

2017

Corporate Social Responsibility Report



2017 Corporate Social Responsibility Report

Table of Contents

Introduction | 2

- Letter from Meredith's Chairman and CEO
- Meredith Corporation Mission Statement and Principles
- Corporate Values and Guiding Principles

Social | 4

- Volunteerism
- Charitable Giving

Employment | 15

- Human Resources
- Wellness
- Inclusion

Environment | 22

- Mission and Charter
- Stakeholder Engagement
- Materials
- Transportation
- Energy
- Waste
- Water
- Overall Environmental Initiatives

Letter from Chairman and CEO Steve Lacy

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.

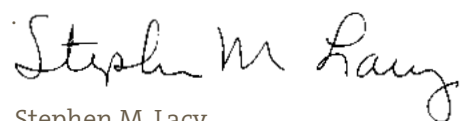
Meredith's charitable efforts include corporate volunteer and community drives, such as Rebuilding Together workdays in many of our markets. Beyond our major organizational commitments, Meredith's various brands and departments participate in charitable causes, and our employee matching-gift program 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 inclusion in the workplace, and has active committees in place to create programming and organize events.

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. Regarding environmental sustainability, we are committed to evolving our business. Three 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 are undergoing a second stakeholder engagement process to hone in on additional steps we can take. Meredith has implemented many sustainability initiatives, as well as social- and health-focused opportunities for employees, and we continue to find ways to do more for the environment and individuals.

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 volunteer and charitable contributions; health and wellness objectives; inclusion programming; human resources initiatives; and environmental 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.



Stephen M. Lacy
Chairman and CEO





Meredith Corporation Mission Statement and Principles

MISSION STATEMENT

We are Meredith Corporation, a publicly held media and marketing company founded upon serving our customers and committed to building value for our shareholders. From that, we have built businesses that serve well-defined consumer audiences, deliver the messages of 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

CORPORATE GIVING

Meredith donates \$1.7 million each year to non-profit organizations through the Meredith Corporation Foundation. Meredith has a company contribution budget that donates more than \$1 million annually, and the Edwin T. Meredith Foundation donates approximately \$800,000 annually, bringing total contributions to nearly \$3.5 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 annually. 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 non-profit boards and boards of professional organizations.

UNITED WAY

Meredith Corporation is a major contributor to United Way.

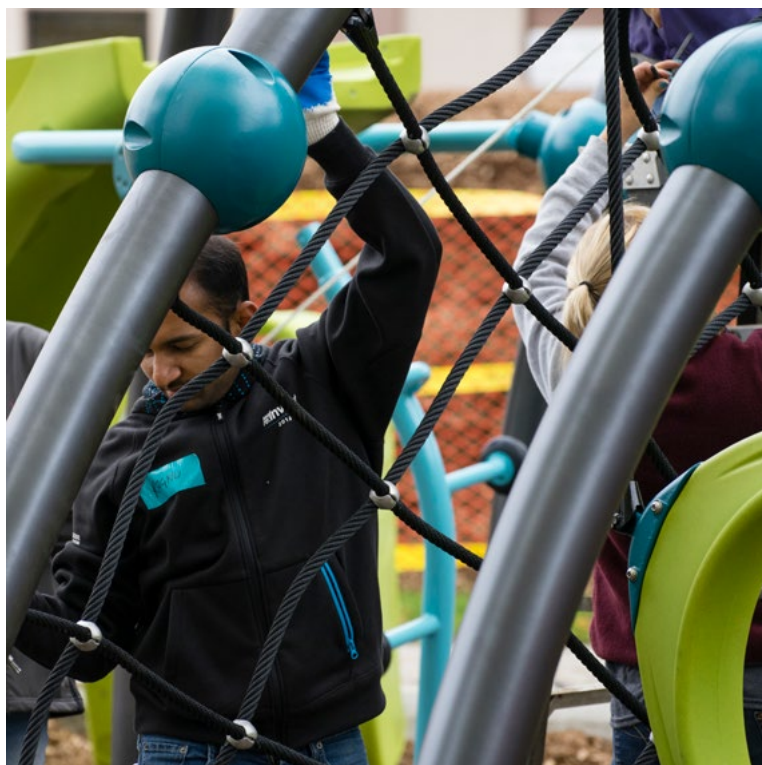
- Meredith has increased its giving to United Way of Central Iowa from \$250,000 in 2002 to \$775,000 in 2017. Employee participation has increased from 50 percent in 2010 to more than 80 percent in 2017.
- In 2011, Chairman and CEO Steve Lacy chaired the community-wide United Way campaign, achieving, 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.



Meredith employees participated in a Speakeasy-style event for Leadership-level donors during the 2017 United Way campaign (above), and employees participated in a ball toss to win prizes for donating to United Way of Central Iowa (right).



Volunteerism and Charitable Giving, cont.



REBUILDING TOGETHER

Meredith Corporation and its employees partner with Rebuilding Together to complete projects across the country to help preserve home ownership for the elderly, veterans and low-income citizens. Since its partnership began in 2002, Meredith's work has impacted more than 275 homes and 40 nonprofits, including the neighborhood of Gerritsen Beach in Brooklyn, New York, which was devastated by Hurricane Sandy. In 2017, Meredith celebrated its 16-year anniversary with large projects in Des Moines and Chicago. These projects included restoring homes, rejuvenating playgrounds 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, serves on the national Rebuilding Together Board as Vice Chairman.



EARTH DAY TRASH BASH

Meredith sponsors Trash Bash, a community-wide event focused on removing litter from streets and trails; beautifying public lands; and cleaning out invasive plant species. In 2017, more than 1,700 Trash Bash volunteers, including a team from Meredith, collected over 83,000 pounds of litter, tires, brush and more. The combined value of volunteerism and sponsorship for Iowa's largest Earth Day event was more than \$182,000.

Volunteerism and Charitable Giving, cont.



Meredith employees in New York volunteered to screen, sort and package donated items for GOOD+ Foundation.

IOWA STATE UNIVERSITY



THE UNIVERSITY OF IOWA

AMERICAN HEART ASSOCIATION

Chairman and CEO Steve Lacy served as host sponsor and chair of the 2015 Central Iowa Heart Walk. The event raised more than \$410,000, a 7 percent increase from the previous year. Meredith participants raised more than \$70,000 of that total, the most any company has raised in the event's history. Meredith also hosted the 2016 and 2017 Heart Walks on its Des Moines campus and will do so again in 2018.

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 Accounting Writing Program at the University of Iowa's 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.

VETERAN CREMATION URNS

At the 2017 Weekend with WOOD event, WOOD Magazine partnered with tool manufacturers RIDGID and RYOBI to host a charity build at which 160 attendees helped assemble cremation urns for the remains of Iowa veterans who died without funds to pay for interment. They constructed 100 urns—25 each for Army, Navy, Air Force and Marine veterans—and donated them to the Iowa Veterans Cemetery.



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.

National Media Group Community Initiatives

BRAND COLLABORATIONS

ANA National Conference

At the Association of National Advertisers' Masters of Marketing Annual Conference, Meredith hosted a silent auction with products and experiences donated by its brands. The auction—and a Meredith match—raised more than \$25,000, which went to One America Appeal, supporting hurricane relief efforts in Florida, Texas, Puerto Rico and the U.S. Virgin Islands; and GOOD+ Foundation, which works with a national network of organizations to break the cycle of family poverty through the power of donated goods and services.

Cookies for Kids' Cancer

Cookies for Kids' Cancer was founded by Gretchen Witt, a former public relations director at OXO, and her husband after their son Liam died from pediatric cancer. Gretchen had worked with many Meredith food editors in her time at OXO. Those editors—and others—now support Gretchen's nonprofit organization that raises funds for research and development of new and improved treatments for pediatric cancers.

In 2017, food editors from multiple Meredith brands, including Better Homes & Gardens, Rachael Ray Every Day and Family Circle, participated in Cookies for Kids' Cancer's third annual Family Fun Day. Pastry chefs and food editors made crafts and sweets to support childhood cancer research.

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 events 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.

Partnership for a Healthier America

Multiple Meredith brands, including Family Circle, 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.

ALLRECIPES

We AR Community

Allrecipes launched a cross-channel We AR Community charitable initiative to spotlight home cooks who care and inspire others to get involved. Allrecipes profiled families making a difference and showcased unique food-centric charities in the pages of the magazine; created a digital brand page on Allrecipes.com called "The Dish," which featured original videos, articles, user-generated content and recipe collections; and kicked off a social media campaign around #weARcommunity

Allrecipes hosted volunteering and fundraising events, and Meredith offered readers who shared their stories a chance to win a \$1,000 donation to a charity of their choice.

Food Lifeline

Allrecipes.com hosts events and encourages employees to volunteer for and contribute to Food Lifeline, a member of Feeding America that works to combat hunger in Washington state.

Rebuilding Together

Each year, Allrecipes.com sets aside a day for employees to assist with a project in its community.

Pike Place Market Foundation

Allrecipes made a major donation to the expansion of the Pike Place Market Foundation, which provides senior housing, a subsidized childcare facility and a food bank for those in need who live in and around the Market.

FAMILYFUN

generationOn

As part of its Dare to Care initiative, FamilyFun ran a series of profiles featuring kids who give back to their communities. The four profiles appeared in the SHARE section of the magazine. In the October/November issue, *FamilyFun* featured a callout for generationOn's Family Volunteer Day, for which the brand has been a longtime media partner.

The Editor's Note in the December/January issue also encouraged readers and their children to take the Be Fearless Be Kind pledge, part of the Kindness Rising campaign sponsored by Youth Service America and Hasbro's philanthropic initiative. FamilyFun promoted both of these programs on its social channels during November and December.

Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives

RACHAEL RAY EVERY DAY

Rachael Ray Every Day embraces an ethos of helping make the world a better place. The brand 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's helping with hurricane relief efforts in Puerto Rico; and spotlights trailblazers working to get more members of underrepresented groups into the food industry.

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.

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.

MXM

MXM Gives

In 2017, MXM Gives, Meredith Xcelerated Marketing's (MXM) charitable initiative, focused on causes related to poverty alleviation.

In the Des Moines office, employees donated personal-care and food items to Edmunds Elementary School's Backpack Buddies program. MXM also partnered with a local Price Chopper grocery store to give over 1,400 food items to the program. In the summer of 2017, employees held a summer bake sale to benefit Youth Emergency Services and Shelter. The Des Moines office also continually collects box tops to send to local schools in need.

For the seventh year in a row, the MXM office in Troy, Michigan sponsored the Children's Holiday Wish Program, which gives gifts to students with special needs, children in foster care, and children from government-qualified low-income families (those at 150 percent below the poverty level). MXM's support of this organization helps provide these children with Christmas gifts.

In June 2017, employees in the New York office volunteered to screen,

sort and pack children's items that were donated to local families in need. In November 2017, MXM held a toy drive in partnership with United Way.

MXM employees in Culver City, California formed a team to participate in Cupid's Undie Run, which raises money for research to end neurofibromatosis, a rare genetic disorder that can cause tumors to grow on and in the body. The MXM team raised \$2,500 and placed third overall in fundraising. The Culver City employees also organized a "Going to the Dogs" poker tournament to raise money for the Downtown Dog Rescue. During the holiday season, MXM employees in Culver City knitted and crocheted items to donate to homeless shelters, as well as conducted coat and toy drives.

At MXM's office in Arlington, Virginia employees partnered with KIPP DC schools in southeast Washington, D.C., to organize a food drive that resulted in Thanksgiving dinner for 35 families.

For the last four years, the MXM office in Addison, TX, has awarded a student with an MXM Analytics Fellowship.

Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives

MEREDITH PARENTS NETWORK

Meredith Parents Network donated to and partnered with a variety of organizations in 2017, lending support to Nurse-Family Partnership, Children's Neuroblastoma Cancer Foundation, Direct Relief, CPR Party, Cancer and Careers, Red Sneakers for Oakley, Family to Family, and Texas Diaper Bank.

GOOD+ Foundation

Meredith Parents Network and GOOD+ Foundation, which works with a national network of organizations to break the cycle of family poverty through the power of donated goods and services, formed a content-led partnership designed to teach children the crucial skills of humility, empathy and giving back to others. Meredith Parents Network's omnichannel platform focuses on ways parents can foster these skills among their children to create a culture of generosity in their family, community and the world. Parents partnered with GOOD+ Foundation on a Dare to Care initiative that the brand promoted throughout its 2017 magazine issues. In the November issue, *Parents* ran an entire feature on the important work GOOD+ Foundation does, providing moms in need with the baby gear and supplies, medical advice and emotional support they need during pregnancy.

Safe Kids Worldwide

Throughout 2017, Parents partnered with Safe Kids Worldwide (SKWW) to bring awareness to and reduce injuries. A special seal identified fire, sleep, health and playground safety; and the May issue of *Parents* used the SKWW logo to promote Safe Kids Day and the organization's Safe Kids Kit.

Children's Health Fund

Parents publicizes Children's Health Fund's (CHF) efforts to provide medical and mental health care to underserved children through their mobile medical units. Parents Deputy Editor Diane Debrovner is on the Women's Leadership Committee for CHF.

Child Mind Institute

Parents has consistently supported and helped publicize Child Mind Institute's annual Speak Up For Kids campaign to promote National Children's Mental Health Awareness Month. In 2017, the brand partnered with the organization on a survey of parents, which will be highlighted in the May 2018 issue.

Understood.org

Parents has worked with Understood.org to raise awareness about learning and attention disorders. Parents Deputy Editor Diane Debrovner hosted a Facebook Live event with Understood.org's directors and the organization contributed to a May 2017 featured title "A Game-Changer for ADHD."

Make Safe Happen

Parents Deputy Editor Diane Debrovner is on the Advisory Council for Nationwide's Make Safe Happen, which works with other leading organizations, such as Safe Kids Worldwide, to help prevent childhood injuries. Parents has scheduled its coverage of kids' safety content, such as fire and water safety, to align with Safe Kids Worldwide's seasonal initiatives.

Love Libros

Early literacy education is key for school success, yet Latino children continue to lag in speaking and reading ability. Parents Latina is empowering families to create a culture of reading at home through the Love Libros (Love Books) initiative. In the Spring 2017 issue, *Parents Latina* featured a story on the top bilingual books for kids. Readers wrote to the magazine about what children's books inspire their kids for the Summer 2017 issue. In *Parents Latina*'s August/September 2017 issue, the magazine rounded up titles with strong Latino characters to build self-esteem. *Parents Latina* ran an inspiration piece on Latino parents who have created businesses focused on getting kids reading in both Spanish and English for the October/November 2017 issue. Throughout every issue featuring literacy education content, *Parents Latina* carries a special "Love Libros" seal.

TRADITIONAL HOME

National Showhouse Tour

In its 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.

Charities that benefited from the 2017 Showhouse Tour include: the North Central Texas and Houston chapters of the Alzheimer's Association, Southampton Hospital, Modernism Week and The Historic Savannah Foundation

Volunteerism and Charitable Giving, cont.

National Media Group Community Initiatives

EATINGWELL

In December 2017, EatingWell held a drive to benefit three area food shelves: Shelburne Food Shelf, Charlotte Food Shelf and Hinesburg Food Shelf. EatingWell staff also volunteered to support the Burlington School Food Project, which is a food-service and farm-to-school program that connects students and their families with fresh, healthy food.

Recipe for Success

EatingWell partnered with Recipe for Success, which is dedicated to changing the way children understand, appreciate and eat food through educating and mobilizing communities to provide healthier diets for children and their families. They collaborated on the organization's VegOut! 30 Ways in 30 Days program to encourage consumers to eat more vegetables and provide healthy eating inspiration.

The Alliance for a Healthier Generation

EatingWell is the official media sponsor of Team Healthier Generation, a family-friendly endurance training program that raises funds and awareness for The Alliance for a Healthier Generation, an organization that aims to reduce the prevalence of childhood obesity.

SHAPE

CARE

CARE received more than 80 million impressions from in-book and online marketing of the SHAPE Women's Half-Marathon through Meredith networks in 2014, 2015, 2016 and 2017; and also received prominent exposure at the race. As the official charity partner for the event, participants 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.

New York Road Runners

As part of the SHAPE Women's Half-Marathon, Bloomingdale's and SHAPE partnered to host a Yoga for Runners class the day before the half-marathon at the retailer's flagship store in New York City. All proceeds from the class benefited New York Road Runners' Run for the Future program, which provides a 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.

SPECIAL INTEREST MEDIA

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.

Country Gardens

In every issue, *Country Gardens* features people and organizations who are bringing the benefits of gardening to their communities. This year, those stories included an organic gardening program at an elementary school in New York City, and a program that teaches disadvantaged teens the basics of organic flower growing in California. The magazine also included a story about volunteers in Michigan who save native woodland species from proposed construction sites.

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 750,000 pillowcases have been made, donated and recorded on the One Million Pillowcase Challenge website.

In 2017, nearly 2,000 pillowcases were made in Des Moines alone during the 24-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.

At the 2017 SHAPE Women's Half-Marathon, the brand also hosted its second annual Women Run the World Relay & Mentorship Program, which honored 13 notable female leaders across multiple industries and highlighted the importance of supporting, inspiring and empowering the next generation of women. Each of the honorees was paired with a mentee for Run for the Future, and each pair ran or walked a one-mile leg of the course as part of a relay team.

Movemeant Foundation

SHAPE has an ongoing partnership with Movemeant 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.

MEREDITH WEDDINGS GROUP

Wish Upon a Wedding

In October 2017, Martha Stewart Weddings partnered with Wish Upon a Wedding, a nonprofit that grants wedding "wishes" to couples in need, to amplify the organization's message to garner fabric as well as financial support. Through strategic in-book, social and ongoing grassroots marketing, along with public relations extensions, Martha Stewart Weddings is further inspiring others to donate, help and grant wishes for brides-to-be.

WOOD

Orchard Place

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

FAMILY CIRCLE

Partnership for a Healthier America

"Move to Improve," a national challenge co-created by Family Circle and Partnership for a Healthier America, inspired consumers to collectively achieve 20.17 million miles of movement in 2017.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives

KCTV/KSMO

KANSAS CITY, MO

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 in 2017.

Bra Couture

KCTV/KSMO produced public service announcements and provided news coverage and an emcee for Art Bra KC. The event raised more than \$260,000 in 2017.

First Downs for Down Syndrome

By producing a public service announcement and providing news coverage and an emcee for the event, KCTV/KSMO helped this Down Syndrome-awareness fundraising organization raise a record-breaking \$716,000 for the 2017 Step-Up Walk.

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 2017 Light the Night Walk raised more than \$900,000—the most money ever raised for the chapter.

March of Dimes

Through the March for Babies May 2017 event, KCTV/KSMO helped raise more than \$560,000 on the event day for March of Dimes. KCTV/KSMO supplied an emcee and contributed news coverage of the walk, which had more than 10,000 participants.

Project Warmth

Through public service announcements, digital ads and news coverage, KCTV/KSMO helped collect more than 7,000 coats, blankets, gloves and hats for the organization to provide for those in need.

Ronald McDonald House Charities

KCTV/KSMO helped set a single-day fundraising record of more than \$336,000 for Ronald McDonald House Charities. The stations created a public service announcement and featured news coverage of Red Friday, a fundraising day in which all sales of Chiefs Kingdom flags benefited the organization.

Variety—The Children's Charity

Hosting and covering Variety's annual fundraiser, The Variety Show, KCTV/KSMO helped raise nearly \$380,000 for the organization in 2017.

Jazzoo

By producing public service announcements, providing live news coverage and supplying emcees for the event, KCTV/KSMO helped the Kansas City Zoo raise more than \$620,000 and feed hundreds of animals in 2017.

American Diabetes Association

Through public service announcements, news coverage, digital ads and providing an event emcee for the American Diabetes Association, KCTV/KSMO helped raise more than \$150,000 in 2017.

Falling Forward Foundation

KCTV/KSMO assisted in developing a campaign to raise awareness of therapy caps and other barriers that inhibit patients from fully recovering from catastrophic medical events. The stations provided public service announcements, news coverage, digital ads and "Better KC" interviews to bring more people's attention to the foundation.

Just Like You Films

KCTV/KSMO partnered with the nonprofit organization that produces films and creates material that brings awareness and education to communities about subjects including childhood cancer, burns, Down Syndrome and autism.

Children's Stroke Foundation

KCTV/KSMO helped raise money and awareness of the risk of strokes for children. The stations raised \$4,000 in a single event by hosting a Bingo, BBQ and Beers night. The foundation was also featured on "Better KC."

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.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives

KMOV

ST. LOUIS, MO

In February 2017, an EF-4 tornado traveled through Perry County, Missouri, killing one person, injuring dozens and damaging and destroying more than 160 homes. KMOV initiated an on-air fundraising campaign just hours after the tornado hit. Over the next four weeks, the station raised more than \$45,000 for the Eastern Missouri chapter of the American Red Cross to help fund its response to the community.

The Meramec and Missouri Rivers had devastating floods—the result of more than a foot of rain in less than 48 hours—in May 2017. The floods forced hundreds of families to evacuate and caused more than \$54 million in property damage. KMOV launched an immediate fundraising campaign, raising over \$18,000 for local relief efforts through the American Red Cross of Eastern Missouri.

From August through October 2017, KMOV leveraged its news, digital and promotional platforms to raise more than \$182,000 for the American Red Cross and the victims of Hurricanes Harvey and Irma.

Operation Food Search

In November 2016, KMOV partnered again with Operation Food Search for its annual Thanks-4-Giving Food Drive. On one of the coldest days of the year, KMOV employees stood outside Dierbergs grocery stores in Missouri and Illinois from 5:00 a.m. to 7:00 p.m. to collect nonperishable food items. KMOV and Operation Food Search collected food and cash donations totaling \$14,000 to help feed thousands of families in need during the holiday season.

Shriners' Hospitals for Children—St. Louis

Each March, KMOV broadcasts a 13-hour telethon to raise money for the nonprofit children's hospital, which provides specialized treatment and care, regardless of a family's ability to pay for it. Over the past two years, KMOV has raised close to \$180,000 for local children and families in need of the hospital's services.

Pedal the Cause

In 2016 and 2017, KMOV partnered with Pedal the Cause to promote and participate in its annual fundraising event to support cancer research at Siteman Cancer Center and St. Louis Children's Hospital. KMOV's news personalities participated in the organization's event, and the station also raised over \$14,000 for it. KMOV also provided news coverage and on-air and digital promotion, which contributed to more than \$7 million raised in the last two years for cancer research and local patients.

Cardinals Care

KMOV partnered 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 and digital and on-air promotion worth \$75,000 annually in each of the last two years.

For the fifth 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 those at Scott Air Force Base. Since it began, the toy drive has collected more than 5,500 toys and gift cards for area children and military families.

Habitat for Humanity

In 2016 and 2017, KMOV employees donated their time and labor to help build a Habitat for Humanity house for a local family. The station also raises \$50,000 annually to help furnish the home.

Crisis Nursery

For more than 20 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.

KPHO/KTVK

PHOENIX, AZ

In 2017, KTVK and KPHO teamed up with the Tillman Foundation for the 13th 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 28,000 runners. The 2017 Pat's Run raised more than \$1.6 million, making it the most successful in the organization's 13-year history.

KPHO

PHOENIX, AZ

KPHO began the CBS 5 Pay It Forward program in 2009 as a way to give back to the community. Eight years later, it's raised over \$2.5 million for families in need and a variety of charitable causes.

Big Brothers Big Sisters

In October 2017, KPHO raised nearly \$330,000 for Valley Big Brothers Big Sisters through the station's annual Paul's Pay It Forward Car Wash. The week long event has raised over \$1 million for Valley Big Brothers Big Sisters over the past decade.

St. Vincent de Paul

In the summer of 2017, KPHO challenged its viewers to be "Summer Action Heroes" and help the state's homeless and underserved populations. By partnering with St. Vincent de Paul, a society of volunteers, and Walmart, Summer Action Heroes met the needs of thousands of families. The month long drive raised more than \$70,000.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives

KTVK

PHOENIX, AZ

Arizona Humane Society

In 2017, KTVK and the Arizona Humane Society raised funds to provide shelter and life-saving services for the state's homeless and injured animal population. The five-week "Summer to Save Lives" campaign culminated in a live 90-minute telethon on KTVK that raised close to \$530,000 for the Arizona Humane Society.

Childhood Hunger Drive

In September 2017, KTVK joined forces with Bashas, Food City, Safeway and Albertsons Stores statewide for a month long campaign, raising almost \$715,000 for food banks and pantries that serve food insecure children across Arizona.

Christmas Angel

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 2017 holiday season. The Christmas Angel program is now operating in cities across the nation.

KPTV/KPDX

PORTLAND, OR

The Bite of Oregon

For the past nine years, KPTV/KPDX have supported The Bite of Oregon, a Special Olympics benefit, raising over \$1.3 million. One of Portland's most popular events, The Bite celebrates Oregon, its food, people and quality of life.

Children's Cancer Association

KPTV/KPDX host and promote an annual telethon for the Children's Cancer Association. The stations also support the organization's annual car raffle and fundraiser, Hearts of Joy. Over the past five years, the stations have helped Children's Cancer Association raise close to \$4 million.

FOX 12 Toy Drive

Each year, KPTV/KPDX hold a month long holiday toy drive, collecting thousands of new toys to distribute to more than 130 local children's charities. In 2016, the drive collected more than 70,000 toys to distribute.

Lines for Life

For the past two years, KPTV/KPDX hosted a telethon for Lines for Life, a nonprofit organization dedicated to preventing abuse and suicide. The stations' support has helped raise almost \$40,000, which helps serve people with addiction and mental health issues; prevents suicides through the reduction of suicidal risk and ideation; connects people with intervention services; and provides referrals for treatment and drug prevention services.

WGCL/WPCH

ATLANTA, GA

The Salvation Army

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

Page Turners Make Great Learners

WGCL/WPCH teamed up with Page Turners Make Great Learners and the Georgia Department of Education to give books to children in need. The stations have distributed 20,000 new and used books to elementary schools located throughout the Atlanta metro area.

WHNS

GREENVILLE, SC

WHNS partnered with Ingles grocery stores in 2017 for a 10-day, 10-different-cities hurricane relief drive for the victims of Hurricanes Harvey and Irma. WHNS collected 12 tractor-trailers full of supplies, plus \$7,500 in cash donations.

The Salvation Army

WHNS annually participates in the organization's Bell Ringing kickoff and Angel Tree project. The station features its anchors and reporters ringing The Salvation Army bells during the newscast on the day of the kickoff. WHNS is typically the largest media fundraiser for the event. The station has been the exclusive media partner for Angel Tree for the past seven years, during which it has gathered hundreds of thousands of dollars' worth of toys for underprivileged children.

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 also raised close to \$15,000 in employee contributions through the United Way's 2017 fundraising campaign. In addition to fundraising, WHNS supports United Way initiatives, including Be a Bunny and Tools for Schools projects, in which employees put together Easter baskets and backpacks, respectively, for students at underprivileged schools.

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 as part of the program.

Volunteerism and Charitable Giving, cont.

Local Media Group Community Initiatives

KVVU

LAS VEGAS, NV

Take 5 to Care, KVVU'S community outreach program, has helped raised 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 a hundred 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 2017, the Surprise Squad provided gifts to 12 nominated individuals to thank them for giving back to the community.

The Salvation Army

WSMV's annual promotion helped The Salvation Army's Angel Tree program collect more than 65,000 gifts. Through its day of giving partnership with The Salvation Army, WSMV raised another \$20,000 for the holiday program.

Nashville Rescue Mission

WSMV raised awareness for the nonprofit organization during its spring and fall campaigns, raising more than \$350,000.

Second Harvest Food Bank

In 2016, WSMV was the exclusive partner of Second Harvest Food Bank's Hunger Action Month. The station raised awareness for the program and its month-long activities. The campaign generated thousands of pledges to help feed the hungry, as well as more than \$250,000 in donations.

Warm Coats from Warm Hearts

WSMV collected more than 7,000 coats for free distribution to Middle Tennesseans in need. WSMV has been the organization's partner since its inception in 1999.

WALA

MOBILE, AL/PENSACOLA, FL

National Down Syndrome Society

In October 2017, WALA gave a donation and on-air promotion to the 10th annual Buddy Walk in Mobile, which celebrates Down Syndrome Awareness Month and promotes acceptance and inclusion of people with Down Syndrome.

Baldwin County Drug Court Foundation

The station donated to and provided on-air promotion for Baldwin County Drug Court Foundation, which offers those facing criminal drug-use and/or possession charges the opportunity to enter a substance abuse recovery program rather than serving jail time.

Light the Village

WALA delivered on-air promotion for the organization, which provides programs for those impacted by crime and poverty in the Mobile area.

American Heart Association

A WALA anchor organized a team of volunteers to raise money and participate in the Heart Walk.

St. Jude Children's Research Hospital

In September 2017, a WALA reporter organized a fundraising team for the St. Jude Walk/Run to End Childhood Cancer, and the station promoted the event on air.

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.

WSHM/WGGB/EGGB

SPRINGFIELD, MA

The Jimmy Fund

WSHM/WGGB/EGGB employees volunteered in the registration booth and organized teams to participate in a 5K run/walk for the organization, 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 benefiting The Jimmy Fund.

Toys for Tots

WSHM/WGGB/EGGB 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.

The Salvation Army

The stations were a collection point for Coats for Kids, which collects gently used winter gear for children. WSHM/WGGB/EGGB also run on-air promotions to support the coat drive.

United Way of Pioneer Valley

WSHM/WGGB/EGGB hosted a collection point at which community members could donate backpacks and school supplies for homeless children. The stations also support the initiative with on-air promotions.

Human Resources



At Meredith, employees are the Company's most important resource. Meredith seeks employees who embody and live values such as integrity, creativity, courage, initiative, passion, energy, teamwork and respect for others. Meredith favors an entrepreneurial style and rewards excellent achievement. It's 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.

When interviewing candidates for employment at Meredith, the Company uses "targeted selection," a behavioral-based interview technique. This approach, along with others that focus on an applicant's professional and technical expertise and commitment to the Company's core values, ensures that every employee selected fits the competency requirements of the role he or she is pursuing. During the interview process, applicants are asked questions that explore cultural fit in areas such as collaboration, innovation, relationship building and judgment. These competency areas can be tied back to Meredith's core values and culture.

In 2017, Meredith's National Media Group rolled out a new mission statement and values. The mission statement—Achieve Daily. Dream Big.—reflects a new focus for the National Media Group, and guides its four core values of being in it together, playing to win, having heart and having fun. From these values came five committees—culture; team-building; awards and recognition; training and development; and communication and feedback. They work closely with the inclusion committee, cultivating the National Media Group's culture in the areas of greatest importance to employees.

A Successful Start with Meredith

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

- A new-employee orientation program called the Meredith Insider. It includes self-directed informational video modules, as well as policy documents, to guide new employees through learning the Meredith culture.
- Welcome letters from the Meredith Inclusion Committee to engage new employees and tell them about associated volunteer opportunities.
- 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.

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, and in 2017 Meredith increased the company match. More than 90 percent of employees participate in its 401k plan. Meredith also offers qualified and non-qualified pension plans. Fewer than 50 percent of Fortune 100 companies have pension plans.
- 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

Human Resources, cont.

to all eligible employees through a personalized, comprehensive Total Compensation Statement.

- For the past several years, Meredith has offered a summer hours program for employees. In 2017, employees received eight hours of paid leave during each two-week pay period from Memorial to Labor Day.
- The vacation schedule for new hires and Meredith employees with fewer than three years of service was increased to three weeks, effective January 2018.
- Meredith participates annually in industry surveys to benchmark its programs and ensure overall pay levels are commensurate with the marketplace.
- In 2016, Meredith partnered 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.
- Meredith expanded maternity and parental leave benefits in 2016 to extend the number of paid weeks for maternity leave; increase returning birth-giving mothers' number of sick days to use for personal or child's illness; and provide more paid parental leave for the spouse/domestic partner or non-birth giving parent.
- 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 uses a performance management system that focuses on goal setting and annual reviews. Employees are evaluated on job-related performance standards that are applied fairly and reasonably. 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

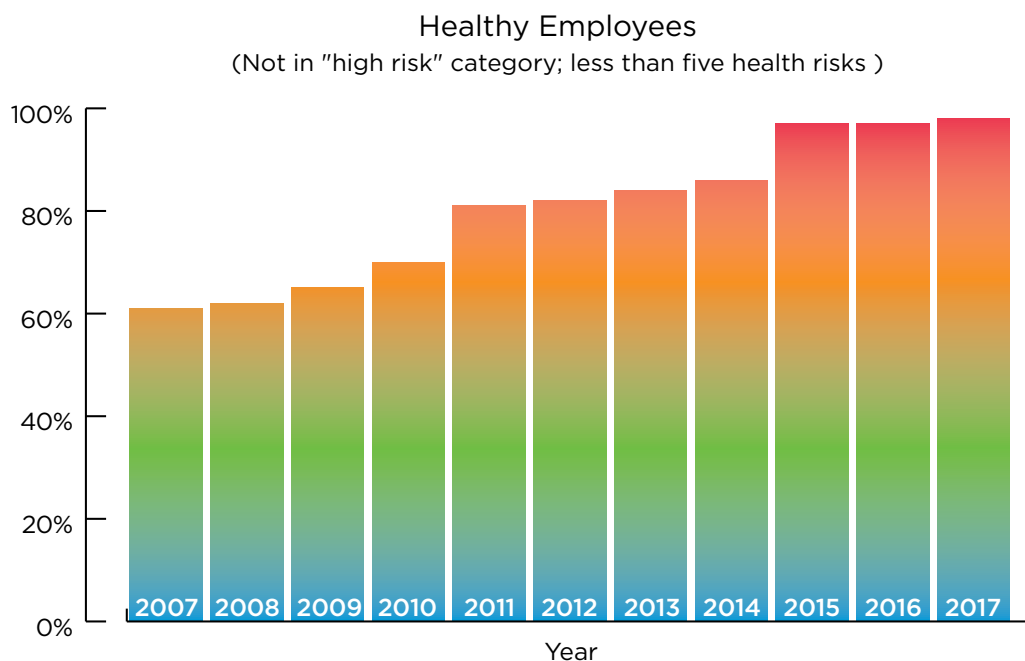


Meredith has an extensive and award-winning wellness program that is available to employees and their spouses/domestic partners. It includes initiatives related to physical and financial wellness; nutrition and healthy eating; and stress management.

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 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.



Wellness, cont.



Diane Duenez, KMOV, used Meredith's wellness program and its fitness subsidies to help support her training for an Ironman 70.3.

All senior executives participate in the program and encourage their teams to do so. In 2017, over 90 percent of Meredith employees and spouses/domestic partners participated in the wellness program. In addition, only 16 percent of Meredith employees have three or more health risks, a drop of nine 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-Level Status in the 2017 Workplace Health Achievement Index* 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

In Des Moines, all employees and their spouses or domestic partners have access to a free 24-hour fitness center and more than 200 exercise classes each month. In addition, an on-site medical office is available during regular business hours.

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



Lisa Fraleigh
MXM Detroit

2017 Lifestyle Change Award Recipient

In the summer of 2016, MXM account executive Lisa Fraleigh made the decision to take control of her physical wellness. Lisa decided to team up with a coworker in her Troy, Michigan office to complete her first 5K. She began working out at home, attending a boxing club and bringing fresh, home-prepared lunches to work. With an active lifestyle and healthy meals from her own kitchen, Lisa lost over 30 pounds. Since then, she has competed in multiple 5K races and taken full control of her physical and mental health. Lisa inspires her coworkers to live their fullest, healthiest possible lives. She was even a team captain for the Meredith Wellness Challenge, encouraging her team to get active daily.

Inclusion



Audience members listen to Bosnian refugee, U.S. Army veteran and well-known Des Moines photographer Mirza Kudic during an Iowa International Center Dialogue Series program at Meredith headquarters.



Ancestry.com representatives and Meredith employees who participated in a panel discussion spoke about how, from a global perspective, all Meredith employees are connected through shared family histories.



Meredith employee Denice Pigott participates in a Pride Day celebration, part of the Meredith Inspires Series, at the New York offices.

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, gender, creed, religion, age, disability, sexual orientation, marital status, military service or any other characteristic. Meredith values a diverse workforce.

Meredith wants every single employee to feel welcome and valued at the Company. The goal of its inclusion program is to increase awareness and create greater appreciation and understanding among its employees of all backgrounds and cultures.

Meredith's inclusion committee has focused its work in the areas of education, events, and community support and involvement. The committee surveyed employees at the start of the inclusion program in 2011, and again in 2015. The survey responses guide the inclusion activities the committee offers. Following are some examples of projects the committee has undertaken:

- Partnering with the Iowa International Center to host its monthly Dialogue Series, which gives the public the opportunity to engage locally and learn about key global topics. In 2017 the Dialogue Series completed its third season at Meredith in Des Moines, and has featured diverse presenters such as Brazilian musicians from the favelas of Rio de Janeiro; refugees recognized for volunteering and giving back to their communities; and a Bosnian refugee and U.S. Army veteran who is now a well-known local photographer.
- Initiating the Meredith Inspires speaker series at the Company's New York offices in 2016 to recognize and celebrate the diverse backgrounds and talented individuals within Meredith and the larger metro area. The goal of the program is to help cultivate meaningful relationships among employees, encourage communication and collaboration among departments and foster creativity and interaction throughout all levels of the Company. In 2017, the inclusion committee hosted a variety of Meredith Inspires events, such as an educational presentation from a transgender employee and an employee with a transgender child; a women's leadership in business panel; and a Black History Month celebration including a documentary viewing and musical, dance and spoken word performances.
- Hosting an employee lunch featuring meal options from a variety of international cuisines following the annual all-employee meeting in Des Moines. A diverse selection of food trucks gathered at Meredith headquarters, where employees could choose plates they'd like to eat. Inclusion committee members served desserts from around the world. A local band also performed Latin music while employees dined outside.
- Sponsoring the Iowa Women Lead Change Conference and giving 50 employees the chance to attend.
- Teaming up with Ancestry.com for a special event in Des Moines showing, from a global perspective, how Meredith employees are connected through their family histories.
- Sponsoring Des Moines multicultural events such as the Latino Heritage Festival, CelebrAsian and the World Food and Music Festival.

Inclusion, cont.



- Creating electronic lobby screens to highlight the many diverse holidays employees celebrate.
- Financially supporting and walking in the Capital City Pride Parade, as well as hosting Pride-education forums.
- Presenting the documentary *Ride for Rights*, following Team Shirzanan, a group of seven elite female Muslim athletes and a dozen Iowa natives who rode in the Register's Great Annual Bike Ride Across Iowa (RAGBRAI) in 2015 as part of an awareness campaign to promote female sports participation as a fundamental global right.
- Hosting a holiday reception highlighting the traditions of many different cultures, with music provided by the Des Moines Gay Men's Chorus.
- Hosting a Greater Des Moines Partnership Multicultural Reception.
- Hosting a celebration of Martin Luther King Jr. Day that included showing the "I Have a Dream" speech, followed by a panel discussion featuring a local leader who marched with Dr. King. The program opened with a song about Dr. King, written by one of Meredith's employees.
- Hosting a concert by Des Moines Roosevelt High School's Bridges 2 Harmony Gospel Choir.

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



In celebration of Black History Month, Meredith hosted African dance and musical performances for its employees in New York.

Environmental Sustainability Mission Statement

Nine years ago, we formed the Meredith Sustainability Task Force to support our company's 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."

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 three 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.

We created the following project charter to guide our efforts:

We will...

- Develop best practices for effectively managing waste, paper, water and energy consumption across the organization.
- Raise consumer awareness of environmental issues by delivering inspiring, meaningful content through all media channels.
- Encourage employees, suppliers and clients to embrace sustainable and restorative practices through ongoing education.
- Continually measure our progress as we work to become more environmentally sound.



Stakeholder Engagement



In 2014, Meredith's Sustainability Task Force undertook a stakeholder engagement process to help identify and focus on issues that are most relevant to Meredith's business.

Meredith's Sustainability Task Force interviewed representatives from nine internal departments and four external business partners regarding economic, social and environmental topics. Their input about the most relevant issues for Meredith reinforced and strengthened the Task Force's work in the past, while illuminating areas that need attention, measurement and improvement.

The Task Force also reviewed external competitors' sustainability and corporate social responsibility reports. The reports covered some economic topics, but mostly social and environmental aspects of sustainability.

Internal Departments Interviewed

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

External Partners Interviewed

- CDS Global
- Quad Graphics
- New Page
- TNG Distribution

In 2017, the Task Force began revisiting the formal stakeholder engagement process to fine-tune its areas of focus, priority projects and potential gaps in the sustainability program. The same internal departments—and two new departments—received an online survey to complete. Five competitor reports that have been released since the first stakeholder engagement process are being added as benchmarks. They are: 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, including finding good benchmarking.

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 two years, over 30 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. and Canada. 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 areas identified by stakeholders and the Sustainability Task Force.

ENVIRONMENTAL SUSTAINABILITY AMBASSADORS

Lauren Lastowka

Content Editor, Meredith Content Licensing
Shelburne, VT

Kristin Kline

Account Manager,
Database Marketing Services
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

Associate Director of Activation, Client Services
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

Laurel Berenguer

Human Resources Director, WGCL/WPCH
Atlanta, GA

Laura Peña

Human Resources Director, KTVK/KPHO
Phoenix, AZ

Peggy Milner

Controller/Human Resources Director, KMOV
St. Louis, MO

Teresa Stedman

Human Resources Director, KPTV/KPDX
Beaverton, OR

Deborah Mills

Human Resources Director, WSMV
Nashville, TN

Kati Weis

Reporter, WALA
Mobile, AL

Leigh Champion

Accounting/Human Resources Director,
WHNS
Greenville, SC

Donna Howell

Human Resources Manager, WALA
Mobile, AL

Pam Manor

Accounting/Human Resources Director,
WNEM
Saginaw, MI

Dale Tunender

Director, Premedia Quality Services
Des Moines, IA

Paige Jordan

Associate Marketing Manager,
Meredith Parents Network
New York, NY

Terry Lysogorski

Office Manager, EatingWell
Shelburne, VT

Risa Quade

Assistant Editor, Garden Group
Des Moines, IA

Kim Schwartz

Office/Facilities Coordinator,
Los Angeles, CA

Anne Gilhool

Account Manager,
Meredith Parents Network
New York, NY

Marissa Yardley

Senior Copywriter, MXM
Detroit, MI

Danielle Williams

Office/Facilities Manager, Meredith Digital
Seattle, WA

Cathy Lemieux

Senior Production Manager, MXM
Detroit, MI

Stephanie Caruso

Senior Operations Manager, MXM
Windsor, ON

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 of Strategic Sourcing, Newsstand
and Production Operations
Des Moines, IA

Jennifer McCoy

Director, Corporate Communications
Des Moines, IA

Katie Miner

Representative, Corporate Communications
Des Moines, IA

Adam Hammes

Sustainability Consultant,
Corporate Communications
Des Moines, IA

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:

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



Jill Waage, Traditional Home Editor in Chief (center), accepts the Business Support Award from the Iowa Park and Recreation Association.

Materials

Paper Purchasing

In the Sustainability Task Force's stakeholder interviews, Meredith departments ranked “materials” as the No. 1 environmental sustainability aspect. “Materials” ranked second in competitor reports. The focus of materials is largely paper, but also includes a selection of other safe and responsible materials.

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.

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, such as the Forest Stewardship Council (FSC) and the Sustainable Forestry Initiative (SFI). A variety of labels can be used to distinguish the level of certification. For example, if a product is labeled “FSC Pure,” it must contain 100 percent FSC land-certified fibers. An “FSC Mixed Sources” label indicates a combination of certified and non-certified fibers.

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.

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 certification to companies. To claim FSC or SFI certification, companies must meet specific standards for forest management and obtain CoC certification, tracking their paper supply from end user to certified sources.

Materials, 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.

Meredith Corporation is a supporter—with other media companies, paper companies and catalogers—of Recycling Works in Publishing (RWIP). RWIP is a member of The Recycling Partnership whose goal is to increase curbside recycling in communities throughout the U.S.

RFP Environmental Guidelines

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—Comply with all environmental and forestry laws and regulations applicable to their federal, state and local origins of operation. Sustainable management of forests and other natural resources is required. Continuous improvement of environmental performance is expected.

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

Materials, cont.

Production

Meredith has saved 2 million pounds of paper annually by reducing magazine basis weights—or 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.

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 practices to save paper, ink and toner cartridges.

Meredith has saved 2 million pounds of paper annually by reducing magazine basis weights—or the thickness of the paper.

Meredith PreMedia is also piloting projects 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.

Additionally, Meredith 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. 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.

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

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.

Materials, cont.

Consumer Marketing

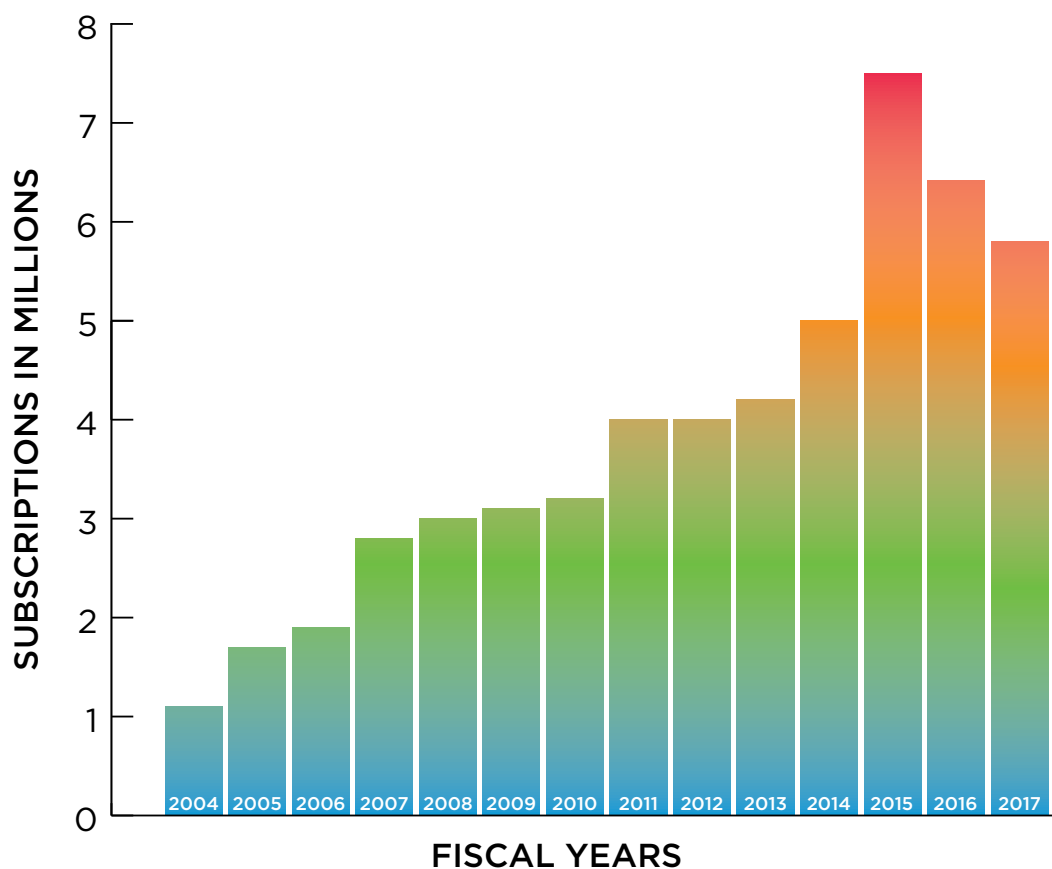
Due to this process, as well as other initiatives, Meredith has reduced the number of copies printed and distributed to its retail channel by more than 59 million copies since 2009. Meredith's wholesale partners then recycle unsold copies and sell the material to paper producers around the world.

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

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 2017.

Meredith has also made great strides in reducing the size of direct mail packages. In 2017, the current standard package uses 50 percent less paper than the standard package used in 2008. Meredith currently makes 22 of its titles available across one or more of the six major digital newsstands and major tablet devices: Apple/iPad, Amazon/Kindle Fire, Barnes & Noble/Nook, Google Play, Zinio and Texture.

Subscriptions Generated Online



Transportation



A major aspect of Meredith's National Media Group business involves ensuring magazines are transported to readers for consumption. Transporting reporters and photographers to locations where news is happening is also key within the Local Media Group.

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 Musical Festival; and BCycle—Des Moines' bicycle-sharing system—recently installed a station at Meredith headquarters.

Transportation, therefore, is an important consideration for Meredith's environmental sustainability efforts. Meredith is in the process of identifying key metrics surrounding transportation, including: flight miles, car rental miles, fuel consumption, digital delivery of its media, and efficient transportation of its paper products from printing to distribution. This data will help Meredith's sustainability committee identify ways to reduce corporate travel in the future.

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 their effect on company travel for the Meredith Xcelerated Marketing office in Arlington, Virginia. 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 program increases while travel and associated costs decrease. As a result, Meredith is working to ramp up WebEx use and reduce travel across the Company.

For example, Meredith's National Media Group President 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.

Employee Incentives

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.

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.

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

Transportation, cont.

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.

National Media Group Transportation Initiatives

MEREDITH DIGITAL

SEATTLE, WA

Meredith Digital in Seattle 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.

Local Media Group Transportation Initiatives

KMOV

ST. LOUIS, MO

KMOV has a cooperative agreement with another St. Louis station for helicopter coverage, helping reduce fuel consumption and pollution.

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.

KPTV/KPDX

PORTLAND, OR

KPTV/KPDX replaced older, inefficient vehicles with new fleets of hybrid autos.

KVVU

LAS VEGAS, NV

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

WGCL/WPCH

ATLANTA, GA

WGCL/WPCH have an automotive fleet of 17 Class E-certified vehicles and five fuel-efficient vehicles that reduce gas consumption by 30 percent. The majority of WGCL/WPCH’s automobiles emit low levels of vehicular emission. WGCL/WPCH’s diesel vehicles emit lower levels of sulfur, as well. The station is also forming cooperative agreements for helicopter service.

WNEM

FLINT/SAGINAW, MI

WNEM purchased automobiles with better fuel economy 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.

Energy

Greenhouse Gas Emissions

The Sustainability Task Force's stakeholder interviews ranked “energy” as the No. 3 environmental sustainability aspect. It was ranked No. 1 in competitor reports. “Energy,” in this regard, is focused on responsible consumption—mainly on the constant use of electricity—but includes other energy-related issues, as well.

In 2010, Meredith committed to reducing its greenhouse gas emissions by 20 percent over the next five years. The Company reached that goal in 2012—three years before its 2015 deadline. Meredith is using new software to track data to set its next goal.

Manufacturing 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.

Facilities

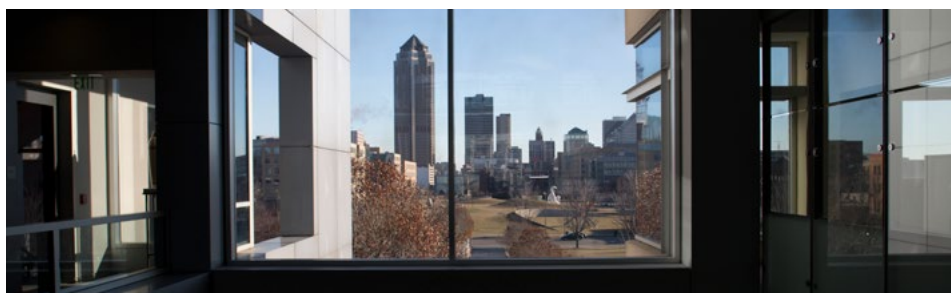
In 2009, the Facilities team constructed a new data center, incorporating new energy-efficient equipment and processes. The heating ventilation air conditioning (HVAC) system incorporates a glycol loop, or “free cooling,” so that data servers can be cooled with much less electricity during colder months.

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 necessary. Meredith has also migrated many services to cloud-based. Each move now results in a smaller data center footprint. This trend will continue as technologies mature and opportunities arise.

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.

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.

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.



Energy, cont.



The Facilities department is constantly upgrading lighting systems, which are 95-percent fluorescent, to increase efficiency. As technology has evolved, Meredith has moved to using the latest generation ballasts and lamps throughout the buildings. Most lamps have been converted to T8 or T5, which are more efficient than previously used T12 lamps. In addition, the Locust South parking ramp lighting was entirely replaced in 2013. The parking structure is lit with highly efficient, motion-sensor LED lighting. In 2015, general office lighting started being replaced with LED fixtures, and two floors have now been completed. In 2017, lighting in the Locust North parking ramp was converted from metal halide fixtures to LED fixtures.

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.

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.

Energy Tracking

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 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. Meredith had also earned more than \$120,000 in incentives by making these energy-efficient upgrades.

As part of Meredith's continued efforts to identify needed maintenance, equipment failure and opportunities for energy-efficiency retrofits, the Facilities team has partnered with the Local Media Group to use the Environmental Protection Agency's Energy Star Portfolio Manager, a free software program that has the potential to deliver 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 underway to compare stations and offices to uncover and share possible energy- and cost-saving practices across Meredith. In some locations, energy companies even offer incentives to subsidize energy-efficiency projects. This data will also be instrumental as Meredith sets future goals for reduced energy use and greenhouse gas emissions.



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 Initiatives

MEREDITH DIGITAL

SEATTLE, WA

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

Local Media Group Energy Initiatives

KCTV/KSMO

KANSAS CITY, MO

KCTV/KSMO added variable frequency drives (VFDs) to their 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 their building.

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/cooling system in 2017.

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 staff and crews are out of the office.

Local Media Group Energy Initiatives cont.

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.

WGCL/WPCH

ATLANTA, GA

Three years ago, WGCL/WPCH built a new studio focused on saving energy. The addition included high-efficiency lighting and monitors that reduce heat and power consumption by 25 percent. About 50 percent of the batteries WGCL/WPCH use are also high-efficiency.

KPTV/KPDX

PORTLAND, OR

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

KPTV/KPDX use high-efficiency computer monitors.

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

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 265 to 675 watts.

Both programs have shown some reduction in power cost.

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.

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.

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.

WSHM/WGGB/EGGB

SPRINGFIELD, MA

WSHM/WGGB/EGGB changed their studio lights—and those in most other areas of the stations—to LED as a way to save energy.

Waste

The No. 4 environmental sustainability aspect ranked by internal Meredith departments in the stakeholder interviews was “waste,” which ranked No. 3 in competitor reports. “Waste,” in this aspect, focuses on efficient use—mainly concerning paper—but includes other materials, such as IT equipment and cafeteria waste.

Three departments believed “waste” to be in the top three most relevant environmental sustainability aspects for Meredith. Four external stakeholders believed “waste” to be a relevant environmental sustainability aspect for Meredith.

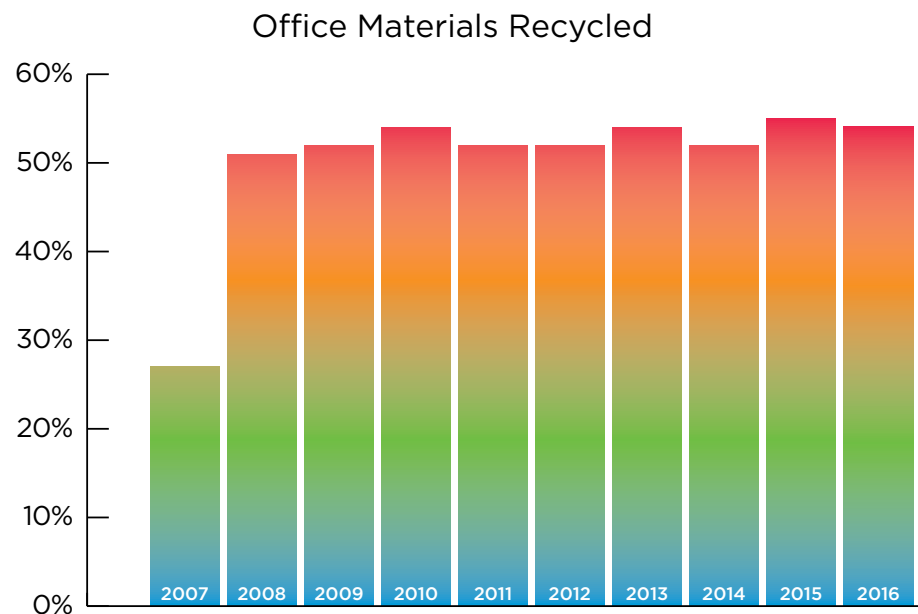
IT Equipment Disposal

Meredith donates used technology equipment or transfers materials and uses environmentally friendly disposal methods when equipment must be altogether discarded. In addition, Meredith has established a disposal relationship with Apple to ensure proper disposal of equipment. As part of Meredith's partnership with Apple at its Des Moines, New York and Seattle offices, Apple typically picks up equipment to recycle two to three times per year. The equipment is ground up and divided into raw materials—at no cost to Meredith. In Seattle, Friendly Earth also provides free e-waste recycling of items such as computers.

Office Materials

Recent efforts to recycle office materials have reduced Meredith's total waste. The Company now recycles more office materials, such as cardboard, paper and plastics, than it sends to landfills. Meredith has steadily increased its recycling efforts and it now recycles more than half of its waste, compared to 25 percent in prior years.

Meredith has instituted paper-reduction activities company-wide. The Company reduced paper weights from 28 to 20 pounds in its Des Moines offices. One of Meredith's stations, KVVU in Las Vegas, has also reduced its paper weights to 20 pounds. Across the Company, Meredith reduced its paper usage in 2017 by close to 900,000 sheets of paper—the equivalent of 107 trees—by printing double-sided. Additionally, all Meredith printers use recycled toner.

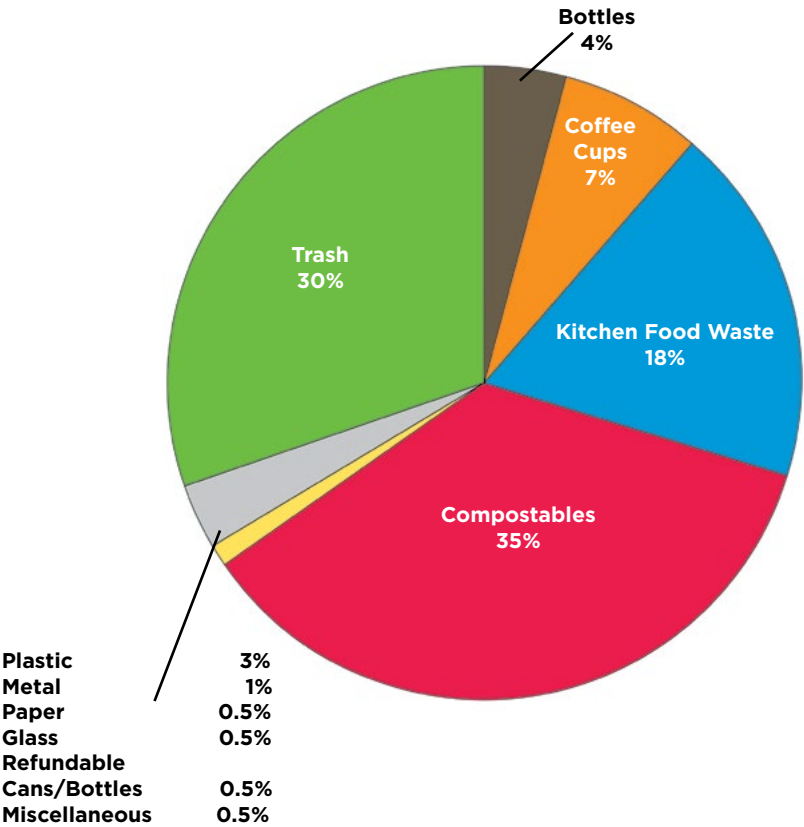


Waste

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 will help us identify diversion, reduction, recycling and employee-education programs to further reduce our waste.

Des Moines Waste Stream Percentage by Volume



Meredith employees complete a waste audit at Des Moines headquarters.

Waste

Corporate Cafeteria



Meredith employee Vance Watts is “caught” using his Meredith mug, earning him a discount on his coffee.

Meredith’s corporate cafeteria, which also handles coffee supplies for each coffee machine at the Des Moines headquarters, eliminated all Styrofoam containers and replaced them with recyclable alternatives.

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.

Each week, an employee who is “caught” using his or her reusable Meredith mug receives a prize. Employees who use their mugs when purchasing a drink in the cafeteria also receive a discount.

Since the program’s implementation in early 2017, Meredith has saved over 13,000 disposable cups and 11,000 disposable lids from landfills.

Meredith’s trash audit also discovered more than 18 percent of the headquarters’ garbage was kitchen waste. Meredith found a local chicken farmer—Halfacre Farms—which was interested in taking the food waste for animal feed. In March, the Facilities department and corporate cafeteria launched a pilot composting program for cafeteria food waste. An average of more than 10 gallons and over 40 pounds of food waste was picked up daily.

Due to the success of the composting program, it expanded into Meredith’s Test Kitchen and photo studios for food photography. As a result, composting increased three-fold to an average of 32 gallons and nearly 125 pounds per day. Since March 2017, Meredith has kept almost 5 tons of compostable materials out of landfills.

In 2015, the 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 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.

Meredith’s corporate cafeteria now uses only cage-free eggs.

In New York Meredith’s coffee supplier switched to using Reunion Island’s biodegradable coffee pods instead of the plastic pods previously used for the single-serve coffee machines.

National Media Group Waste Initiatives

MEREDITH DIGITAL

SEATTLE, WA

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

Each desk and common area in the Seattle office 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.

FAMILYFUN

For FamilyFun's audience, reducing, reusing and recycling are not chores, but rather opportunities for creative fun and passing on important values to their children. The magazine's Create section offers craft ideas for families that often turn landfill-destined materials into kid-friendly art projects.

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.

SPECIAL INTEREST MEDIA

100 Ideas Flea Market Style and *Best of Flea Market Style* teach readers to repurpose flea market finds into stylish, inexpensive home décor.

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.

MXM

Employees in Culver City 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 only 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.

Local Media Group Waste Initiatives

KCTV/KSMO

KANSAS CITY, MO

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

The stations also provide biodegradable coffee pods for employees.

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.

KPHO/KTVK

PHOENIX, AZ

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

The stations also donate old cell phones for distribution and reuse at women's shelters.

Local Media Group Waste Initiatives, cont.

KPTV/KPDX

PORTLAND, OR

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

The stations have eliminated paper and Styrofoam cups at their 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 use bowls, plates and other utensils made from corn.

WFSB

HARTFORD/NEW HAVEN, CT

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

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 an auto-refill for water bottles.

WGCL/WPCH

ATLANTA, GA

WGCL/WPCH operate a station-wide recycling program and have an on-site recycling station for employees.

WNEM

FLINT/SAGINAW, MI

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

WSHM/WGGB/EGGB

SPRINGFIELD, MA

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

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

KVVU

LAS VEGAS, NV

KVVU has paper-, cardboard- and plastics-recycling bins throughout its offices.

WALA

MOBILE, AL/PENSACOLA, FL

United Cerebral Palsy picks up the station's toner cartridges and electronics equipment as a recycling service benefiting the organization.

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 a landfill.

WALA also has recycling bins for plastic bottles and aluminum cans located throughout its building.

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 has 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.

Water



Facilities

Meredith's Sustainability Task Force feels that water is an issue of growing concern, and interviews with external stakeholders revealed its paper suppliers and printers believe water should be considered an environmental sustainability aspect. The Task Force is primarily focused on responsible consumption of water at Meredith, mainly in printing, but in other office uses, as well.

Meredith is in the process of identifying key metrics surrounding water, including: potable gallons consumed in its facilities, irrigation of landscaping and supply-chain water issues with printing.

Meredith developed a 21,000-square-foot green roof with trees and grass 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 system 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 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 will be evaluating new projects.

National Media Group Water Initiatives

Meredith brands, including Better Homes & Gardens, EatingWell and Successful Farming, create both digital and magazine content related to water conservation. BHG.com produces articles on water-wise landscaping, eco-friendly toilets and water-saving remodels. *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'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.

Water, cont.

Local Media Group Water 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.

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.

KCTV/KSMO

KANSAS CITY, MO

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

Overall Initiatives

National Media Group 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

Through its Smart Home channel, 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

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

FAMILYFUN

For more than 25 years, FamilyFun has promoted time-honored, earth-friendly activities to its readers. FamilyFun approaches green living broadly, through the lens of what matters to families. Examples include spending time in nature, creatively repurposing household materials,

making food from scratch and encouraging children to conserve. Magazine sections and features regularly present green products, gardening, nature outings, Earth Day activities and community volunteering.

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.

National Media Group Overall Environmental Initiatives, cont.

MIDWEST LIVING

Midwest Living and its website often include short features on environmentally friendly concepts, along with products, appliances and fixtures that are energy-efficient. Past editorial coverage has included green hotels for travelers; ways to make gardens more environmentally friendly; how to cook with locally produced foods; and recyclable home-decorating materials.

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.

SHAPE

The SHAPE Women's Half-Marathon does not require any paper registration, and more than 80 percent of the communication does not require paper. The half-marathon also has recycling bins located at the race site. To reduce waste, SHAPE Women's Half-Marathon donates unused food. 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.

MEREDITH WEDDINGS GROUP

mywedding.com regularly features eco-friendly content on its blog. Since 2010, mywedding.com has incorporated influential voices from the eco-friendly wedding community into its content schedule.

Martha Stewart Weddings also features content with an environmental angle, particularly in March and April to celebrate Earth Day.

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 2017, *Parents* featured a couple who opened a flower farm in Connecticut, where even their kids work the land and love it. *Parents'* annual program, "Best Family Cars," featured the year's best eco-friendly options for families, and "A Lawn that Loves You Back" offered great service for readers about treating their grass and garden naturally to keep kids and pets safe.

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. *Parents Latina's* editorial content related to cleaning makes a point to highlight natural alternatives, especially preparing a baby's nursery. The brand also covered how to make over a fridge to eat healthier and waste less, the health perks of spending time outdoors and how to raise kids who care.

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 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 telling its story.

Local Media Group Overall Environmental Initiatives

KPTV/KPDX

PORTLAND, OR

KPTV/KPDX’s coverage of eco-friendly initiatives and practices is part of the stations’ 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.

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 WHNS’ website showcases eco-focused stories. The page is promoted on-air during newscasts featuring environmental segments.

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.

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**.