

Several associates have asked about donating earned, but unused vacation time back to the Company for associates impacted by Hurricane Harvey – presumably to either award this additional vacation time to impacted associates and / or for the Company to convert this unused vacation time to the wage equivalent as cash for impacted associates. Thank you for this very generous offer.

We have assessed this recommendation based on several factors, and have determined that there are other, preferred ways to assist our impacted Sysco colleagues as well as challenges to administer this across the Company.

1. We have activated our Sysco Disaster Relief Foundation to support our impacted colleagues. All Sysco associates may donate to this Foundation, and the Company will provide dollar for dollar matching funds. We think this is the most effective and efficient way to marshal our collective efforts and get the most needed support to our impacted colleagues. In addition, Sysco will be making a separate donation to the American Red Cross. [You can donate here.](#)
2. Given the very unusual circumstances of Hurricane Harvey, we are committed to working with our impacted colleagues in a way that demonstrates the Values that make Sysco so very special. Please be assured that we will do all we can to show compassion and help associates recover from the storm. That's who we are as a Sysco team.
3. Lastly, Sysco does not have a central system or process for tracking unused vacation balances and re-allocating across the entire enterprise. Vacation tracking is handled in different ways across our broadline and specialty Opcos, corporate and SBS. Further, transferring the "value" of unused vacation across our business entities is an additional complexity that diverts from the other ways we can support our associates during this important time of need.

We understand that within some Opcos, donating unused vacation time to associates in need has been used in the past. While the administration of this within an OpCo is more feasible, there are other important payroll, compliance and consistency factors; so, an OpCo should consult with our in-house legal team if they are considering this practice.

Thank you again for your suggestion. If you have other ideas, please continue to let us know. Together, we can provide important support to our Sysco colleagues during recovery from Hurricane Harvey.