COX EMPLOYEE RELIEF FUND

ESTABLISHED 2005

20 Years of Making a Difference

CERF's Impact from 2005–2025

For more than 20 years, the Cox Employee Relief Fund has turned compassion into action — helping employees navigate life's most difficult moments through the generosity of co-workers who believe in supporting each other.

Mission Statement

CERF provides financial assistance to Cox employees and their families facing unexpected hardships.

Vision Statement

We are creating a lasting impact by fostering a financially sustainable organization, supported by committed donors who will ensure CERF's availability for future generations of employees.

Operating Values

Dignity. Integrity. Sustainability.

20 years of supporting our own

Twenty years ago, in the wake of Hurricane Katrina, our company witnessed both immense hardship and extraordinary compassion. What began in 2005 as an effort to help employees rebuild their lives became something far greater: a lasting commitment to caring for one another. Today, the Cox Employee Relief Fund stands as a powerful reflection of our culture and values, providing financial assistance to employees and their families facing unexpected hardships when they need support most. For two decades, CERF has been a source of hope, stability and reassurance that no one has to face life's toughest moments alone.

As you explore this report, you will see the remarkable impact made possible through the generosity of our employees, retirees, company partners and supporters. Behind every dollar provided and every grant awarded is a person, a family and a story. Whether helping families recover after natural disasters, navigate a serious illness, cope with the loss of a loved one or overcome other unforeseen challenges, CERF has been there with meaningful assistance and heartfelt care. More importantly, it has reminded thousands of Cox employees that they are part of a community that shows up for one another in times of need.

Looking ahead, I am inspired by what we can accomplish together. The need for support continues, and CERF's future depends on the same spirit of generosity and compassion that has sustained it since its founding. Whether through a donation, advocacy or simply sharing CERF's story, every act of support helps strengthen this vital resource for current and future generations of employees. Thank you for being part of this legacy of caring. Together, we can ensure that CERF remains a source of hope and help for many years to come.

Mandy Shuck

Senior Vice President, Total Rewards, Cox Enterprises
President, CERF Board of Directors

CERF Board of Directors

Mandy Shuck - President
Trisha van Olphen - Vice President
Charles Odom - Treasurer
Greg Spick - Assistant Treasurer
Jonathan Strauss – Secretary
Carlotta Rogers - Cox Enterprises Board member
Tom Sterling - Cox Automotive Board member

The beginning of a legacy

On the evening of Aug. 28, 2005, as Hurricane Katrina barreled toward the Gulf of Mexico, the Cox leadership team knew that our people and operations would be affected but had no idea to what degree.

On Sept. 1, just 72 hours after the storm made landfall, the Cox legal and financial teams mobilized and created the **Cox Employee Disaster Relief Fund** (CEDRF). They secured its 501(c)(3) status and rallied Cox employees to help their own, resulting in more than $1 million in donations from 4,700 employees. Cox Enterprises matched these funds dollar-for-dollar, and vendors and industry colleagues supplemented these efforts with $643,000 in donations. In total, the fund reached $2.7 million within months.

After the storm, we learned that more than 1,200 employees across all Cox divisions had been impacted and 226 had lost everything. In response, CEDRF provided over $1.3 million in emergency relief and rebuilding assistance within four months.

In 2013, the fund was renamed the **Cox Employee Relief Fund** to reflect its expansion to include costs for injury or illness and loss of a family member.

Our first priority was to help our employees. We told them don't worry about your jobs — stabilize your lives and then we'll worry about serving our customers.

Jim Kennedy
Chairman Emeritus of Cox Enterprises &
Chairman of the James M. Cox Foundation


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20 years of impact at a glance

The true impact of CERF can't be measured by dollars distributed or grants awarded alone. Behind every statistic is a colleague or family who found stability during a crisis, hope during uncertainty and the reassurance that they were not facing life's toughest moments alone. For many recipients, CERF's support has provided comfort, dignity and peace of mind that can shape their well-being for years to come.

CERF provides financial assistance to employees facing and recovering from unexpected hardships caused by

- Illness
- Natural Disaster
- Injury
- Unemployment
- Loss of a Family Member
- Sale or Foreclosure of Leased Property

More than
8,000 employees
assisted

32 homes
modified
due to
medical needs

Nearly 2,000
medical related
hardships
supported

$18 million

given to Cox employees since 2005

1,423 homes
repaired due to
natural disasters

1,794 mortgages
paid

More than

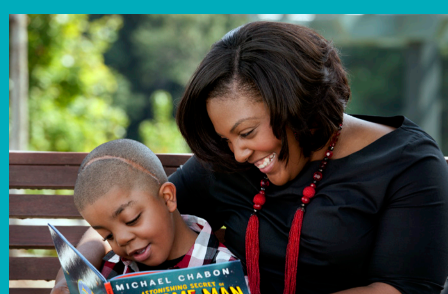
5,000 families

provided with food support

Milestones through the years

2005
CERF founded following Hurricane Katrina

2013
Expansion to include illness/injury and death grant assistance



2016
- Pensioner eligibility added
- Baton Rouge flooding response

2017
Hurricanes Harvey, Irma and Maria make landfall in parts of the Caribbean and southern United States

2018
Cox 5K becomes a program benefactor and has raised more than $80,000 for CERF to date

Milestones through the years

2021

Permanently adopted COVID-19 expanded eligibility criteria, unemployment and sale/foreclosure of leased property and increased food allowances

2023

Joined the 34x34 Road Show to help raise awareness and employee donations

2025

Celebrated 20 years of impact

2020

COVID response and support:

- Temporarily increased food allowances based on family size
- Added unemployment and sale/foreclosure of leased property criteria
- Added travel and moving allowances for college students of employees who needed to return home due to school closures
- Assisted with basic living expenses for employees who incurred additional childcare costs due to daycare closures
- Provided one month of basic living expenses (rent/mortgage and utilities – gas, water and electricity) to furloughed employees

Responding when employees need it most

CERF was created by employees helping employees, and since 2005, it has been there when colleagues need it most. The fund has helped thousands of employees navigate life's most difficult moments with dignity, stability and hope.

When the COVID-19 pandemic created new financial pressures for employees and their families, CERF leveraged that expanded mission by providing COVID-19 resources and offering confidential financial assistance for qualifying hardships, reinforcing its role as a flexible safety net during times of crisis. CERF also expanded its food allowance, and added coverage for unemployment and sale or foreclosure of leased property.

Stories of impact

"CERF made a difference because it enabled me to restart and deal with Katrina as an inconvenience versus a critical hardship.

Bridgetta McCloud,
who received CERF aid after Hurricane Katrina.

"I'd like you to know that if you're a donor — you've made an impact on my life. And if you're not, I hope my story will encourage you to take the opportunity to help a co-worker by donating.

Ryan Lloyd,
whose home bathroom modification was funded by CERF after his leg amputation due to peripheral artery disease.

The power of giving

Looking ahead

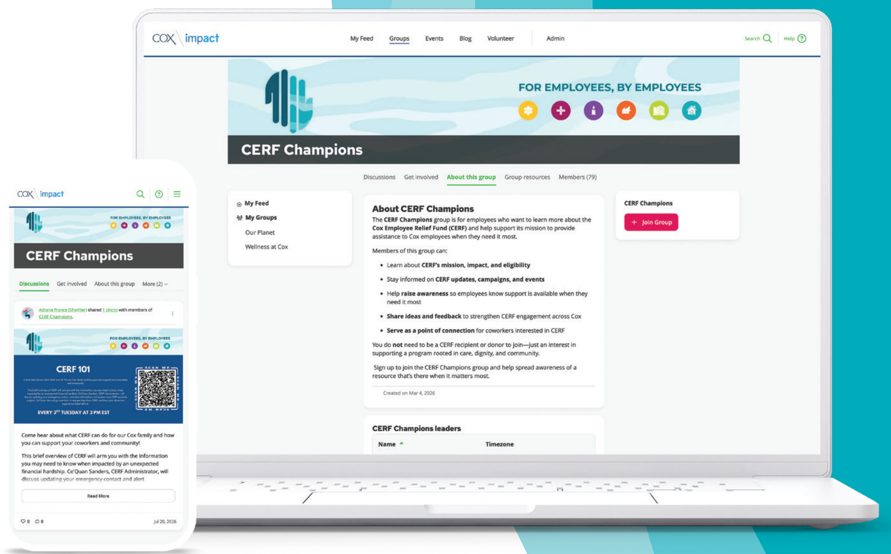
CERF will continue to serve as a trusted safety net, helping employees navigate unexpected hardships and gain the stability they need to move forward.

Looking ahead, CERF's mission extends beyond responding to today's challenges. Through good stewardship, the generosity of employee donors and the strength of the Cox community, we're committed to supporting future generations of employees, ensuring that the same spirit of compassion, care and connection continues to help colleagues and families for years to come.

Ways to get involved

There are many ways that employees can help strengthen the culture of care that makes CERF possible.

- Become a **CERF Champion** and help raise awareness of the fund, encourage participation and share CERF's impact with colleagues.
- Register for **CERF 101** on Cox Impact to learn more about the fund's mission, how it supports employees and the many ways you can get involved.
- **Launch a campaign** or organize a local fundraiser to help strengthen CERF's ability to provide support when employees and their families face unexpected hardships.



Donate your way

Employees can support CERF through various methods (right), including ongoing payroll deductions, helping ensure the fund remains ready to provide financial assistance to colleagues and their families when unexpected hardships arise.

Set up a regular payroll deduction in Workday.

Make a one-time credit card donation at CoxRelief.com.

Text "CERF" to 44-321

Donate Spark or PROPS points.

Use the Everyday app to donate in $1 increments after your next order.*

** Accessible to Cox employees on select campuses*

CERF distributions

For 20 years, CERF has transformed employee generosity into meaningful support, distributing more than $18 million to help over 8,000 employees and their families navigate unexpected hardships and begin rebuilding their lives.

Total Amount (More than)

$18 million

Special thanks to former board members/management support:

Vonya Alleyne
Kimbrel Arculeo
Charles Bowen
Jami Buck-Vance
Emily Chambers
Joan Como
Sonji Dade
Keisha Duck
Jon Gamble
Frank Glover
Rebecca Greenhill
Alan Hicks
Roberto Jimenez
Brian King
Carol Larner
Leigh Ann Launis
Andy McDill
Melanie Moore
Ed Patterson
Shana Sullivan
Daniel Urig
Sharron Vines
Angela Leung Wasmer
Jemal Webb
Ming Yao

	2005	$1.3 million
	2006	$1.3 million
	2007	$50,000
For natural disasters only	2008	$180,000
	2009	$50,000
	2010	$30,000
	2011	$65,000
	2012	$140,000
	2013	$250,000
Addition of illness, injury and death	2014	$430,000
	2015	$720,000
Addition of pension recipients	2016	$2.3 million
	2017	$1.4 million
	2018	$1.3 million
	2019	$1.2 million
Introduced COVID expansion	2020	$1.6 million
	2021	$1.5 million
	2022	$1.1 million
	2023	$1 million
	2024	$1.4 million
	2025	$1 million

* All figures are approximate

COX A Family of Businesses