



REVERIE IN OUR COMMUNITY

INTRODUCTION

At Reverie Coffee Roasters, we believe in the power of giving back to the communities that have supported us in our journey. As a company deeply committed to values such as service, community, teamwork, and responsible business practices, we are excited to introduce our employee volunteer program, "Reverie in our Community." This program is designed to foster an "other-oriented" mindset among our employees, encouraging them to discover *matter*ing by actively engaging in community service and supporting causes they are passionate about. Through "Reverie in our Community," we aim to create a positive impact on the world around us, all while celebrating the values that drive our company.

PROGRAM OVERVIEW

"Reverie in our Community" is a program that invites all Reverie Coffee Roasters' employees to participate in meaningful community service activities. The program encourages employees to complete a minimum of 20 hours of volunteer community service annually. We believe that by investing time and energy in our communities, we can make a significant difference and create a culture of giving that resonates throughout our organization.

RECOGNITION AND INCENTIVES

As a token of our appreciation for employees who make volunteer community service a part of their regular lives, we offer the following recognition and incentives:

1. Annual Volunteerism Celebration: Employees who complete the 20-hour minimum and report their community service activities correctly through their supervisor will be eligible for recognition within the company. At the end of the year, we will host a special Volunteerism Celebration to honor their commitment and dedication to making a difference.

2. Paid Day Off of Service: For those who go above and beyond, completing 40 hours of qualified volunteerism will make them eligible for a paid day off dedicated to community service. We understand the importance of balancing work with the opportunity to give back to the community, and we want to support our employees in their efforts to make a lasting impact.



REVERIE IN OUR COMMUNITY, continued

COFFEE SUPPORTING LOCAL NONPROFITS

At Reverie, we are aware that many of our employees are passionate about supporting various causes and organizations in *their* communities. To further facilitate this, we have a unique provision within the "Reverie in our Community" program.

Employees can fulfill small requests to provide coffee for events and meetings organized by nonprofits with approval from their supervisor. This service includes brewing the product and coordinating pickup or delivery, and employees may contribute their time to this effort unpaid if they are not working on the clock already. The point is to leverage their interest and our limited resources to help with events and organizations that are important to our employees.

IMPORTANT NOTES

Volume Limit: To ensure that we can support as many causes as possible, there are limits to the volume of coffee we can offer for donations.

Approval Process: All requests for coffee donations must be approved by the Reverie leadership team to ensure alignment with our overall mission and available resources.

Empowering Acts of Kindness: The purpose of this portion of the "Reverie in our Community" program is to empower our employees to support their community causes through small acts of kindness. By providing coffee to nonprofit events, we aim to enhance the overall experience and contribute to the success of these events while upholding our commitment to precipitating positivity within our communities.

CONCLUSION

"Reverie in our Community" is not just a program; it is a reflection of our core values. It is a testament to our commitment to building sustainable communities, encouraging community engagement, service to others, teamwork, and responsible business practices. We encourage every Reverie Coffee Roasters employee to actively participate in this program, to contribute to the betterment of our communities, and to make a positive impact on the world by activating and recognizing our "other-oriented" mindset.

We are excited to see the incredible transformations and meaningful contributions that will arise from the "Reverie in our Community" program. Together, we can make a difference, one hour at a time, one cup of coffee at a time, and one act of kindness at a time.

Thank you for being a part of this inspiring journey with us.

Team Reverie

