

UncommonGoods

We meet the same high standards for business practices that we set for the Uncommon Collection.

UncommonGoods' mission statement:

<http://www.uncommongoods.com/static/mission.jsp>

Fair Wage - UncommonGoods pays employees a starting wage of \$14.50/hr., which exceeds the New York-Northern New Jersey-Long Island, NY-NJ-PA Metropolitan Statistical Area's living wage.

- Local (New York State) minimum wage: \$11.00
- Federal minimum wage: \$7.25
- Living wage of New York-Northern New Jersey-Long Island, NY-NJ-PA Metropolitan Statistical Area: \$14.45
- Additionally, year-round, full-time team members and part-time year-round team working more than 20 hours/week are eligible for benefits and are offered stock options.

PTO - It is the policy of the Company to provide annual PTO for adequate rest and relaxation. All Year Round Team Members are eligible for Paid Time Off ("PTO") according to their years of service. PTO can be used by a Team Member to take a vacation, personal time off or in the event an employee is ill. PTO is accrued from the date hired, and ranges from 20 vacation days in the first year to 30 days in the 7th year. Part-time, year-round team members accrue vacation time on a similar schedule, from 11 days in the first year to 17 days in the 3rd year.

Team members are eligible for 1 paid volunteer day per year.

UncommonGoods also grants all full-time, year-round team members bereavement leave of up to five paid days off, in the event of the death of an immediate family member.

Resourceful Packaging -

- All shipping boxes are made of 100% recycled fiber and are fully recyclable.
- As a void fill in gift boxes, we use kraft paper fill which is made of 100% recycled material and is fully recyclable.
- Gift boxes are recyclable.

Charitable Giving - Since UncommonGoods started the Better to Give program over 15 years ago, we've donated over \$1,000,000 (as of 7.1.15) to our nonprofit partners. Our current partners are as follows:

\$171,165 raised for RAINN - the nation's largest anti-sexual violence organization. RAINN carries out programs to prevent sexual violence, help survivors, and ensures that rapists are brought to justice.

\$216,223 raised for American Forests, which protects and restores forests worldwide, helping to preserve the health of our planet for the benefit of its inhabitants.

\$140,047 raised for Women for Women International, which provides women survivors of war with the tools and resources to move from crisis and poverty to stability and self-sufficiency.

\$40,536 Raised for Reach Out and Read, where thousands of doctors and nurses promote early literacy, language skills, and school readiness for young children and their families in all 50 states.