C&S Family of Companies

This award is intended to honor the legacy of Arne Gonzales, a leader and champion of Diversity, Equity and Inclusion during his tenure at C&S Wholesale Grocers, LLC. The nomination process is intended to select an individual whose character embodies the same thoughtful spirit and attitude that Arne carried with him throughout his life.

With that in mind, we understand that candidates may shine in some areas more than others; this should not discourage someone from submitting a nomination. Final decisions will be based on a holistic perspective, considering not only the quantity of demonstrated qualities but also the qualitative impact of said qualities.

ARNE GONZALES
DEI AWARD

NOMINATION FORM *for the* ARNE GONZALES DEI AWARD

PART I NOMINATOR'S INFORMATION

NAME: _____ EMPLOYEE ID#: _____

JOB TITLE: _____ DEPARTMENT: _____ FACILITY: _____

PART II NOMINEE INFORMATION

NAME: _____ EMPLOYEE ID#: _____

JOB TITLE: _____ DEPARTMENT: _____

FACILITY: _____ MANAGER/SUPERVISOR: _____ YEARS OF TENURE: _____

PART III DEMONSTRATED QUALITIES Please limit each response in this section to 500 words.

1. EMPATHETIC LEADERSHIP. The individual should have a record of working to understand the perspectives of others and to identify, mentor and promote talent of all types, regardless of background or history. Please describe a time when the individual displayed empathetic leadership.

Examples include, but are not limited to:

- Promoting someone based on skill or talent instead of educational background.
- Taking the initiative to learn more about fellow team members.
- Providing advice and direction to others in appropriate and helpful ways.

2. OPEN MINDEDNESS. The individual should be open to, work to understand and actively promote a diversity of ideas, regardless of the origin of those ideas. Please describe a time when the individual displayed open-mindedness.

Examples include, but are not limited to:

- Encouraging others to speak up during a meeting.
- Considering how others may be impacted by a decision.
- Creating a space that is comfortable for others to ask questions and voice concerns.

3. A RECORD OF SERVICE TO BOTH THE COMPANY AND THE COMMUNITY AT LARGE. While not mandatory, preference shall be given to individuals who served in the military.

Please describe this individual's record of service to both the Company and community, preferably in chronological order. For this section, you may bullet your responses. For each instance, please specify the organization or group they are/were involved in, the duration of their service and how they are/were involved. Examples include, but are not limited to:

- Serving in the military.
- Volunteering at a local organization.
- Participating in Company initiatives that are/were beyond the scope of their role.

PART III (CONTINUED) **DEMONSTRATED QUALITIES** Please limit each response in this section to 500 words.

4. STRONG CHARACTER. The individual should be able not only to promote what they believe in, but also have taken a stand when they see something that is unfair, unjust or inappropriate.

Please describe a time when the individual displayed strong character. Examples include, but are not limited to:

- Being trusted to do the right thing in a difficult situation.
- Calling out prejudice and bigotry.
- Leading by example, even if that means doing the "unpopular" thing.

5. CONSTANTLY STRIVES FOR IMPROVEMENT. The individual should not only be receptive to constructive feedback, but seek it out and be willing to change and improve. They take initiative to build knowledge, share resources and identify blind spots through honest and open dialogue.

Please describe a time when the individual displayed an effort to improve. Examples include, but are not limited to:

- Utilizing networks, both internally and externally, to stay well-informed.
- Considering a variety of factors and consulting others prior to making a decision.
- Making improvements based on identified blind spots or feedback received.

6. OTHER CONSIDERATIONS. What else, if anything, should we know about this individual?

Examples include, but are not limited to:

- Previous recognition.
- Trainings, workshops or conferences attended.

PART IV ADDITIONAL REFERENCES Please list two individuals from C&S who we can contact to elaborate on and verify the responses contained within this nomination form.

REFERENCE #1

NAME: _____ EMPLOYEE ID#: _____

EMAIL: _____ PHONE: _____

REFERENCE #2

NAME: _____ EMPLOYEE ID#: _____

EMAIL: _____ PHONE: _____

ADDITIONAL RESPONSES:

Please complete and submit this form to **CommunityRelations@cswg.com** no later than **Friday, June 27, 2025**.

ARNE GONZALES
DEI AWARD