

SODEXO AT EMORY UNIVERSITY

Sodexo has been serving Emory University since 2004. Our 359 employees currently provide food services at 23 dining locations, as well as excellent catering services, on the University's Emory and Oxford Campuses.

A CULTURE OF OPPORTUNITY

We believe in rewarding good work with opportunity. That is why over 20 employees affiliated with Emory have worked their way up through the ranks from frontline positions to managerial positions or from frontline positions to senior, supervisor positions.

Sodexo is proud of the large number of employees who have made Sodexo their career choice.

- More than 20 years: 8 employees
- 15 – 20 years: 3 employees
- 10 years: 15 employees
- 5 years: 53 employees

Sodexo starting pay for its full time employees at Emory begins at a minimum of \$11.10 per hour/unskilled. The average wage for Emory hourly employees, for any position, is \$13.00 per hour.

AN INCLUSIVE WORK ENVIRONMENT

Sodexo is a leader in creating an open, inclusive and positive work environment, and we are proud of our diverse workforce at Emory.

- Female 237 employees
- Male 122 employees
- African-American 301 employees
- Asian/ Indian 7 employees
- Hispanic 14 employees
- Two or More Races 1 employee
- American Indian 0 employees
- White 32 employees

Emory Dining Management Team:

- Female 10 managers
- Male 8 managers
- African-American 7 managers
- Two or more 1 manager
- White 10 managers

EMPLOYEE BENEFITS

Sodexo's benefits eligibility is one of the most liberal in our industry.

- Benefits available to full time Sodexo employees at Emory Dining include paid sick days, paid holidays, paid vacation, educational assistance, domestic partner benefits, and all employees (full- and part-time) receive company-provided uniforms, including one pair of slip-resistant shoes per year and free meals.
- At Emory Dining, full time employees are offered medical, dental, vision, disability, group term life, family care spending, accidental death and health care spending benefits.
- We are the only company to offer long-term disability benefits to hourly employees, and, on average, the company pays about two-thirds of the cost of all health insurance premiums.
- Sodexo leads our industry in offering a full range of affordable benefits to our hourly employees. Our most popular coverage plan is available for about \$26 a week and offers comprehensive coverage.
- Despite the economic slowdown, Sodexo recently expanded its 401k plan and the company matching benefit to reach more employees (both hourly and salaried) than ever before.
- Sodexo's 401k program matches up to 50 percent of employee savings. More than 60 percent of eligible employees participate.

TRAINING

Sodexo employees at Emory Dining participate in monthly trainings in Food Safety, Customer Service and Supervisor Developmental Training. Employees also participate in annual harassment, benefits and equal employment opportunity trainings.

SAFETY

Safety is a key priority for Sodexo. We post safety information on employee bulletin boards and safety is discussed at employee meetings. At Emory Dining, we have an Employee Safety Leader, who meets monthly with employees to listen and discuss ways to eliminate hazards in the workplace, address safety concerns and at-risk behavior, and reward safe work behavior. Training for every employee is tracked and recorded, and each employee signs a document verifying that they have completed the required training.

EMPLOYEE SUPPORT

Sodexo provides Emory Dining employees with a hotline they can call with workplace concerns if they feel uncomfortable speaking with their direct supervisor or any other manager on campus. The employee may choose to be anonymous. Our outside Human Resource Director investigates every situation. Sodexo also offers employees the LifeWorks program for free, which provides employees with personal and professional resources for all areas of life.

COMMUNITY ENGAGEMENT

Sodexo employees are committed to the Emory University community.

Our community initiatives include:

- Emory Dining Sodexo employees regularly engage with Athletics, Admissions, Orientation and Family Programs and other campus offices to provide special services to the Emory Community.
- Emory Dining Sodexo employees annually participate in the Cans Across America challenge, raising thousands of pounds in donations for the Atlanta Food Bank
- Emory Dining Sodexo employees provide the Special Olympics with a dinner in May each year

RELATIONSHIPS WITH LABOR UNIONS

Sodexo respects the rights of our employees to unionize or not to unionize, as they choose, and has very good relationships with other unions that represent its employees.

- Sodexo has more than 300 collective bargaining agreements with labor unions across the nation.
- Our workforce is more than 15 percent unionized, which is more than twice the national average.
- Our union partnerships are strong in part because of our excellent track record of engaging in good faith negotiations in a timely manner when employees have voted to unionize.

WORKPLACE RECOGNITION

- *Working Mother* this year named Sodexo one of the best companies for hourly employees.
- Top Company for Diversity by DiversityInc magazine in 2010. Top 60 Companies for Hispanics by Hispanic Business Magazine (every year since 2005).
- Top 20 Best Corporation for Asian Pacific Americans by Asian Enterprise Magazine (every year since 2006).
- Top 10 Companies for People with Disabilities by DiversityInc magazine since 2005).
- Top 40 Best Companies for Diversity by Black Enterprise magazine in 2009 and 2010.
- 100% rating from the Human Rights Campaign Corporate Equality Index since 2008.

ABOUT SODEXO

Sodexo, the leading provider Quality of Daily Life Solutions in the U.S., Canada and Mexico, delivers On Site Service Solutions in Corporate, Education, Health Care, Government, and Remote Site segments, as well as Motivation Solutions such as Esteem Pass. We employ more than 120,000 people across North America and serve 10 million customers in 6,000 locations every day.

Sodexo, Inc. funds all administrative costs for the Sodexo Foundation (www.SodexoFoundation.org), an independent charitable organization that, since its founding in 1999, has made more than \$13 million in grants to fight hunger in America.

Sodexo is deeply committed to responsibly operating our business, engaging with our local communities and, overall, improving the quality of life for our employees and the millions of people we serve each day. We are the benchmark company in our industry for diversity and inclusion, sustainability and corporate responsibility and ranked as one of the world's most ethical companies.

We invest in our employees' futures, we are engaged in our local communities, and we operate with the highest ethical standards.