



CHG's Veterans Honored for Commendable Service

On Thursday, November 10, C. H. Guenther & Son partnered with the San Antonio Spurs organization to host our first annual Veterans Appreciation Luncheon. All of CHG's Veterans, as well as many of the Spurs' Veterans, were invited to attend and be honored. Our guest of honor at the event was the San Antonio Chapter of the Tuskegee Airmen, Inc., an organization that works to preserve the legacy and values of the Tuskegee airmen and to promote excellence within youth.

At the event, our Veterans were honored through remarks made by SVP Steve Phillips and by the leader of our Veterans ERG (VERG), Talent Acquisition Business Partner Chris Martinez. Our awardees, the Tuskegee Airmen organization, also said a few words. Coins and Spurs t-shirts were given to our Veterans, and attendees were entered in drawings to win a Guenther House gift card or tickets to a Spurs game. We are proud to be able to show appreciation to all of our Veterans; thank you to all CHG Veterans who attended!



IN THIS ISSUE

SPRING EDITION, ISSUE 3

America's Greatest Workplace

Celebrating Black Food Innovators

ERG's on the Move

Watch, Listen + Read

Celebrating the Black culture through ground-breaking creators and innovators

During Black History Month, and any month, it is important to read and listen to work by authors of color. By reading or listening, we can gain insight into the struggles and challenges, and also the triumphs and successes, that are part of the daily lives of Black and Brown people.

Below are some **TED Talks**, books, and podcasts by Black creators, spanning from acclaimed fiction to education on systemic racism, and to interesting snippets of Black History.

Chimamanda Ngozi Adichie : The danger of a Single Story

https://bit.ly/bhm_singlestory

Kimberle Crenshaw : The Urgency of Intersectionality

https://bit.ly/bhm_intersectionality

Melody Hobson : Color Blind or Color Brave

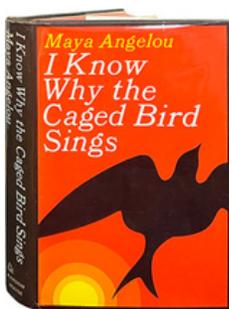
https://bit.ly/bhm_colorbrave

Check out these podcasts that give insight to the stories of Black America

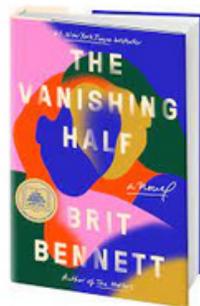
- Witness History
<https://www.bbc.co.uk/programmes/p01h9dl0/episodes/downloads>
- Code Switch
<https://www.npr.org/sections/codeswitch/2020/02/01/401948607/a-code-switch-playlist-for-black-history-month>
- Historically Black
<https://features.apmreports.org/historically-black/>

Dive into the colorful culture through these great reads!

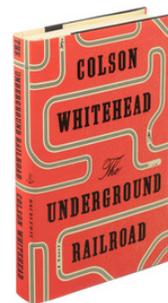
FICTION



"I Know Why the Caged Bird Sings"
by Maya Angelou

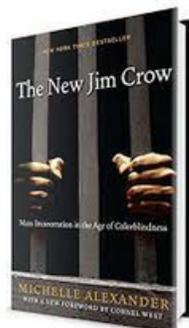


"The Vanishing Half"
by Brit Bennett

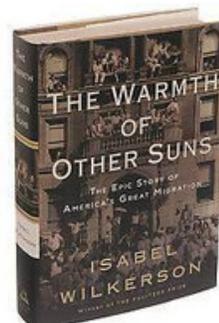


"The Underground Railroad"
by Colson Whitehead

NON FICTION



"The New Jim Crow"
by Michelle Alexander



"The Warmth of Other Suns"
by Isabel Wilkerson



Discover the Sweet Taste of Black Food Inventors and Creators

Much of food history spotlights innovations made by white inventors, chefs, and food scientists. While white Americans and other white people across the globe made significant contributions to the food industry, it is also important that we recognize Black food innovators as well, especially because many came about their innovation in times of slavery, discrimination, and segregation, with little to no resources at their disposal.

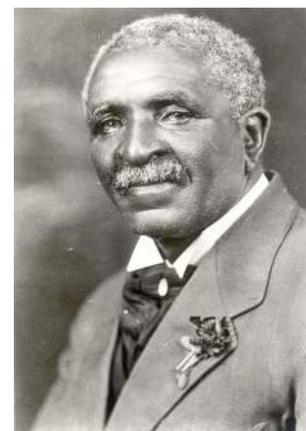
In this short tribute, we highlight a few Black men and women who made a significant impact on the food industry through creativity, discovery, and perseverance.

We are a company that values growth and innovation, and the contributions that these people made have both an indirect and a direct impact on the success of our business and our industry today.

George Washington Carver

1864–1943

- Born into slavery right before abolition, then became the first Black student to earn a Bachelor of Science degree and later, a Master of Agriculture degree.
- Known in the food industry for innovating hundreds of products from peanuts, sweet potatoes, and soybeans. His advocacy for crop rotation and the use of peanuts helped revitalize Southern soils that had been stripped of nutrients from cotton farming. Ran an agricultural school at the Tuskegee Institute.
- He was a massive promoter of racial equality and a massive advocate of peanut oil as a potential treatment for polio. his childhood home would be named a national monument — the first of its kind to honor a Black American.



Abby Fisher

1832–1915

- Born into Slavery in South Carolina, but gained her freedom and migrated to California with her husband and children in 1877, where she started a pickle and preserves business.
- Known in the food industry for publishing one of the first cookbooks ever authored by an African-American woman, called *What Mrs. Fisher Knows About Old Southern Cooking*, which contained 160 recipes that she dictated, as she had never been taught to read or write. Her cookbook today is still used by museums in order to recreate early American cooking.
- Abby Fisher's cookbook, printed again in 1995, surged to popularity, only having 100 copies printed before the resurgence.

Frederick McKinley Jones

1893–1961

- Born in Kentucky and served in World War I, then returned home to work as a garage mechanic, where he taught himself mechanical and electrical engineering. His first invention was a self-starting gasoline motor.
- Known in the food industry for inventing the first portable refrigerating unit for trucks, allowing for fresh goods from around the world to be transported and sold in stores. This makes him essentially responsible for the entire frozen food industry.
- Jones' invention was also used to preserve blood and medicine in hospitals and battlefields during World War II. A prolific inventor and skilled mechanic and electrician, Jones also developed equipment for use in motion pictures and medical imaging.



Leah Chase

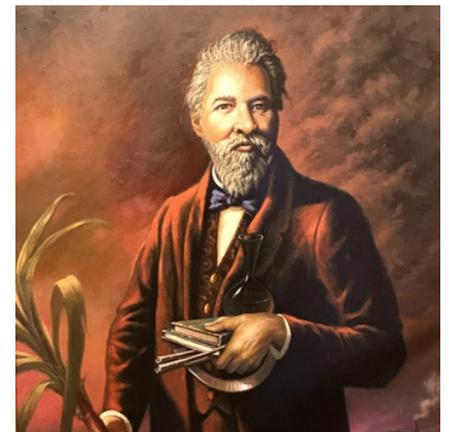
1923–2019

- Moved to New Orleans as a child in 1937. Her first job out of school was at the Oriental Laundry, but a week later, Chase was hired by the Colonial Restaurant on Chartres Street. She was in the restaurant industry ever since.
- Known in the food industry as the “Queen of Creole Cuisine”, she was the heart and soul of Dooky Chase’s restaurant in New Orleans for over 50 years. Dooky Chase’s was known as one of the few places where it was publicly okay for races to mix and acted as a safe haven for activists. Local leaders and national leaders would often eat there, including Martin Luther King Jr. She even served presidents like Barack Obama and George W. Bush.
- Other contributions: The character Princess Tiana of the Disney movie Princess and the Frog was inspired by Leah Chase.

Norbert Rillieux

1806–1894

- The son of a French inventor and a free woman of color, Rillieux was born in New Orleans and educated in France in engineering.
- Known in the food industry for inventing and developing a system for refining and crystallizing sugar using a method much safer and more controlled than the dangerous “Jamaica Train” syrup method. This invention allowed the U.S. to eventually dominate the sugar market, and the process is still used today.
- Rillieux became the most sought-after engineer in Louisiana and was invited to plantations across the state to install his evaporator.



ERG Updates

Our CHG Employee Resource Groups (ERGs) were active throughout the quarter. Take a look at some of our activities!



BLACK ERG

- MLK March in San Antonio
- Black History Trivia
- Together We Can Be the Dream banners at facilities
- Lunch & Learn: A Conversation with the Black ERG
- Book and YETI Giveaway



CANADA ERG

- Remembrance Day - Canadian holiday remembering the end of WWI (top pic)
- Lunar New Year (bottom pic)





VETERANS ERG

- Veteran's Day Luncheon
- Lunch and Learn: Veterans In Transition
- Veterans Day banners at SA facilities



WOMEN AT CHG ERG

- Women's History Month Video Features
- Lunch & Learn: How Men Can Be Allies
- CHG Women visited Women in Leadership Symposium
- Who is She? Trivia
- Book and YETI Giveaway



Newsweek

America's

Greatest Workplaces

for Women

2023

In addition to being selected as one of Newsweek's America's Greatest Workplaces for Diversity, CHG was also selected as one of America's Greatest Workplaces for Women—right in time for Women's History Month.

Leader of the Women at CHG ERG and Director of Treasury and Tax, Amanda Kanak, says of the award, "CHG's ranking in America's Best Workplaces for Women 2023 is a reflection of the Company's culture and core values experienced by women either employed by or familiar with CHG. I am encouraged by the results and the actions CHG continues to make to promote women."

Don't miss your opportunity to join an ERG at CHG! This is a great way to have your voice heard!

Contact us today (dei@chg.com) to learn how to start making a difference at CHG.

You make a difference at CHG! Join an ERG today

You can join an ERG of your choice at any time! Our membership is currently open-ended.

To learn more about our ERGs, please watch the video associated with this QR code or go to:
<https://vimeo.com/698767754/388a3c8ab4>.



So many great learning opportunities at CHG

Did you miss a Lunch & Learn? Lunch & Learn videos from last quarter are available online for all employees to watch. Click the links below to watch any sessions you may have missed!



- November Lunch & Learn: A Conversation with Matt Louis on Veterans in Transition - <https://vimeo.com/799249359>
- December Lunch & Learn: Interactive DEI Lunch and Learn: "That's the Way We've Always Done It" - <https://vimeo.com/799223141>
- January Lunch & Learn: Special Announcement + Q&A with SVP Steve Phillips - <https://vimeo.com/799249000>
- February Lunch & Learn: A Conversation with the Black ERG - <https://vimeo.com/802850700>
- March Lunch & Learn: How Men Can Be an Ally to Women in the Workplace - <https://vimeo.com/815387592>

Coming soon...

Computer-based training for everyone!

* Will be offered in English, Spanish, & French

An elective Diversity training track featuring:

- The Big 3: D, E, & I
- Face it: We're all Biased
- Be the Change: A Culture of Responsibility

With a reward!



AMERICA'S Greatest Workplaces 2023



Here's something to cheer about! CHG announced as one of "America's Greatest Workplaces for Diversity"

"C.H. Guenther & Son is on a journey in a direction that will ensure we are implementing DEI programs and actions as a part of our business plans," says Kanetra Hights, CHG's director of Diversity, Equity, and Inclusion.

C.H. Guenther & Son recently was named one of America's Greatest Workplaces for Diversity.

Every year, Plant-A Insights Group Research Firm, sponsored by Newsweek, names 1,000 companies in America as great workplaces for diversity. We are excited that C.H. Guenther & Son was named one of those companies for 2023.

"C.H. Guenther & Son is on a journey in a direction that will ensure we are implementing DEI programs and actions as a part of our business plans," says Kanetra Hights, CHG's director of Diversity, Equity, and Inclusion.

CHG began its DEI journey in 2021 with a three-year strategy designed to align diversity goals with the company's business plan. Efforts have been made throughout the company to make the CHG environment more diverse and inclusive for everyone. Hights believes that the next part of our journey involves contributions from our whole workforce.

"As we continue on our journey, we have made DEI a responsibility for every employee," says Hights.

"We based our scoring on our review of publicly available data, interviews with HR professionals and an anonymous online survey of a diverse pool of employees at companies with 1,000 or more employees in the U.S. Respondents were asked questions about corporate culture, working environment and other subjects at both their own companies and others they were familiar with. The survey yielded more than 350,000 company reviews." - Nancy Cooper, Global Editor In Chief, Newsweek



www.chg.com