



Sokol Blosser Winery

Comprehensive Citizenship Giving Program

Est. 2014

Our Giving program supports two of our core values that we hold dear:

1. Pursue policies that are friendly, honest, professional, and supportive of our employees and our community
2. Continue our tradition as a leader in the Oregon wine industry

Our Giving program will consist of the following:

1. The Big Gives:
 - a. These are donations that are fueled by the passion of a board member/Family member
 - i. Yamhill Enrichment Society: Hosting the annual BOYC "Big Night" Dinner and buying a table. Helping to facilitate the success of YES and its beneficiaries.
 - ii. Portland State University: Donating the wine for the "Wine and Roses" event, buying a table at the Simon Benson Awards Dinner, and Alex's time working on the Foundation Board.
 - iii. Public School donations: we will be a cornerstone contributor of in-kind product for big events that help support our local schools in McMinnville, Dayton and Portland where our family and employees live.
 - iv. Salud; we will sponsor some part of the annual Salud auction with either a dollar donation or wine.
 - v. Annual Food Drive: We use staff support, time, energy, and resources to raise as much food for the local food bank in November and December.
2. Marketing Gives:
 - a. These are gives that we make when there is marketing value deemed to be gained from participating in an event or making a donation. It may be supporting a local chef or restaurant by partnering with them on a charity dinner. Or pouring wine at a walk around tasting for a black tie charity gala.
 - b. Our Marketing Manager will vet these asks with approval from Alison because they often involve a sizeable wine donation and staff time.
3. The Daily Gives:

- a. These are the small donation requests that we receive every day. We believe that all causes are good ones and that the priority in making donations are given to fellow team members, cellar club members, and friends of the winery or the family. Basically we give to the person who is asking provided the charity is legitimate and is in alignment with the company's values.
 - b. The Executive Assistant to Alison and Alex vets these asks, using Michael or Alison as a sounding board when unsure:
 - i. These are donations of less than 6-bottles and are usually a signed magnum, a VIP tasting experience, or a gift box.
 - ii. If a daily ask is asking for more than the above, it needs to be approved by Alison.
 - iii. If we cannot donate everything (or anything) and it doesn't fall into the "big give" or "marketing give" category, then we can offer the charity the option of purchasing wine at a 50% discount.
 - c. All donations must be picked up from the winery with advance notice. We do not deliver donations.
4. Team Member Fundraising Efforts:
- a. We want to be supportive and help facilitate our team members' and their immediate family's' (This includes kids, or spouses/significant others) periodical fundraising efforts. These include something that looks like the following:
 - i. A team member's kid's fundraiser for school, or school activity which include: Girl Scout cookie drives, holiday wreath sales, fun runs, book drives, magazine drives, or something of that nature.
 - b. Any team member that wants to let the rest of the staff know about a fundraiser that they are having needs to first get it signed up with the HR Manager.
 - i. These fundraising efforts will be announced monthly at the staff chats and facilitated in the team lounge during breaks/lunches.
 - ii. Sign up forms can be posted on the bulletin board in the employee lounge.
5. Cash Donations
- a. We do not currently give cash donations unless a board member or family member feels passionately about a cause that becomes one of the annual "Big Gives."
6. Political Donations
- a. We do not currently give political donations and all case donations need to be given by a family or board member with their name as the donator and not as "Sokol Blosser Winery."
 - b. Sokol Blosser Winery does not take political stands on issues unless it is important to the greater wine industry.
 - c. The winery will host onsite events that support elected officials who are friendly and supportive of the wine industry.
7. Volunteer Time
- a. The winery pays for up to 20 hours of paid time off for team members to volunteer their time with local organizations. (Part-timers get 8 hours of paid volunteer time.)
 - b. We encourage our team members to get involved with the local community and volunteer their time with an organization that means something to them.