



# CASTLE SHARES

**LEAD:** Corporate Relations Manager  
Erin Shannon

White Castle Founder E.W. “Billy” Ingram believed in giving back to the communities where he operated—what later became known as the invention of the quick service restaurant industry. That mindset, like the recipe for The Original Slider®, has remained consistent since Billy began in 1921. White Castle has been “feeding the souls of our communities and team members” for 102 years thanks to four generations of family ownership, so it’s fitting that we have

adopted that statement as our purpose for Castle Shares, one of three tenets of our Castle Social Responsibility program.

While Billy’s generosity planted the seed for the giving mechanism known today as the Ingram-White Castle Foundation, his son and successor Edgar, along with wife Chlois, imprinted family values as the core of who we are as an organization.

This combination of paying it forward with a heart for hospitality—and each other—has created the legacy of Castle Shares, our corporate community giving and volunteerism initiative. Castle Shares embraces our Moment Motivated core value, challenging team members across our organization to create happiness through a connection White Castle, whether it’s our food, our support, our service or our business practices.



*Our Corporate Support team volunteers at Faith Mission.*

## 2023 PROGRAMMING HIGHLIGHTS

### *Education*



*Our class of Fall 2022 Home Office college interns.*

### **Ingram-White Castle Foundation Team Member Scholarship Program**

The Ingram-White Castle Foundation established the White Castle Team Member Scholarship in 1989 to provide team members, their spouses and their dependents an opportunity to receive funding for higher education. Eligibility expanded to include part-time team members in 2022. The Foundation has awarded 1,123 scholarships totaling over \$2 million, helping at a 4:1 ratio team members and their family members reach their educational goals.

### **Amanda Rush Scholarship**

We established the Amanda Rush Scholarship Fund for Future Leaders in October 2020 to honor the memory of tragically slain Columbus Region General Manager Amanda Rush. This \$2,500 scholarship is earmarked for any aspiring Central Ohio student with a heart for hospitality, and is awarded annually by a committee that includes Amanda's sister.

### **Internship Program**

Our dual-track Internship Program was designed in 2021 to introduce future leaders to our Great Place to Work® and offer management experience to our participating Home Office supervisors. For the second year, fifth generation shareholders reported to work for an eight-week summer internship designed to expose them to different parts of the family owned business they may one day help lead. College students signed on for a longer, 13-week internship in the fall. Intern feedback, representing both internal and external sources, reported high praise for the unique culture, engaging content and valuable experience, plus insights we plan to incorporate for future participants.



## 2023 PROGRAMMING HIGHLIGHTS

### *Team Member Involvement*



WCD Vandalia conducts a clothing and supply drive.

## Team Member Relief Fund

Beyond supporting harmony between time at work and at home, offering great benefits and creating a culture that's a Great Place to Work, we continually look for ways to support our team members. For the 563 team members we have helped with this Team Member Relief Fund since 2018, that support has come in the form of emergency financial assistance. Our grants offer \$1,500 of aid per application, totaling more than \$300,073.

While primarily sustained by funds contributed by shareholders and an occasional donation drive, or the one-time \$10,000 donation of proceeds from a licensing agreement to mint the creation of NFTs (non-fungible tokens) in the world of cryptocurrency, the Relief Fund accepts third-party donations.

Please visit <https://columbusfoundation.org/give-now> and search "White Castle Team Member Relief Fund" to contribute.

2023 PROGRAMMING HIGHLIGHTS  
*Giving to our Communities*



## Volunteerism

### *100 Hours to Feed the Souls Volunteer Challenge*

You haven't experienced a competitive streak until you've worked at White Castle! That's why our 100 Hours to Feed the Souls volunteer challenge gave more than just service hours to dozens of local non-profit organizations. It also created a spark amongst our teams to determine the top giver! The notion of 100 Hours was a way to commemorate our milestone birthday in 2021, and the most recent year's campaign totaled more than 4,171 volunteer hours delivered in nearly every city where our facilities exist.

**100  
HOURS**  
*to feed the souls*

2023 PROGRAMMING HIGHLIGHTS  
*Giving to our Communities*



## Roundup Campaign

Would you like to round up? If you, like countless other Cravers, participated in either of our two two-month collection campaigns, your spare change—rounding up your total bill to the nearest dollar—contributed to a cumulative total of \$1,156,660.80 that benefited 48 local charitable organizations in cities where our White Castle restaurants exist. These results cap off our inaugural two-year partnership with our District Supervisors' charities of choice, which, in some cases, financially enabled the non-profit organizations to sustain operations. This proof of concept reinforces our position as a responsible community partner and ensures that more local organizations can benefit from our Roundup efforts.



**2023 PROGRAMMING HIGHLIGHTS**  
*Giving to our Communities*



**CHICAGO**

- American Cancer Society
- Boys and Girls Club of Greater Northwest Indiana
- Bridge Communities
- Deborah's Place
- Project Swish
- Haven House, Inc.
- Park Lawn Association
- St. Jude House (Family Violence Prevention Center and Shelter)
- The Bridge Teen Center



**CINCINNATI**

- Fairhaven Rescue Mission
- Free Throw for Kids
- Junior Achievement
- Ohio Valley Voices

**COLUMBUS**

- Children's Hunger Alliance
- Habitat for Humanity
- Mid-Ohio Foodbank
- Star House



**DETROIT**

- American Cancer Society
- Angels of Hope
- Forgotten Harvest
- Maggie's Wigs 4 Kids of Michigan
- Nami, Metro-Oakland, Wayne & Macomb Counties



**INDIANAPOLIS**

- Boys and Girls Club of Indianapolis
- Humane Society of Indianapolis
- Wheeler Mission Ministries



**LOUISVILLE**

- Lexington Habitat for Humanity
- WHAS Crusade for Children, Inc.
- YMCA Safe Place Services



**MINNEAPOLIS**

- Minnesota Assistance Council for Veterans
- St. Jude Children's Hospital



**NASHVILLE**

- Dare to Care



**NEW JERSEY**

- Camden Street School
- Jersey Cares
- Salvation Army
- St. Joseph's Catholic Church
- Tomorrow's Children's Fund



**NEW YORK**

- American Cancer Society
- Part of the Solution
- St. Baldrick's Foundation, Inc.



**ORLANDO**

- Second Harvest Foodbank of Central Florida



**SCOTTSDALE**

- St. Mary's Food Bank



**ST. LOUIS**

- All for Family
- CHADS Coalition
- DASA – Disabled Athletes Sport Assn.
- Down Syndrome Association of Greater St. Louis
- Moms on a Mission
- Florissant Valley of Flowers

2023 PROGRAMMING HIGHLIGHTS  
*Giving to our Communities*



*Our Management Development in Manufacturing professional development program includes a community service component.*

## Manufacturing Charity of Choice

This year we were thrilled to evolve our teamsourcing donation programming by introducing our Manufacturing Charity of Choice program. Managing metrics is key to successful manufacturing operation, so we've upped the ante by adding a \$1,000 donation to a charity of choice when they hit each of their five scorecard goals. These are areas of the business they're already striving to exceed, so this additional reward is payable in pride when they donate up to \$10,000 between two cycles each year to Feed the Souls of their local communities.

2023 PROGRAMMING HIGHLIGHTS  
*Giving to our Communities*



*Rising leaders from our Restaurant and Manufacturing Divisions and Home Office attend the 2023 Women's Foodservice Forum Leadership Conference.*

81%

I feel good  
about the  
ways we  
contribute  
to the  
community.

2023 Great Place to Work®  
Trust Index Survey™

## Corporate Contributions

White Castle supports many organizations as corporate partners, most often through the leadership service of our Officers and Directors, in-kind contributions, general volunteerism or financial support. A handful of the longer-term non-profit partners we support with both financial, in-kind and/or board volunteer service include LifeCare Alliance, Columbus State Community College, Big Brothers Big Sisters, Godman Guild and Seeds of Caring.

# Gifts of Service

Little compares with the gift of knowledge and experience, and that's exactly what the following organizations receive from our White Castle leaders, who serve on their Boards of Directors.

