



2012

BAKER & TAYLOR FOUNDATION

# ANNUAL REPORT

# FROM THE CEO AND PRESIDENT

**Sometimes, life takes unexpected turns. When it does, it is important that people in the middle of a personal crisis have somewhere to turn for support.**

**That's where the Baker & Taylor Foundation comes in. Last year was a remarkable year for our young foundation.**

In 2012, we came to the aid of 59 families, more than ever before. These are members of our Baker & Taylor family - colleagues who experienced hardships such as serious illnesses, house fires, major car accidents and unforeseen financial stresses. Because of your support, working through the Baker & Taylor Foundation, these fellow employees were able to endure through trying times.

Another great example of B&T employees pulling together came after Hurricane Sandy last fall. Many of the employees in our Bridgewater, N.J., facility had no power at home for days, and gas shortages forced them to be creative in getting to work. Sensing a need, employees throughout Baker & Taylor held raffles, book sales and bake sales to help. The efforts raised \$5,000, which our foundation distributed to nearly 200 Bridgewater associates in the form of grocery gift cards.

For the first time, we were able to award two college scholarships in 2012 through the Jean Srnecz Memorial Scholarship Fund, which goes to children of B&T employees. The recipients are two talented young women who graduated near the very top of their high school classes.

In short, 2012 was a tremendous year of growth for the Baker & Taylor Foundation. None of it would be possible without the generosity of B&T employees, who donated nearly \$120,000 last year through payroll deductions and other means.

As you read over this year's annual report, I think you'll be struck by the same message I was: when we pull together, good things happen. Thank you again for your continued support.

Sincerely,



Arnie Wight



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## Board of Directors & Foundation Committee

The Baker & Taylor Foundation's Board of Directors and Foundation Committee consists of Baker & Taylor employees whose work spans locations, departments and functions. They bring to their roles deep knowledge and understanding, open minds and big hearts.

### Board of Directors

**Arnie Wight**, President and CEO

**Jeff Leonard**, CFO

### Foundation Committee

**Beth Simonetti**, Chairman  
Senior Vice President, Human Resources

**Pete Chepul**, Treasurer  
Controller

**Jenny Johnson**, Secretary  
Office Manager

**Brad Murchison**, Legal Counsel  
General Counsel

**Christina Cotton**, Committee Member  
Customer Service Representative

**Nat Bruning**, Committee Member  
Vice President of Operations & Publisher  
Relations

**"Giving to the  
B&T Foundation  
is a way to  
help others that  
are facing an  
unexpected  
crisis."**



# OUR MISSION

## **Providing Assistance for Today and Hope for Tomorrow . . .**

The B&T Foundation exists to provide financial assistance to those in need during a crisis situation. Whether it means helping a family recover from a tragedy or supporting a local volunteer initiative, the non-profit Baker & Taylor Foundation **is committed to assisting our employee base and the local communities we serve.**

The B&T Foundation has one specific goal: **to demonstrate our compassion and concern for others through giving to those who need assistance due to a crisis.** Examples of situations where the Foundation may provide financial assistance include (but are not limited to):

- + Loss of home due to natural disaster or fire
- + Escalating bills for unexpected illnesses
- + Unforeseen financial distress due to no fault of your own

**We have steadily increased the number of employees helped** each year since the Foundation was established. The Baker & Taylor Foundation has responded to employees and their families in crisis situations ranging from home/apartment fires affecting a single family to Hurricane Sandy relief that impacted hundreds of our employees. For each of these events, the Baker & Taylor Foundation provided financial assistance to help these families get back on their feet.

The Baker & Taylor Foundation's foremost responsibilities are to our employees who are experiencing a crisis, their families and to the contributors that have committed their personal resources to the Foundation. **With your ongoing support, we will continue to be here providing individuals in crisis with assistance for today and hope for tomorrow.**

# 2012 HIGHLIGHTS

## The following are just a few of the ways the Baker & Taylor Foundation has supported its employees during times of crisis:

The B&T Foundation is excited to report that we helped **59 employees** and their families during 2012.

We have steadily increased the number of employees assisted each year since our inception in 2009.

Situations where assistance was provided in 2012 include:

- + Apartment fires
- + Families facing serious illnesses
- + Hurricane Sandy assistance
- + Matching grant to help a local state highway patrolman faced with a life-threatening disease
- + Assistance around the holidays for those struggling with a personal or financial crisis



**The Jean Srnecz Memorial Scholarship Fund**, started in 2010, awarded two scholarships in 2012. Recipients of the scholarships were **Caitlin Parker** (daughter of Troy Parker, Brand Manager, Charlotte) and **Ashley Anderson** (daughter of Jan Anderson, Public Library Sales, Utah).

Thanks to the ongoing generous contributions of our employees, the Baker & Taylor Foundation currently holds slightly more than **\$344,000** in assets.



# 2012 FINANCIAL OVERVIEW

## Contributions

Baker & Taylor Foundation	\$117,067	1,047 Contributors
Jean Srnecz Memorial Scholarship	\$2,592	44 Contributors

## Assistance

Foundation Assistance Grants	\$58,120	59 Grants
Jean Srnecz Memorial Scholarship	\$6,000	2 Scholarships

## Interest

	\$161	
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## 2012 Year Ending Balance

Foundation Assistance Grants	\$333,489	
Jean Srnecz Memorial Scholarship	\$10,559	
<b>TOTAL</b>	<b>\$344,049</b>	

**"I thank you for  
your generosity  
and kindness,  
which have  
been a blessing  
to me."**



# FOUNDATION GRANTS

**The Baker & Taylor Foundation provides five ways for employees to direct and nominate grants to support their coworkers, organizations they value and their volunteer efforts.**

**+ EMPLOYEE ASSISTANCE GRANTS:** Are made to support our co-workers during hard times or in crisis situations due to no fault of their own. These have included unforeseen financial distress due to natural disasters, unexpected illnesses and injuries.

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**+ COMMUNITY ASSISTANCE GRANT:** In the event of a major catastrophe, the Foundation may allocate a pool of funds that can be drawn from for immediate assistance to support one or several communities in crisis. The Foundation may also allocate a larger amount to an organization in the vicinity that provides crisis assistance on a larger scale.

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**+ TEAM VOLUNTEER GRANT:** Teams of three or more full-time employees may apply for grants of up to \$2,500 from the Baker & Taylor Foundation when they offer their time for an ongoing “hands-on” team project to assist others in the community that are in crisis.

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**+ FUNDRAISING MATCHING GRANT:** When full time employees or groups of employees raise money or donate to eligible charitable organizations, the Baker & Taylor Foundation will match up to \$2,500 of funds raised.

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**+ JEAN SRNECZ MEMORIAL SCHOLARSHIP FUND:** The Baker & Taylor Foundation established an annual college scholarship in Jean Srnecz’s name to support the education of Baker & Taylor employee’s children.

# JEAN SRNECZ MEMORIAL SCHOLARSHIP



Jean Srnecz was on Continental Flight 3407 that crashed Feb. 12, 2009, outside Buffalo, N.Y. Jean, who was traveling to see family, was the Senior Vice President of Merchandising at Baker & Taylor and a long-standing Director of the Book Industry Study Group (BISG). Jean had worked at Baker & Taylor for more than 30 years. She was highly regarded within the publishing industry, not to mention very dear to Baker & Taylor. For many in the publishing industry, she was the public face of Baker & Taylor. The Foundation established a college scholarship in Jean's name to annually help support the education of a child of a Baker & Taylor

employee. Since its inception, the Foundation has awarded five scholarships to very deserving individuals. Jean loved books and learning. **We cannot think of a better way to honor her memory.**

Arnie Wight, CEO of Baker & Taylor said, "I had the pleasure of working with Jean for 23 years, and her enthusiasm and vitality is reflected well by these scholarship winners. She was a brilliant and extremely dedicated professional, who was always learning and always helping others better themselves. Supporting the education of these talented individuals is a fitting legacy for such a special lady."

Baker & Taylor is proud to honor these young scholars in Jean's memory, and wishes them the best of luck in their academic endeavors.



## Scholarship Winner Update

**Misty Parker**, who is the daughter of Ponda Parker in our Commerce, Ga., location, was the first ever recipient of the Jean Scnecz Scholarship. Misty recently graduated from North Georgia College & University with a nursing degree.

# JEAN SRNECZ MEMORIAL SCHOLARSHIP



CAITLIN PARKER



ASHLEY ANDERSON

## **The Baker & Taylor Foundation Recognizes Two Scholarship Winners for Outstanding Academic Achievements**

**Caitlin Brianna Parker**, who entered Appalachian State University as a freshman in fall 2012 and **Ashley Lauren Anderson**, who entered Brigham Young University as a freshman in fall 2012, were each awarded a \$3,000 Jean Srnecz Scholarship.

Caitlin is the daughter of Troy Parker, a Brand Manager in the Charlotte corporate office. Caitlin graduated in June from South Point High School in Belmont, N.C., with a grade point average of 4.17. Caitlin is studying Nutrition and Dietetics so she can teach others how food and exercise can give them the long, healthy and fulfilling lives they deserve.

Ashley is the daughter of Jan Anderson, EBIS Sales Manager in Utah. Ashley graduated with a GPA of 3.97 and was in the top nine percent of her class of more than 400 students at Timpanogos High School in Orem, Utah. Ashley says, "I'm studying anthropology because I believe that studying the lives of those in the past — whether distant or recent — is the key to understanding our present situation, and also to bettering our future."

# REAL PEOPLE. REAL STORIES.

## The Foundation Responds to Hurricane Sandy Disaster

On Oct. 29, 2012, Hurricane Sandy was barreling toward the Northeast and would soon make landfall and become one of the most damaging storms in U.S. history. Baker & Taylor's 500 employees in the Bridgewater facility were severely affected by the super storm. In the aftermath of the storm, many were left without power at home for days, and gas shortages forced employees to carpool to work.



Baker & Taylor associates from around the company pitched in to lend a hand to their counterparts in New Jersey.

Employees companywide quickly organized fundraisers to help their colleagues. Reno and Momence held raffles. In Commerce, employees held a book sale.

"At the corporate office in Charlotte, a bake sale raised nearly \$2,800 — including one cake that was sold in a silent auction for \$240 and was then re-donated and raffled off, raising an additional \$210," Beth Simonetti, Senior Vice President of Human Resources said.

In all, employees raised about \$5,000 for the Baker & Taylor Foundation. After talking with supervisors in Bridgewater, the Foundation decided the best way to help was to offer \$50 grocery gift cards to employees who had lost food because of power outages. Nearly 200 Bridgewater associates were presented with the cards.

The reaction to Hurricane Sandy shows the best of Baker & Taylor employees — associates in Bridgewater were resilient in making sure customers continued to be cared for, while their colleagues throughout the company chipped in to help when they needed it most.

# REAL PEOPLE. REAL STORIES.

## Thank you letters from grant recipients



*Dear Foundation,*

Since it was first presented, I have always donated to the Baker & Taylor Foundation. I truly believe that together we can do more good than one person can do on their own. I just never thought I might be

one of the people the Baker & Taylor Foundation helped.

In March 2012, my husband was diagnosed with kidney failure. Almost overnight, he went from working two jobs and going to school, to needing a caregiver, dialysis and a kidney transplant. The person I had counted on for the past 20 years now needed more help than I could easily provide.

The Baker & Taylor Foundation gave us enough to keep our head above water for one more month. For 30 days, I could concentrate on his health issues and not on which utilities I could afford to pay. The Baker & Taylor Foundation was definitely a source of help when we needed it most. Since that time, my brother-in-law donated a kidney and the transplant was successful. Some days our life even seems back to normal. What a difference a year can make.

**- Shelly Sargent**, Corporate Transportation Analyst  
MOMENCE, ILLINOIS



*Dear Foundation,*

My family can't thank the B&T Foundation enough. My husband had not been healthy and times were very hard for us. We attended a family wedding out of town when he suffered congestive heart failure and had to be hospitalized. When we returned home he had to have surgery and times got even tougher. Thank goodness for the Foundation. These were very desperate times for us and the Foundation was one of the few positive experiences during this horrible situation.

**- Helen Troeger**, Kit Assembler  
MOMENCE, ILLINOIS



*Dear Foundation,*

On Sept. 2, 2012, I had a house fire, and we lost everything. I applied for help from the B&T Foundation. I am so thankful for their donation. My kids and I don't know what we would have done without the Foundation's help. I am so thankful to work for a company that cares for its employees. We can't thank you enough.

**- Shannon Lafaive**, Receiving Clerk  
MOMENCE, ILLINOIS

# REAL PEOPLE. REAL STORIES.

## Thank you letters from grant recipients



*Dear Foundation,*

While I was in Puerto Rico on vacation, there was a fire in my apartment. I lost almost everything in the fire. I called HR to request extra days off so I could find a new place to live. Dan Hartung, HR Manager called me and told me the B&T Foundation could help. This was a very unexpected, but a greatly appreciated surprise.

It meant so much to have those funds to cover the deposit on a new apartment. Not only did the Foundation help me in a time of need, but my co-workers came together and supported me too. I can't thank everyone enough for what they gave me during this difficult time. The Foundation also helped many of us after Hurricane Sandy by giving grocery gift cards to assist when most of us were without power for days. This is just another example of how the Foundation and the company cares about their employees.

I have worked for B&T for more than 10 years, and I am so thankful, not only to have a job, but to work for a company that is filled with caring and compassionate people. Thank you again.

**- Maria Arias**, Order Picker  
BRIDGEWATER, NEW JERSEY



*Dear Foundation,*

My furnace went out about a year ago. I called the technician to come out

and he said running my furnace in its current condition was too dangerous. I begged my family for space heaters and my family said that was dangerous, too. I was desperate and my family had no extra money to loan me. I asked the B&T Foundation for help, and with its assistance I was able to install a new furnace.

This was a lifesaver for me.

Thanks again,

**- Carol Schrempf**, Processing Clerk  
MOMENCE, ILLINOIS

*Dear Foundation,*

As I'm going through my second battle with cancer I look back at why I believe I'll beat this one as well.

My bills were piling up, with the need for medication, gas for appointments, co-payments — all this plus going to work with overtime, just to keep a roof over my head. And all of this by myself. Until you have lived through this experience, it would be impossible to understand. I was brought into HR and presented with an envelope. The B&T Foundation chose to assist me. I felt honored and very fortunate. My life was looking up already.

Words cannot express my gratitude when stress was building up from financial worries. The Baker & Taylor Foundation is an organization I have been donating to and I express that anyone that has not donated please consider to do so — you'll never know if you will need it in your future.

I never knew just how much I could endure, but now I've found with thanks to you, I'm stronger than I ever knew.

**- Anonymous**, YBP Library Services



**"The B&T  
Foundation  
works to guide  
intelligent  
giving."**

The Baker & Taylor Foundation supports charities that are close to our heart and make smart giving decisions by providing information on our website. Make sure to check out the Baker & Taylor Foundation website where you can easily access the required forms for eligibility and contributions.

**+ Find out how you can pay it forward today at [btfoundation.baker-taylor.com](http://btfoundation.baker-taylor.com)**



**BAKER & TAYLOR**  
FOUNDATION

**Interested in learning more about the Baker & Taylor Foundation? Visit us at [btfoundation.baker-taylor.com](http://btfoundation.baker-taylor.com). And while you're there, consider making a tax deductible contribution. Just a little can help a fellow colleague in crisis or make a positive impact in our communities.**

To make a contribution, go to [btfoundation.baker-taylor.com](http://btfoundation.baker-taylor.com) and click on Contribution Form. You can also write a check payable to the Baker & Taylor Foundation and drop it off at Human Resources, or mail it to:

**Baker & Taylor Foundation**  
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