



Fueling Conversations

Each month, Fueling Conversations – a monthly chat with Dave Bauer, President and CEO of National Fuel – will be delivered to your inbox. If you have recommendations on topics, questions, or comments, please email corpcomm@natfuel.com.

As we kick off the new year, I'm pleased to share some preliminary results from the 2020 Employee Charitable Giving Program. This past fall, employees had the opportunity to donate to their favorite nonprofits via payroll deduction and have those contributions matched by the National Fuel Gas Company Foundation up to \$750 per year per employee. Through a series of company-wide meetings and communications, employees learned more about the program and were encouraged to respond to their pledge letters. In summary:

- **Employees who donated increased from 43% to 46% company-wide.**
- **We achieved a 90% overall response rate (or those who responded to their pledge letters).**
- **Employees pledged \$553,029 – the largest amount in the history of our program and an increase of approximately \$15,000 from 2019.**



Ashleigh Kinney, Supervisor II in New York's Consumer Business Department, coordinated a Lunch-N-Learn at the Main Office with Buddy's Second Chance Rescue. As a direct result of this effort, five employees now donate to this organization, pledging nearly \$3,000.

Since 2005 when this program began, we have continually evolved it to ensure it meets the needs of our employees. I'd like to thank the departments that work behind the scenes year-round to guarantee that this program runs smoothly, including Corporate Communications, Payroll, Information Technology, and Accounts Payable.

This year, we welcomed the additional assistance of 14 employees across the Company who helped champion this program to their respective locations and/or departments. Thank you to Alex Lent, Chris Hughes, Maryann Stankovski, John Cass, Ashleigh Kinney, Emily Nuding, Josh Torrance, Rick Bittner, Cody Rapp, Vicki Cooper, Cory Hayes, Jordan Good, Paige Twinem, and Steven Reale. We certainly could not have achieved such excellent results without their commitment to this program.



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When asked to help advocate for the Employee Charitable Giving Program, Paige Twinem, a Senior Service Representative in Pennsylvania's Consumer Business Department, enthusiastically agreed. Paige has been a type 1 (insulin-dependent) diabetic since 1998. She understands the challenges of living with type 1 diabetes but also knows firsthand that it is possible to manage her condition and thrive. Paige believes it's important for her to support the local efforts of the Juvenile Diabetes Research Foundation (JDRF). In addition to making monetary donations through the Employee Charitable Giving Program, she participates as a volunteer for multiple events, including the Beach Ball Gala and JDRF One Walk. She is also a mentor to local families dealing with T1D diagnoses.

"This program allows me to easily donate to JDRF, and in turn, doubles the amount of funding they are able to receive."

For more information on the Employee Charitable Giving Program, please contact Emily Ciraolo in Corporate Communications at ciraoloe@natfuel.com.



Contributing time and talent is another way in which we make a positive impact on the communities in which we live and work. I encourage you to consider participating in the Company's volunteer program, "Faces of Fuel." Through that program, organizations are continually asking for assistance on evenings and weekends. The 2020 schedules in both New York and Pennsylvania are now available on the InfoNet. You can also regularly find

opportunities posted on the News Centers or bulletin boards at nearly every office location. For more information on Faces of Fuel, please contact:

In NY, Christa Durshordwe in Corporate Communications at durshordwec@natfuel.com.

In PA, Amanda Nelson in Corporate Communications at nelsona@natfuel.com.

For SRC, Vicki Cooper in Stakeholder Relations at cooperv@srcx.com.

Since 2005, National Fuel, its employees, and the Foundation have given more than \$19 million and countless hours of service to hundreds of organizations throughout the U.S. I am proud of our employees and the impact they make across the operating regions we call home, and I look forward to making new connections throughout these communities in 2020 as well as strengthening existing partnerships.