strong DIY decorating trend of up-cycling furniture; it reduces waste and lets DIYers reinvent what they already have.

MIDWEST LIVING

Midwest Living's ongoing coverage of eating and shopping locally and smartly reusing materials reflects the resource-savvy mindset of the brand and its region.

WOOD

WOOD regularly features articles on environmentally friendly practices and ideas, such as water-based finishes low in volatile organic compounds; effective dust collection; repurposing found materials into useful projects; and methods for wringing the most material from every piece of lumber.

REAL SIMPLE

Beauty Director Heather Muir and Senior Editor Brandi Broxson appeared in a PSA promoting the use of sustainable beauty packaging and recycling of beauty empties. The team has taken advantage of programs sponsored by Garnier and Burt's Bees to recycle many of its own empty bottles, which often cannot be processed by local recycling programs.

The REAL SIMPLE food team has put several habits into practice to reduce food waste in the test kitchens. Their efforts include a regular fridge clean-out lunch; composting; storing food in ways to increase shelf life and using food with a shorter shelf life first; immediate freezing and labeling of any surplus food that won't be used in 48 hours; and triple checking for ingredients we have on hand before purchasing.

SPECIAL INTEREST MEDIA

Country Gardens featured a story about successful composting methods as well as using flea market finds and architectural salvage as garden décor and structures to reduce waste in buying new products.

Do it Yourself regularly publishes stories that focus on repurposing, reclaiming, and recycling building materials and furniture. The Spring 2019 cover story on Furniture Makeovers featured four commonly available cabinets and offered tips to repair old furniture before making it over. In Summer 2019, the issue explored three sources of reclaimed lumber and showed readers how to transform reclaimed lumber into paneling, a mantel, door and drawer fronts and other decorative items. The same issue also included a story about transforming.



FOOD & WINE "Green Team"

A special "Green Team" was organized for the 2019 FOOD & WINE Classic in Aspen, Colorado to oversee and manage recycling and composting efforts at the event. As a result of the team's hard work, 84 percent of waste was diverted from landfills.

Local Media Group Waste and Recycling Initiatives

KCTV/KSMO

KANSAS CITY, MO

KCTV/KSMO recycles used batteries and arrange for retired computers to be picked up for recycling. KCTV/KSMO also provides water coolers, rather than bottled water, for employees.

The station also provides biodegradable coffee pods for employees.

KPTV/KPDX

PORTLAND, OR

KPTV/KPDX recycles batteries and fluorescent lights through a local recycler, and it participates in Oregon's electronic recycling program to dispose of electronic equipment in an environmentally friendly manner.

The station has eliminated paper and Styrofoam cups at the office, and all employees now have reusable cups or mugs. Every employee is provided with one to use. For station meetings involving food, KPTV/KPDX uses bowls, plates and other utensils made from corn.

WGCL/WPCH

ATLANTA, GA

WGCL/WPCH operates a station-wide recycling program, have on-site recycling stations for employees, and provides water bottle refilling stations so encourage the use of reusable bottles.

WSHM/WGGB/EGGB

SPRINGFIELD, MA

WSHM, WGGB, and EGGB recycles bottles and cans from vending machines, then donates the profits to partner charities, such as Big Brothers Big Sisters, Autism Speaks and the National Kidney Foundation.

The station switched to rechargeable batteries, which produce less waste than single-use batteries.

MNI TARGETED MEDIA

All MNI employees are provided with reusable straws, mugs and water bottles in an effort to reduce waste.

KMOV

ST. LOUIS, MO

KMOV recycles all outdated electronic equipment with a local, licensed electronics recycler. The recycler then breaks down the equipment, recycling most materials and components. Employees are encouraged to bring their home electronics to recycle too.

The station also uses DeCyclet, a non-profit organization that employs individuals with disabilities, to recycle and destroy sensitive paper documents.

WFSB

HARTFORD/NEW HAVEN, CT

WFSB has a used computer-and battery-recycling program with local businesses, and also recycles fluorescent bulbs.

WFSB partnered with a local grocery store chain to hand out reusable grocery bags to prepare residents for a local law instituting a 10-cent tax on plastic bags.

WALA

MOBILE, AL/PENSACOLA, FL

At least once a year, WALA hosts a shredding event during which community members can bring important papers and documents to be shredded for free and recycled.

The station has eliminated hard-copy schedules to reduce printing and paper waste.

WALA also partners with Keep Mobile Beautiful to recycle all its paper and cardboard.

The station uses rechargeable AA batteries in all studio wireless microphones and monitoring systems, preventing approximately 100 batteries each week from ending up in landfills.

WNEM

FLINT/SAGINAW, MI

WNEM recycles paper, printer cartridges and cardboard. The station also recycles old computers or donates them to a worthy organization.

KPHO/KTVK

PHOENIX, AZ

KPHO/KTVK has 17 recycling containers and four shredding bins that are recycled as a free service by the Arizona Center for Blind and Visually Impaired. The station also e-cycles outdated computer equipment with a recycler that disassembles the components, returning the metals, plastics and other commodities back to the manufacturing stream and thus reducing the amount sent to landfills.

The station also donates old cell phones for distribution and reuse at women's shelters.

WHNS

GREENVILLE, SC

During the WHNS control and newsroom remodel, the station recycled more than three tons of cable and scrap metal from the facility. WHNS donated all outdated electronic equipment in good working condition to local schools. The station worked with a local, licensed electronics recycling company to recycle all outdated non-functioning equipment. To keep old batteries out of landfills, WHNS recycles them through Battery Plus.

WHNS participates in paper shredding and recycling with Iron Mountain, and it recycles electronics with Pinnacle Environment.

All employees have reusable mugs and the station no longer offers disposable cups. The drinking fountain at the station also has a bottle refill option which has helped eliminate waste from over 42,000 plastic water bottles.

WSMV

NASHVILLE, TN

In addition to recycling paper, WSMV has instituted an electronic-waste recycling program. The station hosts an annual recycle day for staff and several large-scale recycling haulers to remove significant amounts of obsolete electronic equipment from the facility to sell to recyclers. WSMV also developed a program to recycle 100 percent of the studio's alkaline batteries, used daily to support live news broadcasts.

The station also maximized the use of reclaimed materials in the relocation and redesign of its newsroom.

Energy and Transportation

In 2014, Meredith stakeholders ranked “Transportation” and “Energy” as the company’s No. 2 and No. 3 environmental sustainability aspects, respectively. From the Sustainability Task Force’s 2018 stakeholder survey results, “Transportation” dropped to No. 5 behind “Waste & Recycling” (No. 2), “Energy” (No. 3), and “Water Conservation (No. 4).

Because “Transportation” addresses fuel consumption that contributes to Meredith’s overall carbon footprint, the Company chooses to combine “Energy & Transportation” moving forward. In this regard, the focus is clearly on all forms of energy and includes electric, gas, steam, and fuel efficiency; investigating renewable energy generation opportunities; and managing Meredith’s overall carbon footprint.

Greenhouse Gas Emissions

In 2010, Meredith committed to reducing its greenhouse gas (GHG) emissions by 20 percent over the next five years. The Company reached that goal in 2012—three years before its 2015 deadline. With the acquisition of Time Inc., Meredith looks very different than it did five years ago. The company recently completed a new GHG emissions inventory for a new baseline year (Fiscal 2019) and is ensuring its ability to track the needed data in all controlled locations per GHG Protocol guidelines. After assessing this new data, the company plans to set a new GHG reduction goal moving forward. The Fiscal 2019 baseline data is available in Appendix A.

Paper Mill Emissions

To reduce greenhouse gas emissions, Meredith’s paper suppliers use biofuels as much as possible. Bark, wood scraps and residuals from water treatment are burned for energy, lowering the carbon emissions that come from burning fossil fuels. Many suppliers also use co-generation boilers that burn biofuels and produce steam for energy. About half the energy used by Meredith’s paper suppliers to manufacture their products comes from renewable, greenhouse gas-neutral biofuels.

Meredith uses EPAT scores and supporting data as the foundation for supplier discussions that take the company beyond the numbers to gauge continuous environmental performance improvement. For example, under the climate stability indicator, EPAT data might show that a paper mill’s total carbon dioxide (CO₂) emissions decreased, but further discussion may reveal that this is simply the result of a drop in production. On the other hand, EPAT might show that a mill’s CO₂ emissions increased significantly. Meredith might learn, however, that even as emissions went up as a result of increased production, the mill’s CO₂ emissions per ton of production went down as a result of energy efficiency initiatives, demonstrating real environmental improvement. For more information on EPAT, see Responsible Paper on page 29.

Facilities **Des Moines**

In 2009, the Facilities team constructed a new data center in Des Moines, incorporating new energy-efficient equipment and processes. The heating ventilation air conditioning (HVAC) system incorporates a glycol loop, or “free cooling,” so that data servers can be cooled with much less electricity during colder months.

Energy and Transportation, cont.

Meredith's Des Moines Locust North building was constructed with many energy-efficient features. In 2010, it was LEED-certified by the U.S. Green Building Council—the first existing building in Iowa to be LEED-certified.

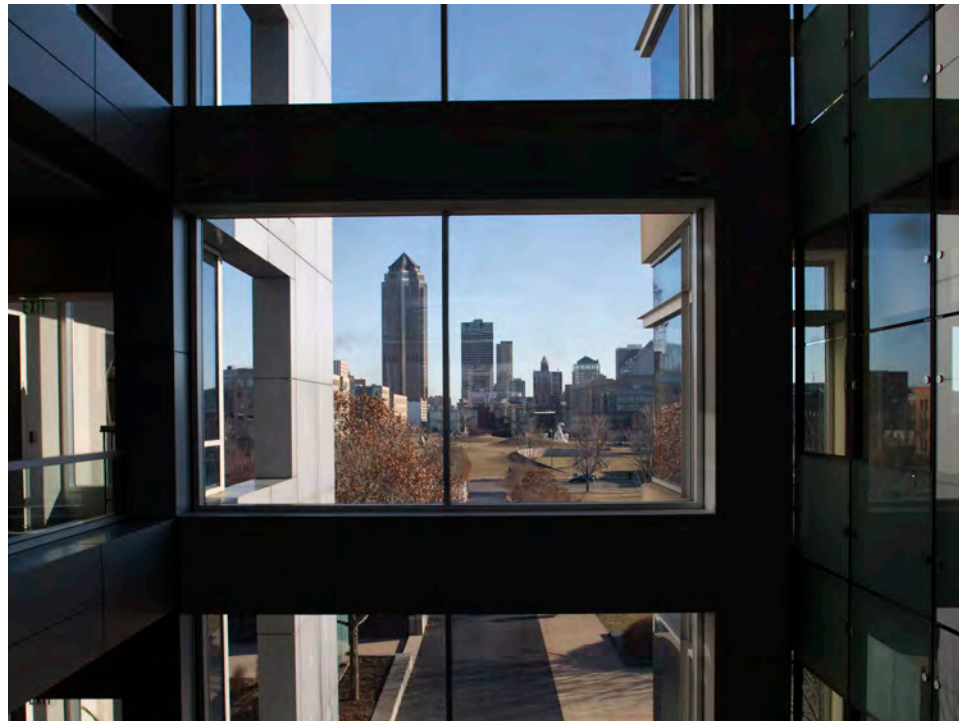
Meredith has reduced its data center power and cooling footprint considerably by consolidating systems in a high-density, converged infrastructure. Nearly all servers in Meredith's data center operate as virtualized instances in this model, which dramatically reduces the number of physical devices necessary. Meredith has also migrated many services to cloud-based offerings. Each move now results in a smaller data center footprint. This trend will continue as technologies mature and opportunities arise.

The Locust North building was constructed with many energy-efficient features. In 2010, it was LEED-certified by the U.S. Green Building Council—the first existing building in Iowa to be LEED-certified.

To decrease Meredith's energy use, the building was designed with large windows to harvest daylight, and a dimming system to reduce electric lighting based on the available foot candles of natural light. All enclosed offices are located in the building's core so natural light extends throughout the structure. Depending on the amount of natural light at any given time, sensors automatically dim individual lighting banks. Private offices, restrooms and meeting rooms are equipped with motion sensors that automatically shut off lights at unoccupied times each day.

The Facilities department is constantly upgrading lighting systems, which are 80 percent LED, to increase efficiency. The lighting in both Des Moines facilities will be 100 percent LED by 2021.

Automation is part of both buildings' energy conservation efforts. The building automation system turns the lighting and heating/air conditioning equipment on and off at preset times. The system also monitors energy demands, shutting down equipment to conserve energy and reduce the peak demand.



Energy and Transportation, cont.



The buildings' HVAC systems are also energy-efficient. Localized hydronic heat pumps handle the heating and cooling of both Des Moines buildings. These pumps move heating and cooling from one to another, thus saving energy. They use decentralized compressors and can "load shed" during peak demands to distribute the work. Relocating heating or cooling, instead of creating it, erases the need for a large chiller plant, which requires more energy to operate—even at low loads.

New York

Meredith's New York office (previously the former Time Inc. offices) uses LED light bulbs and occupancy sensors to maximize energy efficiency. The Facilities team also tracks energy usage and uses a Building Management System to limit energy usage to only what is necessary. In addition, the building has an Energy Star rating and is 27 percent more energy efficient than the national average. The owners of the building are also currently in the process of applying for LEED Gold certification.

Chicago

Meredith's office in Chicago has set a goal of becoming LEED certified in calendar year 2020.

Energy Tracking

LEED Gold Certification

The owners of Meredith's New York building at 225 Liberty St. are in the process of applying for LEED Gold certification. When applying for LEED Certification, buildings are scored on a 110-point scale. The LEED Gold Certification indicates that a building has scored between 60-79 points in the categories of Sustainable Sites; Water Efficiency; Energy and Atmosphere; Materials and Resources; Indoor Environmental Quality; and Innovation in Operations. This is the second highest LEED Certification level attainable.

In 2013, Meredith's Facilities team commissioned an energy-efficiency report from MidAmerican Energy, the company serving its Des Moines headquarters. The report, which measured energy efficiency through 2016, revealed that, by making efforts over the past several years to reduce energy consumption—such as converting to LED lighting and improving the HVAC system—Meredith has saved more than 215,000 kilowatt hours of energy and an average of almost \$12,000 a year. At the end of 2016, Meredith had also earned more than \$120,000 in incentives by making these energy-efficient upgrades.

In Meredith's continued efforts to identify needed maintenance, equipment failure and opportunities for energy-efficiency retrofits, the Facilities team partnered with the Local Media Group to input all utility bills into the EPA's Energy Star Portfolio Manager Program. This free software program can provide building-to-building comparisons across the Company and with similar buildings in different regions. In 2017, each Local Media Group station's engineering staff was trained to enter energy bills into the Portfolio Manager.

Analysis is now underway to compare stations and offices to uncover and share best practice energy- and cost-saving initiatives across Meredith. Each region and location has varying degrees of rebates and incentives to subsidize energy-efficiency projects. This data is also taken into consideration as Meredith sets future goals for reduced energy use and greenhouse gas emissions. See Appendix B for total energy consumption companywide and comparisons between locations.

Energy and Transportation, cont.

Transportation A major aspect of Meredith's business involves transporting staff, reporters, and photographers to locations where news is happening. Employee business travel in the form of both flight and vehicle passenger miles has been included in the company's new GHG emissions inventory for Fiscal 2019. Moving forward, Meredith will more actively look at opportunities to ensure travel is both essential and efficient. See Appendix A for baseline flight (Scope 3: Optional) and vehicle (Scope 1: Direct, Mobile) emissions data.

Video Conferencing In 2016, Meredith's IT department partnered with the Sustainability Task Force to analyze historical data on use of video-conferencing tools and its effect on company travel. The data suggests that, when employees are given access to Webex tools and trained on how to use Webex's internal and external video communication programs, employees' use of, and satisfaction with, the video-conferencing programs increases, while travel and associated costs decrease. As a result, Meredith began ramping up Webex use and committed to reducing travel across the Company.

For example, Meredith's National Media Group conducts quarterly town hall meetings that are broadcast live to all locations, rather than held individually at each office, eliminating a significant amount of travel. The success of these quarterly town halls has led to the creation of monthly Digital town-hall meetings for employees who work on websites and other digital products. These town halls also require no employee travel as they are broadcast to all locations.

Meredith has signed a multi-year deal with Cisco for its Webex product. This will continue to allow all Meredith employees to conduct video conferences and minimize travel as much as possible. In 2019, individual departments, such as Consumer Revenue, began hosting meetings via Webex and broadcasting to multiple locations in place of flying management to present the content in person.

Employee Incentives Beyond the business aspect of transportation, Meredith works to promote environmentally friendly modes of transportation in its communities. The company sponsored the bike park at Des Moines' 80/35 Music Festival; and a BCycle—Des Moines' bicycle-sharing system—recently installed a station at Meredith headquarters.

Since 2009, Meredith has offered a bicycle commuter subsidy of up to \$240 per year at all locations. The subsidy helps cover commuting-related expenses, such as the purchase of a commuter bicycle, commuting gear (helmet, gloves), bike lock, bike upgrades, repairs and general maintenance. To receive the subsidy and be reimbursed for covered expenses, employees must submit their receipts and log their bicycle commuting sessions during a one-month period. Those who bike 10 or more times a month receive a monthly subsidy of \$20. Convenient bike parking is available at Meredith headquarters and most locations, including several with indoor storage.

In Des Moines, Meredith subsidizes employees who bike to work, ride Des Moines Area Regional Transit Authority (DART) buses, or participate in DART's RideShare program.

Energy and Transportation, cont.

Since 2009, Meredith has offered a bicycle commuter subsidy of up to \$240 per year.

For more than 25 years, Meredith has also covered a portion of expenses for employees who take public transportation. Meredith pays for employees' DART express route passes. Employees pay just \$15 of the cost to take the bus route throughout the Des Moines metro area.

DART also operates RideShare, a van-pooling program. RideShare connects commuters with similar travel patterns, schedules and locations to set up a carpooling group. Once the group is formed (with up to 11 passengers plus a volunteer driver), a schedule and central meeting point are established. Commuters then pay a flat monthly fee. Employees submit their paid monthly receipt for RideShare, and Meredith reimburses employee RideShare expenses.

At all other Meredith locations, employees can enroll in a Commuter Benefit Plan through Benefit Resource, Inc. Employees who sign up receive an eTRAC or Beniversal card (both prepaid by MasterCard) with stored value linked to their Commuter Benefit plans. The card allows participants to access plan funds at the point-of-sale to pay for eligible workplace mass transit and/or parking expenses.



BETTER HOMES & GARDENS 1947 SOLAR HOUSE

Meredith pioneered the editorial coverage of sustainability long before the issue entered public consciousness. In 1947, *Better Homes & Gardens* published "Solar House for a Small Lot," a story featuring visionary architect David Barrow's plan with all its southward-facing, expansive windows.

Here's an excerpt from the story:

"The secret of comfort lies not in the amount of glass, but in how well the summer sun is kept off it. Roof overhangs do the job; they shade the glass from mid-spring to mid-fall. During cold months, the sun angles in under the overhang, and helps the heating plant do its job less expensively."

National Media Group Energy and Transportation Initiatives

MEREDITH DIGITAL

The majority of lighting at the Meredith Digital offices in Seattle has been switched to LED or other energy-smart bulbs.

Meredith Digital encourages its employees to limit their consumption of fossil fuels by issuing them ORCA (One Regional Card for All) passes to take advantage of multiple modes of public transportation—including buses, light rail and ferries. For those who prefer to bike or jog to and from work, Meredith Digital has on-site bike storage and showers. Meredith Digital also provides easy-access services and tools that enable employees to work from home.

FOOD & WINE

The 2019 FOOD & WINE Classic in Aspen, Colorado, utilized the 100% renewable Aspen power grid wherever possible, the generators used during the event were completely powered by biofuels, and electric-powered refrigerated trailers (rather than diesel) were used to take advantage of the renewable energy power grid. The event was also sponsored by Lexus, which provided hybrid vehicles for the Classic.

Local Media Group Energy and Transportation Initiatives

WFSB

HARTFORD/NEW HAVEN, CT

WFSB's facility boasts many energy-efficient features. The building is equipped with a Flywheel UPS, which uses kinetic energy instead of acid-based batteries for backup power. Replacing CRT monitors with LCD computer screens and single- and multi-view displays has saved power and reduced heating and cooling needs.

WSHM/WGGB/EGGB

SPRINGFIELD, MA

Western Mass News changed its studio lights—and those in most other areas of the station—to LED.

WHNS

GREENVILLE, SC

WHNS replaced its tower and studio lighting with energy-efficient LED lighting.

WHNS added a kinetic-energy UPS Flywheel for backup power at its transmitter, eliminating its reliance on large cell batteries. The station replaced its CRT computer monitors with LCD screens.

WHNS also uses single- and multi-view displays to save power and reduce heating and cooling needs.

WHNS replaced its oldest HVAC and studio heaters with newer models, significantly improving their energy efficiency.

KPTV/KPDX

PORTLAND, OR

All areas of KPTV/KPDX's building have LED and motion-sensor lighting.

KPTV/KPDX uses high-efficiency computer monitors.

The station's HVAC controls are remote accessible and adjust based on weather, or as needed.

WALA

MOBILE, AL/PENSACOLA, FL

All lighting at WALA is either LED or fluorescent, and the incandescent light kits previously used by WALA's photographers have been replaced with LED kits. Both of these adjustments save power, eliminate the replacement of lamps and produce almost no heat.

Local Media Group Energy and Transportation Initiatives, cont.

KCTV/KSMO

KANSAS CITY, MO

KCTV/KSMO added variable frequency drives (VFDs) to studio air handlers, providing significant energy savings on both studios' cooling. The VFD upgrade also included a control system in which operators can set up cooling schedules for different areas of the building, increasing efficiency in the overall control system.

KCTV/KSMO replaced inefficient incandescent lights and halogen lamps with LED lighting in many areas of the building.

KPHO/KTVK

PHOENIX, AZ

KPHO/KTVK participate in Maricopa County's Trip Reduction Program, providing monthly and quarterly incentives for employees who carpool, take the bus or bike to work.

KVVU

LAS VEGAS, NV

KVVU has worked with local organizations, such as NV Energy and Concordia Homes, to produce integration programs that send a "go-green" message and promote energy-saving products.

In Fiscal 2019, KVVU implemented a computerized HVAC system that substantially reduced the station's energy consumption and carbon emissions footprint.

KVVU uses a computer-vehicle tracking system to give news crews the most efficient routes when traveling to cover stories.

KMOV

ST. LOUIS, MO

In 2016, KMOV installed a new studio set and new lighting, updating to LED-fluorescent lights to reduce power usage by a factor of 10. This has resulted in significant savings on electrical costs.

The station installed a continuous variable fan motor and air temperature controls in its main studios in 2016. More energy savings have been made through this more precise control of the temperature and humidity than were previously possible with the pneumatic control system. KMOV made additional updates to its heating and cooling system in 2017.

WGCL/WPCH

ATLANTA, GA

In 2018, the WGCL/WPCH facility was converted to 100 percent LED lighting. The project will reduce electrical lighting costs by about 50 percent; create a direct, focused, constant, non-flickering light; and eliminate maintenance of bulb and ballast replacement with bulbs that last 8-10 times longer than existing fluorescent lighting.

The station continues to look for more fuel-efficient vehicles when replacing vehicles in its fleet. WGCL/WPCH has also reduced the number of vehicles it operates in favor of more efficient news gathering techniques.

MNI TARGETED MEDIA

To reduce carbon footprints and greenhouse gas emissions from commuting by car, MNI offers employees a free shuttle service to and from the local train station.

WNEM

FLINT/SAGINAW, MI

WNEM upgraded its heat-pump system to remove heat from the building's warmer areas and transfer it to sections in need of more heating, thus saving energy.

The station upgraded to LED lighting in its Saginaw building, which also has motion-sensor lighting on the first and second floors. WNEM receives a rebate from its utility company for these energy-efficiency upgrades.

WNEM'S Flint bureau has motion-sensitive lighting that conserves energy when employees are out of the office.

WNEM purchased automobiles with better fuel than traditional news vans. WNEM also uses live-view backpacks, which include everything a reporter needs to cover a story, eliminating the need to take larger, lower-efficiency vehicles to story locations.

WSMV

NASHVILLE, TN

WSMV installed a 130-ton high-efficiency chiller plant, which has an outdoor air "economizer" that, when prudent, pulls in outside air to cool the facility. The system upgrade includes a centralized, computer-controlled monitoring system, enabling engineering staff to monitor and shape the building's HVAC environment.

The station has also installed motion-sensor lighting, and studios A and B have LED lights. WSMV's outdoor lighting is also LED, reducing the total consumption of 15 outdoor lights from 675 to 265 watts.

Both programs have shown some reduction in power cost.

Water Conservation

From the Sustainability Task Force's 2018 stakeholder survey results, Meredith internal departments ranked “Water Conservation” as the company’s No. 4 environmental sustainability aspect. This includes conserving water within Meredith operations (e.g. restrooms and irrigation) while partnering to reduce water consumption with supply chain partner (e.g. printers).

Facilities



Meredith developed a 21,000-square-foot green roof with trees and grass as part of its headquarters building in the 1950s. This roof, along with two city blocks of green landscaping, reduces the volume of precipitation runoff. The Des Moines irrigation system uses a satellite-data-based intelligent process to adjust watering according to weather patterns. The plantings on the west side of the building are native grasses, requiring little to no artificial irrigation.

In lieu of surface parking for Des Moines’ Locust North building, an underground parking garage was constructed to provide a protected space for vehicles and employees, as well as a more attractive site. This option allowed Meredith to develop two city blocks on either side of the property into green space with artwork and a large garden. The plantings on the green space also help reduce precipitation runoff.

Water Auditing

In 2017, Meredith’s headquarters in Des Moines partnered with a team from the Iowa Department of Natural Resources' Pollution Prevention Services and the Industrial Assessment Center at the University of Nebraska–Lincoln to conduct a full-day engineering audit of its headquarters in Des Moines. The audit included identifying opportunities for reducing energy and water consumption. The team provided a full report at the end of 2017, and in 2018 Meredith implemented two of those projects for savings in both water usage and operating costs.

Installing low-flow showerheads at 1716 Locust saved an estimated 159,400 gallons of water per year. Setting up a deduct meter with the local water utility to credit Meredith for water that was used as irrigation and did not go to the storm sewer was a no-cost project that saved \$12,800 per year.

Water Tracking

In Meredith’s continued efforts to identify leaks and possible water use reduction projects, the Facilities team partnered with the Local Media Group to input all utility bills into the EPA’s Energy Star Portfolio Manager Program. This free software program can provide building-to-building comparisons across the Company and with similar buildings in different regions. In 2018, each Local Media Group station’s engineering staff was trained to input water bills into the Portfolio Manager. During this input process, a leak was found at a Local Media Group broadcast station that saved almost \$20,000. Analysis is underway to compare stations and offices to uncover and share best practice water- and cost-saving initiatives across Meredith.

Analysis is underway to compare stations and offices to uncover and share best practice water- and cost-saving initiatives across Meredith. See Appendix B for total water consumption companywide and comparisons between locations.

Water Conservation, cont.

National Media Group Water Conservation Initiatives

BETTER HOMES & GARDENS

BHG.com produces articles on water-wise landscaping, eco-friendly toilets and water-saving remodels.

EATINGWELL

EatingWell published a feature story on the impact of agriculture on water quality, and provided tips for consumers to help mitigate water pollution from their own homes.

SUCCESSFUL FARMING

The cover story for Successful Farming's April 2017 issue detailed how farmers in southwestern Kansas are using the latest irrigation technology to reduce their dependence on a local aquifer and slow its rate of decline.

Local Media Group Water Conservation Initiatives

KVVU

LAS VEGAS, NV

KVVU is currently probing for ways to conserve water through Water Smart Landscape Rebates, a Southern Nevada Water Authority program in which properties are reimbursed for converting grass to desert landscaping, helping save the Las Vegas Valley billions of gallons of water.

KCTV/KSMO

KANSAS CITY, MO

KCTV and KSMO added a rain sensor to their lawn's sprinkler system which stops the sprinkler from watering the lawn when it is raining.

WSMV

NASHVILLE, TN

As part of its newsroom relocation and redesign, WSMV maximized its use of low-consumption plumbing fixtures, minimizing water usage.

The station replaced its five-gallon water coolers with a filtered water system, saving \$4,500 each year on plastic jugs.

Overall Initiatives

National Overall Environmental Initiatives

ALLRECIPES

Allrecipes.com is committed to promoting environmentally conscious resources and practices for its community, employees and partners. On Allrecipes.com, home cooks are provided with quick and easy access to a wealth of recipes, ideas and shopping tips related to growing and buying local and organic ingredients.

BETTER HOMES & GARDENS

Better Homes & Gardens regularly features editorial content for consumers wanting to understand what it means to live green, with homes, services, products and innovations that inspire readers and show them how to reduce, reuse and recycle.

BHG.COM

BHG.com is focused on creating content that teaches readers to live a greener and more energy-efficient lifestyle. The site highlights energy-efficient technology, as well as new products that will enhance readers' homes. BHG.com also teaches its audience about the benefits of upcycling—reviving old products and giving new life to them through makeovers.

EATINGWELL

EatingWell published several feature stories about food and its impacts on the environment and community in Fiscal 2019. Features delved into why we waste food, how climate change is affecting wild seafood populations and the problem of labor shortages for farms in California.

On all of EatingWell's platforms—magazines, books, website, social and frozen food—sustainability is a focus. EatingWell helps people make greener choices and consider ingredients' origins.

HEALTH

Health aims to help readers make the best choices not only for their own well-being, but the health of the world around them. Whether encouraging readers to cook meals at home with fresh, local ingredients; explaining the natural beauty business; or supporting brands that use organic and fair-trade practices, the editors at Health empower readers with the information they need to make educated choices. The magazine's April 2019 issue featured the Health Home Awards, which highlighted the best new products that help consumers breathe easier, sleep better, and keep their homes green and clean.

INSTYLE

InStyle is committed to the preservation and well-being of the planet. To help spread the message of the importance of preserving the environment, within every issue editors feature eco-friendly fashion items and beauty products made from sustainably sourced materials.

MARTHA STEWART LIVING

From clean air to recycling, Martha Stewart Living readers are always looking for ways to impart positive changes to their families and communities. Celebrating the audience's passions and efforts, the monthly "Change Maker" column puts a spotlight on brands, people, and organizations who are making positive impact on the world and inspiring fans to get involved.

MIDWEST LIVING

Midwest Living was an early adopter of paperless file routing, and regularly features farmers who use and promote sustainable practices as well as people who are working hard to protect the Midwest's wild spaces and natural resources. Midwest Living has increased its plant-based food content across all issues, and its new Live Well column inspires readers to make greener, cleaner, healthier and happier choices for themselves and the world.

PEOPLE EN ESPAÑOL

Sustainability was the central theme of the September 2018 Beauty and Fashion issue of People en Español. It included a back-to-school guide with eco-friendly and sustainable products, beauty products that don't harm the environment, stories about sustainable and ethical fashion, and a look at diversity in the fashion industry.

This was all part of an effort started early in 2018 when People en Español added the "Eco-You" pages, where products, brands, initiatives and personalities involved in eco-friendly and socially responsible work are highlighted. The "Superwoman" series was also recently started, which features socially conscious fashion and beauty entrepreneurs.

RACHAEL RAY EVERY DAY

A central part of Rachael Ray Every Day's brand mission is to enable readers to easily incorporate an environmentally conscious attitude into their cooking and other parts of their lives. When readers cook at home, they control the quality and nutritional value of their ingredients. They can make smart choices about buying local and organic while being aware of seasonality; and support brands that champion responsible environmental practices. The brand is always taking the opportunity, as Rachael herself does, to encourage home cooks to make the best choices for their own health, their families' health and the health of the planet.

Overall Initiatives, cont.

National Overall Environmental Initiatives

SHAPE

The SHAPE Women's Half-Marathon does not require any paper registration, and nearly all communications and promotions for the event are digital. Race cups and heat sheets used during the half-marathon are made of recyclable materials. New York Road Runners donates or composts all unused food from the event. The half-marathon also promotes public transportation.

WOOD

Woodworking is an activity that directly impacts the environment on industrial and home-use levels. Because of this, WOOD regularly covers topics pertaining to ecological stewardship, such as the world's forests and air quality in home shops.

SPECIAL INTEREST MEDIA

Country Gardens regularly features sustainable gardens and gardening efforts in its pages—especially stories that celebrate “garden-to-plate” initiatives. This past year, the magazine featured articles on the country's first certified organic rooftop farm, located in New York; organic garden experts from Pennsylvania; and more than a half-dozen edible gardens around the nation. Most gardens featured in the magazine are also pollinator-attracting gardens.

Can It! Freeze It! and *Veggie-Full* encourage consumers to use produce from their own gardens and local farmer's markets to reduce travel pollution from shipping produce from far-off locations.

Forks Over Knives' recipes are 100 percent vegan and plant-based, and encourage readers to cut their environmental impact through reducing their meat consumption, one of the largest causes of greenhouses gas production.

MEREDITH AGRIMEDIA

Meredith Agrimedia, which includes *Successful Farming* magazine, is dedicated to sustainable agriculture, with the goal of meeting society's food and textile needs in the present without compromising the ability of future generations to meet their needs. To help readers gain insight into how to achieve this goal, Meredith Agrimedia brands feature content on cover crops, conservation tillage, soil health, water management, efficient use of nitrogen, animal welfare and many other relevant topics.

In Fiscal year 2019, *Successful Farming* published issues focusing on the personal significance of sustainability to farmers, soil health, and sustainable beef production.

In addition, Meredith Agrimedia supports a variety of initiatives, including the National FFA Organization, 4-H and the American Agricultural Editors' Association's Ag Communicators Network, to engage with youth looking to enter the agricultural industry and individuals committed to tell its story.

MEREDITH PARENTS NETWORK

Parents and Parents Latina promote living a happy, healthy life—and that begins with creating a safe home in which kids can grow and thrive. The brands are committed to reflecting an earth-friendly lifestyle in their magazines, and strive to help parents avoid food waste, care for their homes and yards safely and share in nature with their children. In 2018, Parents covered this topic in five different ways: The right way to recycle kids' gear, toys, and clothes, how to create an adventure playground in the backyard using upcycled household products, how to grow a fun, kid-friendly science garden at home, how being frugal can help create less waste, and Parents' annual program, “Best Family Cars”, featured the year's best hybrid option for families.

The pages of Parents Latina reflect the same commitment. Many Latina moms who are the daughters of immigrants are taught from an early age to make the most of what they have—a lesson they often pass on to their children. In 2018, Parents Latina gave advice for celebrating Earth Day every day and the importance of getting the family outdoors with a travel feature highlighting opportunities to seize the day, every day.

Local Media Group Overall Environmental Initiatives

WALA

MOBILE, AL/PENSACOLA, FL

WALA airs a segment called “Committed to the Environment” that highlights cost-saving and eco-friendly initiatives such as LED lights, a cutting-edge recycling facility, saving money while keeping your house cool and saving fuel and money on vehicles.

WALA mulches its grass clippings rather than bagging them, which keeps them out of landfills and minimizes the fertilizer required for the lawn.

In 2018, WALA staff members created a “Go Green” newsletter that encourages employees to recycle, offers tips on how to be more environmentally conscious at work, and provides information on sustainability programs at the station.

WFSB

HARTFORD/NEW HAVEN, CT

WFSB airs public service announcements to promote the eco-friendly, Connecticut-based magazine *All Green*. WFSB uses the publication's topics and experts on “Better Connecticut” and frequent news segments.

WHNS

GREENVILLE, SC

A Green Living section on the WHNS website showcases eco-focused stories. The page is promoted on-air during newscasts featuring environmental segments.

KPTV/KPDX

PORTLAND, OR

KPTV/KPDX's coverage of eco-friendly initiatives and practices is part of the station's routine reporting, occasionally spotlighting local businesses and leaders focused on sustainability. The stations also produce and broadcast the Rose Festival's three parades, which include the Starlight Parade, Junior Parade and Grand Floral Parade. The Starlight and Grand Floral parades are among the cleanest and greenest in the country. All three parades' live broadcasts and promotional announcements feature messages of sustainability.

Thank you to the Meredith employees who are working to improve and advance the Company in the areas outlined in this report. Their efforts and ideas are appreciated, and Meredith is proud to have such active and engaged employees who are continuously looking for ways to better the Company.

If you have any ideas for improving sustainability at Meredith, please email **ecoideas@meredith.com**.

Appendix A—ISS Corporate Services (Index)

ENVIRONMENTAL

#	QUESTION	DISCLOSURE	CSR REPORT
1	Does the company disclose an enterprise level environmental policy?	Enterprise level environmental policy updated and included.	Page 25
18	Does the company disclose the percentage of the suppliers' operations covered by a certified ISO 14001 or EMAS environmental management system?	During Fiscal 2019, 69% of Meredith paper mills were certified ISO 14001 – an environmental management system for manufacturers focused on environmental performance. By tonnage, 69% of paper purchased came from mills certified ISO 14001.	Page 42
50	Does the company provide quantitative metrics about GHG emissions?	<p>GHG disclosure in 2012 met 20% reduction goal for 2015 (from baseline 2010) early by 3 years.</p> <p>Following the acquisition of TIME, Inc., Meredith conducted a new GHG emissions inventory for baseline year Fiscal 2019. The results will allow Meredith to set new GHG reduction goals.</p> <p>Total Emissions - 40,077 MT CO₂e</p> <ul style="list-style-type: none"> • Scope 1 - 3,924 MT CO₂e • Scope 2 - 31,340 MT CO₂e • Scope 3 - 4,813 MT CO₂e 	Page XX
61	Does the company provide quantitative metrics about energy consumption?	Appendix C discloses the energy usage breakdown and efficiency of each Meredith location.	Appendix B
62	Does the company disclose its total energy use?	Meredith's total energy use for Fiscal 2019 was 251,868,697 kBtu	
63	Does the company disclose information on energy derived from renewable and non-renewable sources?	<p>Meredith produces 0% of its energy from on-site renewable sources.</p> <p>Appendix B discloses the percentage of sources (non-renewable and renewable) for the energy portfolio of each utility by Meredith location.</p>	Appendix C

71	Does the company disclose information on energy conservation programs and performance?	Yes.	Page 44-46
73	Does the company disclose its energy conservation resulting from such programs at any level other than enterprise (including facility, business unit, region, etc.)?	Yes.	Page 44-46
78	Does the company disclose its total electrical power use?	Meredith's total electrical use for Fiscal 2019 was 66,778,651 kWh	Appendix B
82	Does the company disclose the percentage of consumed energy from the grid?	Meredith consumes 90.3% of its total energy (kBtu) from the electric grid, 9.5% from natural gas, and 0.2% from district steam.	
83	Does the company disclose information on electrical power derived from renewable and non-renewable sources?	Meredith produces 0% of its energy from on-site renewable sources. Appendix B discloses the percentage of sources (non-renewable and renewable) for the energy portfolio of each utility by Meredith location.	Appendix B
96	Does the company disclose a clear approach to reduce energy consumption from non-renewable sources?	Meredith holds an annual strategic planning meeting each spring to analyze utility usage and cost per location and prioritize future investments in cost-effective on-site generation of renewable energy (e.g. solar). Meredith's approach to the supply chain includes reviewing EPAT scores at annual meetings to encourage the use of biofuels and other renewable energy.	
159	Does the company disclose its total hazardous waste generation?	Meredith produces three universal waste streams: fluorescent tube light bulbs, batteries, and electronic waste. A-TEC provides certificate documentation for and recycles Meredith's 8', 4', U-shaped, and circular fluorescent tube light bulbs. In Fiscal 2019, Meredith recycled 2,072 units (#).	

Interstate recycles Meredith's batteries. Currently, they are not providing documentation of counts or weights. Meredith is working with them to begin receiving certificates of disposal with metrics in the future.

Ion Computer Systems and Sims Recycling Solutions (in partnership with Apple) provides certificate documentation for and recycles Meredith's electronic waste. These exist in the form of desktops, laptops, central processing units (CPUs), liquid crystal display (LCD) monitors, printers, copiers, data storage systems, tape libraries, data cables, servers, networking equipment, on-board diagnostics (OBD) accessories, TV cathode ray tubes (CRTs), and other large box devices.

In Fiscal 2019, Meredith recycled 82,904 pounds (lbs) of electronic waste.

162	Does the company provide information about non-hazardous waste?	See disclosure for #159 above.	
168	Does the company disclose information on its waste management and recycling programs?	Yes.	Page 35-41
169	Does the company disclose a business waste recycling program?	Yes.	Page 35-41
170	Does the company disclose a production waste recycling program?	Meredith Corporation's Production department housed in Des Moines participates in the location's Facilities recycling program. The most common materials being recycled from Production are paper, plastics, and non-salable magazines. Facilities provides trash and recycling containers with visual signage, and Communications sends educational reminders of what items are recyclable.	

174	Does the company disclose a business waste management program?	Yes.	Page 35-41
175	Does the company disclose a production waste management program?	Meredith Corporation's Production department housed in Des Moines participates in the location's Facilities recycling program. The most common materials being recycled from Production are paper, plastics, and non-salable magazines. Facilities provides trash and recycling containers with visual signage, and Communications sends educational reminders of what items are recyclable.	
176	Does the company disclose a packaging waste management program?	Yes.	Page 35-41
177	Does the company disclose a consumer product waste management program?	See section on Production and Newsstand Distribution.	Page 32-33
199	Does the company disclose its total water use?	Meredith's total water use for Fiscal 2019 was 50,996,877 gal	Appendix B

Appendix B—Water and Energy Consumption by "Controlled" Facilities

National Media Group		Water	Efficiency	Electric	Steam	Natural Gas	Total Energy	Efficiency	
City, State	Sq. Feet	Gallons	gal/ft2	kWh	lbs	Therms	kBtu	kBtu/ft2	
New York, NY	695,823	347,747	0.50	5,391,243	347,049.00	7,673	19,523,733	28.06	
Des Moines, IA	375,000	4,570,583	12.19	5,376,000	-	55,448	23,887,152	63.70	
Des Moines, IA	188,000	3,111,888	16.55	3,258,000	-	21,005	13,216,757	70.30	
Birmingham, AL	155,886	-	-	2,637,138	-	2,497	9,247,930	59.32	
Stamford, CT	66,530	-	-	1,259,905	-	-	4,298,975	64.62	
Seattle, WA	55,343	-	-	613,448	-	-	2,093,172	37.82	
Los Angeles, CA	38,865	-	-	160,801	-	-	548,676	14.12	
Chicago, IL	17,993	7,700,100	427.95	108,539	-	-	370,350	20.58	
Sherlbourne, VT	10,515	-	-	88,145	-	4,651	765,752	72.82	
Los Angeles, CA	8,059	-	-	35,528	-	-	121,227	15.04	
			Efficiency	Electric	Steam	Natural Gas	Total Energy	Efficiency	
City, State	Sq. Feet	Gallons	gal/ft2	kWh	lbs	Therms	kBtu	kBtu/ft2	
Phoenix, AZ	96,000	2,231,284	23.24	3,649,427	-	18	12,454,163	129.73	
Saginaw, MI	60,267	33,300	0.55	1,267,125	-	10,064	5,329,782	88.44	
Rocky Hill, CT	60,000	8,777	0.15	2,161,603	-	29,700	10,344,987	172.42	
Nashville, TN	55,000	1,058,493	19.25	2,067,899	-	23,070	9,362,414	170.23	
Fairway, KS	54,723	879,700	16.08	1,964,872	-	15,270	8,231,048	150.41	
Atlanta, GA	53,522	1,463,189	27.34	2,571,350	-	9,364	9,709,989	181.42	
Beaverton, OR	44,900	991,917	22.09	1,807,200	-	24,702	8,636,023	192.34	
Henderson, NV	38,687	8,387,420	216.80	1,667,101	-	9,388	6,626,961	171.30	
Mobile, AL	35,000	18,780,000	536.57	1,520,400	-	-	5,187,821	148.22	
St. Louis, MO	35,000	-	-	2,146,985	989.42	-	7,326,847	209.34	
Springfield, MA	21,813	228,909	10.49	847,220	-	-	2,890,835	132.53	
Greenville, SC	17,584	96,200	5.47	1,055,060	-	-	3,600,015	204.73	
Flint, MI	2,500	1,000	0.40	56,974	-	1,120	306,373	122.55	
Avon, CT	20,000	-	-	2,360,375	-	-	8,053,935	402.70	
St. Louis, MO	6,996	-	-	2,242,160	-	-	7,650,568	1,093.56	
Nashville, TN	5,000	1,058,494	211.70	1,281,600	-	23,070	6,679,450	1,335.89	
Portland, OR	4,545	-	-	1,785,840	-	-	6,093,540	1,340.71	
Greenville, SC	2,745	-	-	1,239,519	-	-	4,229,415	1,540.77	
Phoenix, AZ	2,541	-	-	2,940,246	-	-	10,032,537	3,948.26	
Independence, MO	2,516	-	-	1,579,360	-	-	5,389,001	2,141.89	
Mobile, AL	2,500	-	-	1,720,000	-	-	5,868,884	2,347.55	
Kansas City, MO	2,400	-	-	1,987,367	-	-	6,781,178	2,825.49	
Phoenix, AZ	2,358	-	-	1,211,447	-	-	4,133,629	1,753.02	
Henderson, NV	1,342	-	-	587,021	-	-	2,002,999	1,492.55	
Atlanta, GA	1,995	-	-	3,935,471	-	-	13,428,386	6,731.02	
Springfield, MA	1,200	-	-	771,000	-	-	2,630,761	2,192.30	
Saginaw, MI	1,044	-	-	1,359,071	-	89	4,646,235	4,450.42	
Springfield, MA	200	-	-	18,250	-	-	62,272	311.36	
Grand Rapids, MI	5,393	47,876	8.88	47,961	-	3,033	466,887	86.57	
		2,249,785	50,996,877	22.67	66,778,651	348,038	240,162	252,230,657	112.11

Appendix C—Utility Information by "Controlled" Facilities

National Media Group		Percent Energy Source						
City, State	Electric Utility	Coal	Nuclear	Gas & Oil	Hydro	Wind & Solar	Other	Total
New York, NY	ConEdison	29	35	31	1	3	1	100
Des Moines, IA	MidAmerican Energy	24	4	13	0	59	0	100
Des Moines, IA	MidAmerican Energy	24	4	13	0	59	0	100
Birmingham, AL	Alabama Power	60	13	14	13	0	0	100
Stamford, CT	Eversource	0	22	67	5	0	6	100
Seattle, WA	Seattle City Light	13	4	11	68	3	1	100
Los Angeles, CA	LA Dept of Water & Power	18	10	31	8	21	12	100
Chicago, IL	Commonwealth Edison	29	35	31	1	3	1	100
Sherlbourne, VT	Green Mountain Power	10	28	0	61	2	0	100
Los Angeles, CA	LA Dept of Water & Power	18	10	31	8	21	12	100
Local Media Group		Percent Energy Source						
City, State	Electric Utility	Coal	Nuclear	Gas & Oil	Hydro	Wind & Solar	Other	Total
Phoenix, AZ	Arizona Public Service	23	31	24	0	8	15	100
Saginaw, MI	Consumers Energy	22	9	46	0	11	12	100
Rocky Hill, CT	Constellation	5	29	46	0	9	11	100
Nashville, TN	Nashville Electric Service (TVA)	26	40	20	10	3	1	100
Fairway, KS	Kansas City Power & Light	43	11	23	1	22	0	100
Atlanta, GA	Georgia Power	26	22	46	1	3	2	100
Beaverton, OR	Portland General Electric	15	0	28	15	9	33	100
Henderson, NV	NV Energy	6	0	94	0	0	0	100
Mobile, AL	Alabama Power	60	13	14	13	0	0	100
St. Louis, MO	Ameren Missouri	54	12	26	8	0	0	100
Springfield, MA	Western Mass Electric Co	6	5	50	2	11	26	100
Greenville, SC	Duke Energy	30	31	29	9	1	0	100
Flint, MI	Consumers Energy	22	9	46	0	11	12	100
Avon, CT	Constellation	5	29	46	0	9	11	100
St. Louis, MO	Ameren Missouri	51	12	29	8	0	0	100
Nashville, TN	Nashville Electric Service (TVA)	26	40	20	10	3	1	100
Portland, OR	Portland General Electric	15	0	28	15	9	33	100
Greenville, SC	Duke Energy	30	31	29	9	1	0	100
Phoenix, AZ	Salt River Project	29	7	55	4	4	1	100
Independence, MO	Kansas City Power & Light	43	11	23	1	22	0	100
Mobile, AL	Rivieria Utilities (AMEA)	33	11	26	29	1	0	100
Kansas City, MO	Kansas City Power & Light	43	11	23	1	22	0	100
Phoenix, AZ	Salt River Project	29	7	55	4	4	1	100
Henderson, NV	NV Energy	6	0	94	0	0	0	100
Atlanta, GA	Georgia Power	26	22	46	1	3	2	100
Springfield, MA	Western Mass Electric Co	6	5	50	2	11	26	100
Saginaw, MI	Consumers Energy	22	9	46	0	11	12	100
Springfield, MA	Western Mass Electric Co	6	5	50	2	11	26	100
Grand Rapids, MI	Consumers Energy	22	9	46	0	11	12	100