

**ONE TABLE,  
ONE TEAM  
WE'RE  
STRONGER  
TOGETHER**



Schwan's Helping Hands Fund was created in 2023 to help team members recover more quickly from life's unexpected challenges.



**SCHWAN'S  
HELPING HANDS  
FUND**

# WHAT IS IT?

- An **employee-funded** program designed to help Schwan's employees when they're facing extra expenses due to one of life's unexpected challenges
- The fund is run by a **third-party**, so all applications are evaluated, and funds are distributed **anonymously**
- Schwan's matches all donations **2:1**. Donate **\$1**, Schwan's chips in **\$2** more!



## NEED ASSISTANCE?

### STEP 1

#### Check your eligibility



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Employees must be active, in **good standing**, and **employed for at least a month**, excluding those eligible for the company's Annual Incentive Plan.

Only one award per qualified event category is allowed per individual in a calendar year, and employees may submit only **one application per qualifying event** category every 180 days.

In cases of an employee's passing or incapacitation, their spouse or next of kin can apply for assistance with HR support.

Qualifying events must have occurred within the **last six months**, and reapplications for the same event are subject to a three-month waiting period.

Priority is given to employees **who have not previously received grants**.

## NEED ASSISTANCE?

### STEP 2

Does your event qualify?

Qualifying events are **unforeseen** circumstances causing financial hardship, like a **Qualified Disaster** (e.g., terrorism, natural disasters) or **Personal Hardship** (e.g., medical expenses, loss of work). Other Qualifying Disasters include natural or localized events (e.g., floods, fires), and Financial Hardships encompass various unexpected situations affecting finances, such as illness, accidents, or military deployment.

The fund aids employees facing challenges within six months of the application.

[Click here for more details](#)



**NEED ASSISTANCE?**

STEP 3



**SCHWAN'S  
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[APPLY HERE](#)

## HOW TO DONATE

- Employees in Bloomington, Minnesota, can write a check made out to “Schwan’s Company” and give it to **Dain Berg** on the 24<sup>th</sup> Floor.
- Employees everywhere else can mail or interoffice mail a check made out to “Schwan’s Company” to **Theresa Zaske**.
  - **Mailing address** —  
Schwan’s Company,  
115 W. College Drive,  
Marshall, MN, 56258.

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