

FISCAL 2023 CINTAS

IMPACT REPORT



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A MESSAGE FROM OUR CEO

Cintas' unique culture is a rich tapestry woven with the threads of our corporate character and the belief that we can all make a difference.

We invest and share our time and effort to improve the communities in which we live, work and serve.

Our employee-partners have reinforced our cultural commitment for decades by supporting our customers and each other with integrity, enthusiasm and thoroughness. Through Cintas Cares, our corporate philanthropic arm, we proudly support charities and not-for-profit organizations throughout North America.

Corporate philanthropy is not only a priority, but a cultural guidepost that reinforces how we go above and beyond to create positive impact. People are the heartbeat of our culture. And now, for the first time, we have developed an Impact Report to show our deep-rooted spirit of intentional giving.

The spirit of philanthropy drives us at Cintas. Moves us. Inspires us. We are stewards of our communities, and as such, we pour ourselves into making them better through empathy and action. Respect, motivation and caring along with a shared drive for better are at the heart of everything we do.

The bonds we build by bringing people together lift our communities through five corporate relationships. We have an abiding commitment to the American Cancer Society, American Heart Association, National Fallen Firefighters Foundation, Matthew 25: Ministries, and the Cintas Partner Assistance Fund.

We've all been touched in some way by the causes our nonprofits support. By championing these causes, we lean into our collective values and company identity.



The Impact Report, in tandem with our ESG philosophies, shows how seriously and passionately we take our role as good citizens and our commitment to “A Shared Drive for Better” for our employee-partners, customers and stakeholders. That passion allows Cintas to ensure sustainable engagement and improve the world around us.

At Cintas, our spirit is the difference.

Todd Schneider
Cintas President & CEO



About Cintas Cares



Cintas Cares is the umbrella under which Cintas engages with our local communities and charitable and philanthropic organizations.

We're immensely proud of the impact our employee-partners have made in our broader community.

Established on the belief that everyone can make a difference, no matter how big or small the effort, Cintas Cares is dedicated to supporting causes and organizations in our local communities in addition to internationally recognized charitable organizations with whom the company has formalized relationships.

With both national platform and hometown opportunities, Cintas Cares provides a

framework in which Cintas employee-partners can be active in the community, support the common good and raise funds and awareness for important causes.

Each year, Cintas employee-partners throughout North America participate in enterprise-wide programs and fundraisers and offer additional support to local organizations doing good in their local communities. This includes monetary donations, in-kind donations, and active fundraising on behalf of key charitable and not-for-profit organizations.

Corporate Relationships

Cintas has five primary philanthropic partnerships and initiatives:

- American Cancer Society
- American Heart Association
- National Fallen Firefighters Foundation
- Matthew 25: Ministries
- Cintas Partner Assistance Fund

Managed at the corporate level through Cintas' Corporate Affairs Department, these five initiatives allow involvement from all of our U.S. locations and employee-partners.

Each partnership is different, but each includes the opportunity for employee-partners and locations across the company to participate in fundraising and awareness activities to directly support these organizations.

Our history and involvement with these organizations is detailed throughout this report.

Our Canadian employee-partners also work on a national level with charitable organizations that advance cancer, diabetes and heart health awareness.



Cintas Cares Mission

To proactively enhance Cintas' involvement in the community while supporting the goals of the business by creating a positive public image, fostering an engaging work environment, and supporting organizations which directly impact the personal and professional lives of our partners, customers, and stakeholders.

Cintas Cares Vision

Cintas Cares will be recognized internationally as a dedicated partner with a deep-rooted spirit of giving, establishing the belief in our internal and external partners that we can all make a positive impact on the lives of others.

Corporate Philanthropic Impact Since FY'19

Philanthropic Partner	Cintas Fundraising	Employee-Partner Fundraising	Total Partnership Impact
American Cancer Society	\$82,973	\$318,806	\$401,780
American Heart Association	\$435,000	\$316,459	\$751,459
Matthew 25: Ministries	\$9,679,644*	\$661,877	\$9,082,521
National Fallen Firefighters Foundation	\$107,000	\$178,599	\$285,599

*Fair-market tax value of 2,413,366 pounds of repurposed products and garments donated to Matthew 25: Ministries.

Impact Champions

A key component of Cintas' philanthropic success is the passion our employee-partners have for giving back.

If Cintas Cares has provided the platform through which we can make an impact in our communities, our Impact Champions program is what fuels us to make such a meaningful difference.

Our Impact Champions help bring our initiatives to life at our local operations and provide a national footprint for our efforts.

More than 300 Impact Champions across the company act as their location or department's philanthropic contact. Many work with their local leadership and human resources staffs to generate awareness and buy-in for our major corporate initiatives. Many also help plan and organize their locations' local community involvement and activities.

Impact Champions must be nominated by their leadership team to be part of the program and must have a minimum Cintas tenure before serving as an Impact Champion.

Many Impact Champions remain part of the program year after year, providing not only stability for initiatives at the local level, but also increasing enthusiasm and success in following campaigns.

Since launching in 2019, the Impact Champions program has grown considerably. The program began with 41 representatives at corporate headquarters and grew to over 300 Impact Champions at 226 locations and departments nationally in FY'23.



"At Cintas, we're so much more than our products and services. Our Philanthropic banner, Cintas Cares, is a true reflection of our employee-partners' dedication to making a positive impact in the communities where we live and work."

Crystal Hooper
*Philanthropy & Community
Relations Specialist*



Impact Champion Mission

To uphold the mission of Cintas Cares by focusing on engaging and inspiring our employee-partners to support philanthropic initiatives and establish a strong charitable reputation for Cintas in the community.

Impact Champion Vision

Cintas Cares Impact Champions will, in support of the Cintas Cares Vision, develop and engage internal and external partners by acting as a subject matter expert and driving campaign awareness to make a positive impact at a local level.



"As a new partner at Cintas in National Accounts, I decided to fill the role of the Impact Champion for my team. The passion and determination of this group is unrivaled! There is nothing that this team cannot accomplish. Whether you're available for every event, or just a few, the feeling of gratitude will tell you that you are part of the right organization. It's always good to do good."

Kenny Perrin

*Cintas National Account Manager,
Impact Champion*



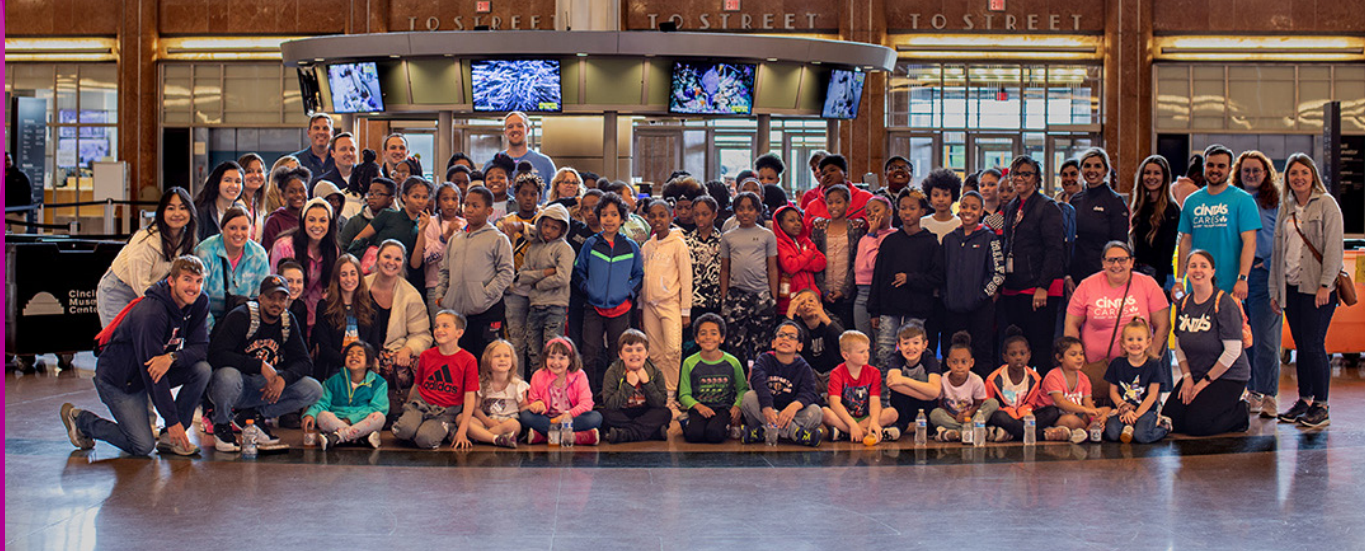
"Making a positive impact in the community is a part of who we are and what we do at Cintas. I'm proud to work for a company that aligns to my personal values and makes a difference giving back to community that supports us each day."

Alicia Thalacker

Cintas HR Manager, Impact Champion

In appreciation for their effort and dedication to Cintas Cares and our philanthropic efforts, we want to recognize our FY'23 Impact Champions. See them listed alphabetically on pages 31 and 32.

Local Community Relationships



We strive to be good community stewards in every city we operate and serve. One key element is our field location's involvement in their local communities.

We encourage our more than 450 locations across the United States and Canada to get involved and form relationships with local charitable organizations and causes that are meaningful to their business and directly support their communities and neighbors. The Cintas Cares team provides toolkits and support to locations interested in initiating civic and community relationships in their cities and towns.

In addition to our main corporate partnerships, our local engagement also helps broaden Cintas' impact across North

America and provide direct support to organizations helping address the area's most pressing needs.

These relationships take on many forms, and our locations support a wide variety of causes and organizations, including food banks, donation centers, in-school and after-school programs, neighborhood clean-ups, holiday adoptions, meal service and shelters.

Through company-wide updates called *On the Road*, we regularly share the successes of local charitable events, and encourage and inspire other locations to get involved.

Joy of Giving Campaign

During the most recent winter holiday season, our First Aid & Safety (FAS) leaders launched a division-wide initiative called Joy of Giving.

More than 500 employee-partners from more than 60 Cintas First Aid & Safety locations across the U.S. volunteered time and resources to help make a positive impact for charitable organizations in their respective areas.

In November and December, FAS partners collected food supplies, toys and gifts, and made monetary donations through the campaign to help those less fortunate experience the joy of the holiday season. In total, 23 non-profit organizations—including the Salvation Army, Second Harvest Foodbank, and Ronald McDonald House—were grateful for the generosity of Cintas partners.

Cincinnati-area Relationships

In addition to Cintas' five corporate-level philanthropic relations, we also support other local charitable programs out of our corporate headquarters in Cincinnati. These include relationships with Adopt A Class, where teams of volunteer employee-partners present weekly lessons in local classrooms; the United Way of Greater Cincinnati; and Dress for Success in Cincinnati.

Other corporate headquarter relationships, through sponsorship, donations (monetary or in-kind) or participation, include Boys Hope Girls Hope, Cincinnati USA Regional Chamber, Disabled American Veterans 5K, Easterseals, All About Women, Toys for Tots, Hispanic Chamber Cincinnati USA, Ohio Minority Supplier Development Council, Paloozanoire, the Urban League of Greater Southwestern Ohio, and the YWCA Greater Cincinnati.



We support other local charitable programs through our corporate headquarters in Cincinnati.





Our field locations across the United States and Canada are encouraged to get involved and form relationships that are meaningful to their businesses and local communities.

LOCAL COMMUNITY RELATIONSHIPS CHAMPIONS



"This is my first year joining Adopt A Class and I absolutely love it! I got to know so many amazing kids and the visits quickly became what I look forward to the most every single month. I had so much fun planning activities for our first graders, and it was the most wonderful feeling to hear them tell me how much fun we have brought them this school year!"

Linh Farmer

*Cintas Learning Coordinator,
Impact Champion*



"Each spring I coordinate a creative arts therapy drive for an organization called Kidsneedmore, a nonprofit charitable organization for children, families and young adults that are coping with cancer and life-threatening illness. To see the faces of the children and families upon drop off is the most magical, emotional feeling. Knowing that we are helping in some small way is unexplainable. Life changing!"

Dawn O'hair

*Cintas Lead Officer Partner,
Impact Champion*

Matthew 25: Ministries



1.7 million

People around the world have been helped in FY'23 through Cintas' 20-year partnership with Matthew 25: Ministries



[Click here](#) to watch a short video about our relationship with Matthew 25: Ministries

Matthew 25: Ministries, an international humanitarian aid and disaster relief organization based in Cincinnati, is Cintas' longest-standing corporate philanthropic partner.

Since the relationship began in 1998, Cintas has supported Matthew 25: Ministries' efforts to help the poorest of the poor and disaster victims around the world. Through corporate and manufacturer donations, including those made by Cintas, Matthew 25: Ministries helps more than 30 million people globally each year.

Disaster Relief

Cintas supports the organization's disaster relief efforts in several ways, including in-kind donations of crucial health and safety items and other garments. Items are packaged in

care boxes and provided to disaster victims when Matthew 25: Ministries arrives in a disaster area.

The company also donated the Cintas Disaster Relief Vehicle, which is stocked with other essentials like water and cleaning kits and deployed to disaster areas to help residents through the initial cleanup.

Other donations include eyeglasses and empty plastic pill bottles to help transport urgent medical supplies to affected areas.

Cintas employee-partners
have donated nearly

4 million

articles of clothing
and school supplies

Clothe The Kids

Late each summer, Cintas employee-partners donate new and gently used children's clothing and new school supplies to benefit Matthew 25: Ministries' humanitarian aid efforts around the world.

The company-wide charitable drive program, Clothe the Kids, has grown steadily for the last 20 years.

More than 400 Cintas locations in the U.S. and Canada participate in the annual back-to-school drive and collect a variety of items to benefit children in most need.

An immensely popular program, Cintas employee-partners have donated almost 4 million items during the annual Clothe the Kids drive since it began in 2003.

In prior years, Cintas employee-partners also joined Matthew 25: Ministries on special mission trips to Haiti and the Appalachian area of West Virginia to distribute aid and clothing and school supply donations to needy communities.

Volunteer Opportunities

Cintas employee-partners—both those based at the company's corporate headquarters in the Cincinnati area and those who come into town for various reasons—are frequent volunteers at Matthew 25: Ministries' local processing center.

Employee-partners volunteer time and energy to the organization to help sort, process and pack donated items so they can be shipped around the world to people in need.

What's Ahead

In recent years, local political strife and global health issues have temporarily halted Cintas and Matthew 25: Ministries' humanitarian trips to Haiti and West Virginia.

However, in the coming year, the organizations are hoping to resume the company's annual trip to the West Virginia Appalachian area to distribute children's clothes and school supplies.

MATTHEW 25: MINISTRIES BY THE NUMBERS

~24,000,000

pounds of product donated since 1998

4,255,212

pounds of product donated in FY'23

5,500+

employee-partner volunteer
shifts at M25M since 2008



MATTHEW 25: MINISTRIES CHAMPIONS

"We've been a long-time philanthropic partner and our programming has supported their disaster relief efforts and their work with disadvantaged children. But I was blown away when I visited their operations and met with their leadership team here in Cincinnati. The passion, care and dedication their team has for providing immediate and meaningful assistance where it's needed most—no matter the location—is truly inspiring."

Michelle Goret
*Cintas Vice President,
Corporate Affairs*



"Cintas has been a valued partner of Matthew 25: Ministries since 1998. Over the past 25 years, Cintas has donated more than 20 million pounds of top quality products for people in need. Cintas has also been a valued disaster response partner since 2013, providing first aid and safety kits as well as other basic necessities to people whose lives have been impacted by disasters. We are so honored to have Cintas as a dedicated partner and ongoing supporter of our work with people in need worldwide."

Tim Mettey
CEO Matthew 25: Ministries



"Clothe the Kids is very important to me. Through this initiative, I have had the opportunity to meet many wonderful people and work with several organizations that share Matthew 25: Ministries' passion for serving the community. These relationships have opened doors for our location to continue giving back throughout the year."

Cathy Dancheck-Kotarski
*Cintas Fire Protection Customer Service
Representative, Impact Champion*

National Fallen Firefighters Foundation



\$204,020

Funds raised by Cintas Partners
to support FDNY



[Click here](#) to watch a short
video about our relationship
with the National Fallen
Firefighters Foundation

Cintas' Fire Protection division has a mission to help customers protect their most valuable assets—their people, their property and their businesses.

With wide range of fire protection services including extinguisher services, fire alarm monitoring, sprinkler and fire suppression systems and emergency and exit lighting, Cintas helps business be ready for a fire-related emergency.

And Cintas' dedication to helping prevent fire emergencies also extends to supporting those who fight fires and combat the hazards posed by fire and electrical emergencies.

That commitment dovetails with Cintas' corporate philanthropic partnership with the National Fallen Firefighters Foundation (NFFF).

Cintas formalized the partnership in 2021 to underscore its support for the families of firefighters who made the ultimate sacrifice while protecting others.

The NFFF works closely with the Cintas Fire Protection division on several national initiatives , and Cintas supports the organization's efforts to honor fallen firefighters and assist their families and colleagues.



Philanthropic Support

Cintas is a chief sponsor of the organization's 9/11 Memorial Stair Climbs program, a series of observances of the tragic events at the former World Trade Center in New York City, on September 11, 2001.

The 9/11 stair climb memorial concept began in 2005 and the NFFF got formally involved in 2010. It now includes numerous stair-climb fundraisers across the United States every September and October, culminating with the National Stair Climb at Belmont Park in Elmont, N.Y., in mid-October.

The events honor the 343 New York City Fire Department (FDNY) fallen firefighters who perished on 9/11. Participants at each event across the country raise funds by ascending 110 flights of stairs to represent the climb made by firefighters up the World Trade Center on that fateful day.

Funds raised by participants help the NFFF support families of fallen firefighters and other FDNY programs. Non-climbers known as Climb Supporters show their support through donations.

Community Fire Support

Through the NFFF's Prevent the Preventable (PtP) program, Cintas helps bring fire safety training programs to communities around the U.S.

PtP helps NFFF connect with communities to reduce fire and other hazards and improve the safety of firefighters and the public.

In addition to sponsoring and hosting events at locations around the country, Cintas also provides leadership resources to the program.

NATIONAL FALLEN FIREFIGHTERS FUND BY THE NUMBERS

2,916

Cintas participants have climbed since 2021

2,200

Steps are climbed by each participant

6,415,200

Steps climbed by Cintas participants as part of the NFFF's 9/11 Memorial Stair Climb events

NATIONAL FALLEN FIREFIGHTERS CHAMPIONS

"The National Fallen Firefighters Foundation does an incredible job supporting the families and loved ones following tragedies while providing necessary educational opportunities to reduce future incidents. We believe this partnership provides added resources and support to continue and expand the amazing work the foundation does in our communities."

John Amann

Cintas President & COO Fire Protection Division, NFFF Executive Champion



"The National Fallen Firefighters Foundation has been honored to work with Cintas Fire Protection over the last two years. From supporting our Fire Service outreach programs, to the nearly 3,000 Cintas partners who have participated in 9/11 Memorial Stair Climb events, we have been overwhelmed by the support the entire Cintas team has shown. The work of the National Fallen Firefighters Foundation would not be possible without our most dedicated and generous corporate sponsors. We look forward to our continued partnership with Cintas Fire Protection in the years to come."

Chief Ron Siarnicki

National Fallen Firefighters Foundation & First Responder Center for Excellence, Executive Director



"The National Fallen Firefighters Foundation does an incredible job supporting the families and loved ones following tragedies while providing necessary educational opportunities to reduce future incidents. We believe this partnership provides added resources and support to continue and expand the amazing work the foundation does in our communities."

Jennifer Ruwe

Cintas Regional Administrative Support, Impact Champion

Cintas Partner Assistance Fund



CPAF started in 2019 with \$500,000 in seed money from Cintas and has grown to more than

\$4 million



When natural disasters affect our employee-partners, Cintas is here to help.

The Cintas Partner Assistance Fund (CPAF) was established for crises like Hurricane Ian, which slammed parts of Florida, North Carolina and South Carolina and left catastrophic destruction in its wake. Power outages. Displacement. Life-threatening conditions.

As employee-partners impacted by the hurricane gathered their bearings and assessed the damage, Cintas and CPAF provided financial support to help get them back on their feet.

CPAF functions the same for partners affected by other natural disasters, from hurricanes and tornadoes to wildfires and floods.

Currently, employee-partners in the United States and Canada may apply for short-term aid up to \$500 to help cover evacuation expenses, and long-term aid up to \$3,000 to help start rebuilding their lives.

CPAF started in 2019 with \$500,000 in seed money from Cintas and has grown to more than \$4 million, thanks to generous donations from our employee-partners, one-time contributions from company executives and partners, and a sound investment strategy.

In FY'23, the fund provided 179 grants to employee-partners experiencing financial hardship after they were impacted by catastrophic or natural disasters.

The funds are vitally important and benefit employee-partners and their families as they navigate the aftermath of natural disasters.

Devastating natural disasters are stressful and financially draining, and they're generating even greater harm and damage than ever before. As calamitous storms increase, Cintas continues to assist partners and their families in times of great need.

In FY'23, the Cintas Partner Assistance Fund provided **179 grants to employee-partners experiencing financial hardship** after they were impacted by catastrophic or natural disasters.

What's Ahead

The fund's exponential growth has allowed Cintas to expand CPAF's support for employee-partners facing additional types of unexpected personal life events.

Beginning in FY'24, CPAF also accepts short-term grant applications for personal disasters and selected personal hardships as defined by the U.S. Internal Revenue Service (IRS).

Additionally, the maximum amount of short-term grant awards increases from \$500 to a maximum of \$1,500. These grants have previously helped support partners who incur immediate losses and/or expenses due to catastrophic natural disasters like hurricanes, floods, earthquakes, wildfires, winter storms and other events.

Going forward, grants will also be available for victims of personal disasters and select personal hardships, as defined by the IRS. The new "personal disaster" qualifications include tornadoes, house fires, landslides and mudslides, and sinkholes. Qualifying "personal hardships" include domestic or physical abuse, and the death of a dependent or spouse/partner.

CPAF is possible because of the generosity and care from Cintas employee-partners.

Cintas employee-partners who can benefit from CPAF grants are encouraged to apply as soon as possible after they experience qualifying events. Human Resource employee-partners can also submit applications on behalf of their employee-partners.

Employee-partners are also encouraged to explore donation options, which range from weekly paycheck deductions to one-time donations to legacy and estate gifts.

To apply for assistance or to learn more about supporting the fund:



Visit the [Cintas Partner Assistance Fund website](#)



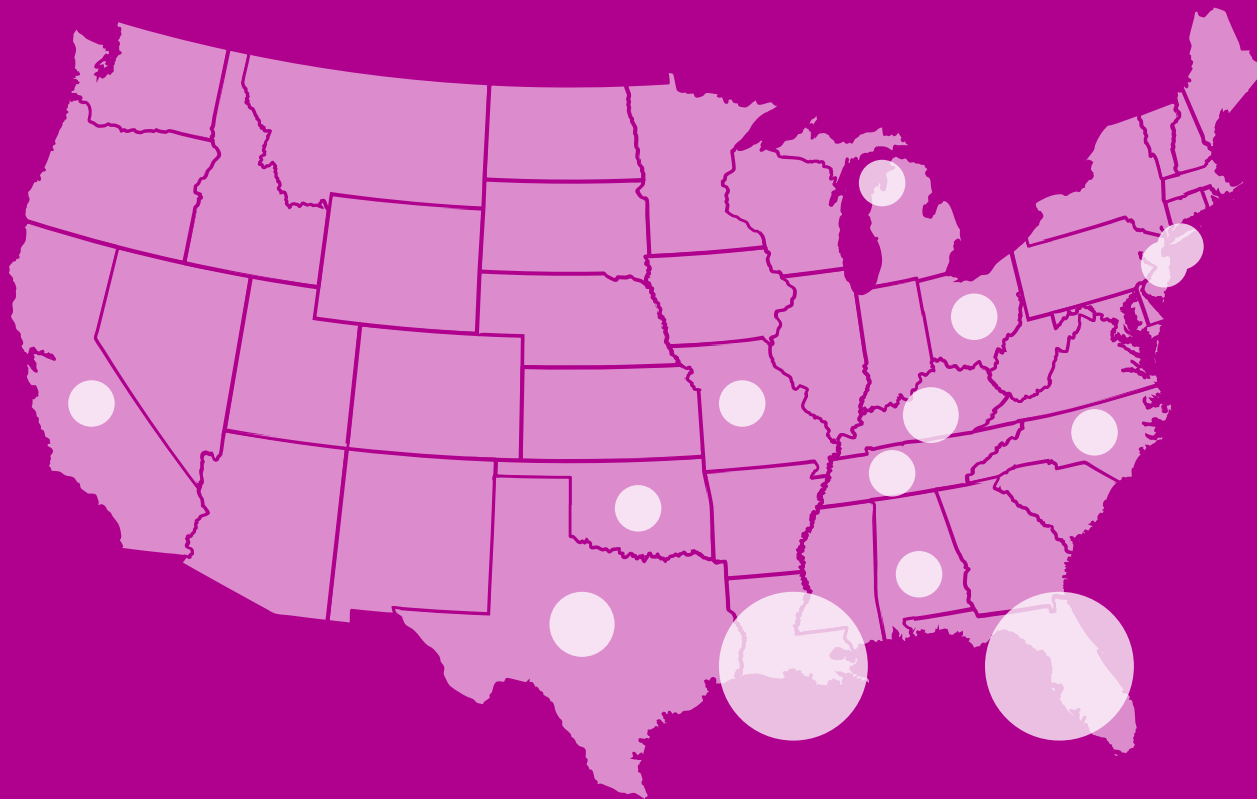
Call 844.234.1283



Email cintaspartnerassistance@e4erelief.org

Representatives are available to assist employee-partners, 8 a.m. to 8 p.m. ET, Monday through Friday.

FY'23 ASSISTANCE PROVIDED BY STATE



"After going through the scariest and most difficult time of our family's life, we were beyond grateful for the Cintas Partner Assistance Fund. Our family lost everything we owned due to storm surge in Hurricane Ian, and had to start from scratch within a blink of an eye. Not knowing where to start, my leadership team got us connected for this assistance, and we were able to receive the money directly to our bank super quick. This really helped us in our rebuild process, and made it possible to get the things we needed to make it through this terrible time. I cannot thank everyone enough who had a part in helping us. I am so grateful I work for a company like Cintas that cares about their partners in all ways."

Mariah Caviness

Cintas Fire Protection

National Account Manager

American Cancer Society



Cintas employee-partners have supported ACS research at a grassroots level for years by helping raise more than

\$1 million



[Click here](#) to watch a short video about our relationship with the American Cancer Society

Cintas has had a corporate philanthropic partnership with the American Cancer Society since 2020.

Mainly through the organization's Relay for Life and Making Strides Against Breast Cancer programs, Cintas has provided more than \$77,000 in direct corporate support to the American Cancer Society (ACS) this year. Additionally, our U.S.-based locations have helped raise more than \$1 million for ACS through grassroots, community-based efforts.

For more than a century, the ACS has worked to help improve the lives of cancer patients and their families. The ACS has a goal to end cancer as it's currently experience, and supports advancement through advocacy,

research and patient support to help ensure everyone has an opportunity to prevent, detect, treat and survive cancer.

Cancer is pervasive—it will affect 1-in-2 men and 1-in-3 women in their lifetimes—and Cintas employee-partners are deeply connected to the company's work with the ACS.





Every dollar Cintas donates helps fund lifesaving research, treatment and care.



Cintas' collective donations helps the ACS fund lifesaving research, treatment and care. By raising awareness about the signs and symptoms of this disease, Cintas honor survivors and loved ones lost while supporting a future where humans could all be cancer-free.

One of our most popular initiatives to support the ACS is our company-wide Cintas Cares apparel sale each fall. A selection of garments and accessories, branded with the Cintas Cares logo and "Ready™ To Fight Cancer" tagline, are offered annually and all proceeds are directed to the ACS. Our employee-partners in Canada also participate in the apparel sale, with the proceeds from their purchases earmarked for the Canadian Cancer Society.

The apparel and accessories incorporate the colors of two of most prominent types of cancer: pink for breast cancer awareness and blue for prostate cancer awareness. Additionally, a special survivor t-shirt is available for purchase.

Through Cintas' relationship with the ACS, our employee-partners also have access to ACS' patient and family support services like their Road to Recovery program, which provides transportation to and from treatment for cancer patients who don't have a ride or cannot drive themselves.

Other services available to Cintas employee-partners include the ACS' 24/7 live online patient support, live cancer prevention webinars with medical experts, and access to more than 30 free Hope Lodge communities for patients and caregivers who need to travel out of town for treatment.

Cancer is the second-leading cause of death in the United States. The work of the ACS has contributed to a 33% decrease in cancer death rates since 1991, saving 3.8 million people.

Since 1984, Cintas has raised \$1,170,194 to support the mission of the American Cancer Society. Here's how our impact makes a difference.

\$10

can help people find hope and support online via the American Cancer Society Cancer Survivors Network® where survivors have a place to connect.

\$25

can help people facing breast cancer connect with trained survivors who can serve as their peer, mentor, and friend via the American Cancer Society Reach To Recovery® program.

\$30

could help 1 person find free answers and much-needed emotional support via the American Cancer Society 24/7 helpline.

\$50

can help provide 1 free ride to or from treatment and invaluable relief to a patient struggling with transportation needs.

\$70

can help provide hope in the form of 1 free night of lodging when the best treatment available is far from home.

ACS CHAMPION



"Every dollar we raise makes an impact! Whether it's fueling cancer research or helping patients get to treatment, our fundraising makes a real difference in the fight against cancer."

John Vu

*Cintas Senior Vice President,
Global Supply Chain & ACS
Executive Champion*

AMERICAN CANCER SOCIETY CHAMPIONS



"We are immensely grateful to Cintas and all of their employee partners for coming together with profound support in the fight against cancer. Every year the Cintas' team brings their passion, creativity and focus to the fight against cancer—truly living out their mission and values by supporting the community and cancer patients and their families. These donations will help us to end cancer as we know it, for everyone, through early detection and prevention, research and patient support."

Lenora Oeters

ACS Vice President, Northeast Region



"At the Cambridge, Ontario location, we choose to show support for the READY to Fight Cancer campaign, so our fellow partners know they are not alone in the battle against cancer. Whether it's a small monetary donation or simply wearing Cintas Cares apparel, our partners are willing to show support in any way they can."

Kate Canceran, CHRP

*Cintas Human Resources
Manager Canada*



"Being aware of ways to donate to cancer research is also important so we can continue to improve the effectiveness of treatments and eventually find a cure. Medicine is advancing daily. With donations, awareness and encouragement, we can change the future and save lives!"

Beth Barney

*Cintas Director of Digital Transformation,
Breast Cancer Survivor*

American Heart Association



\$104,000

was raised by more than 600 Cintas employee-partners at the Heart Mini Marathon and Walk

Cintas' longstanding partnership with the American Heart Association began in 2005 and has proven to be one of the company's most popular and impactful philanthropic relationships.

The relationship was originally born out of the First Aid & Safety Division's status as a preferred training provider. The relationship has continued to evolve and Cintas' philanthropic contributions to American Heart Association (AHA) have grown each year.

Cintas' relationship with the AHA has several components and we're proud to support AHA with our various efforts to help engage, educate and expand awareness about heart disease and stroke prevention.

Now, combining the relationship's business and community elements, the AHA has become one of our largest and most engaging partnerships.



American Heart Association®



[Click here](#) to watch a short video about our relationship with the American Heart Association

National Training Center

As AHA's largest training center in the United States, Cintas provides businesses with training and certification in first aid, CPR and Automated External Defibrillator (AED) use.

The impact of that work in the community is tangible.

Cintas has more than 200 certified AHA first aid, CPR and AED trainers throughout the United States, and provides life-saving training to more than 25,000 companies and their employees each year.

Since 2016, Cintas has certified more than 1 million people in the AHA's lifesaving first aid and CPR programs.

Philanthropy

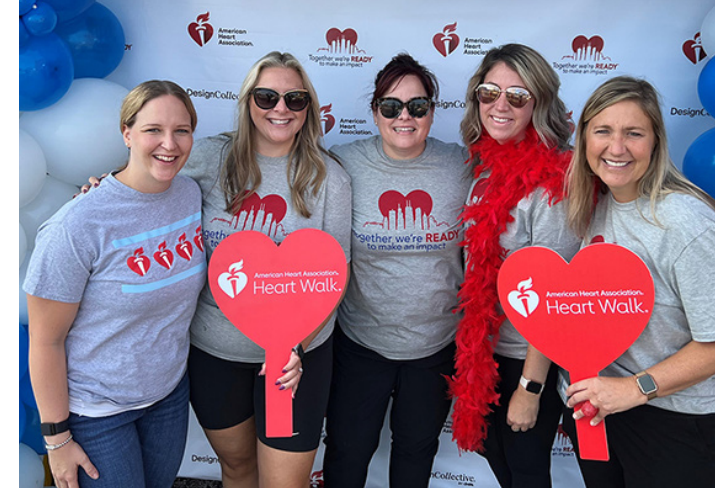
Our employee-partners reinforce our relationship with the AHA through incredible support and participation in our various philanthropic activities with the organization.

Each year, Cintas participates in the AHA's National Heart Walks across the United States and bases a company-wide team out of our Cincinnati-based corporate headquarters.

Cintas' corporate team in Cincinnati's Heart Mini Marathon & Walk boasts in-person and virtual walkers across the United States.

The walks and runs around the country—and other lead-up events ahead of races—connect survivors and caregivers, unite participants through physical activity and prevention, and raise funds for scientific advances. Cintas employee-partners can support local events by registering for events in their area, and also have the option to participate virtually as a member of the main corporate team.

More than 10,000 people—our employee-partners, family members, friends and community members—have participated in AHA fundraising activities as a Cintas representative. Together, they have raised more than \$1 million to support the AHA's lifesaving research and their promotion of healthier communities.



Cintas' corporate team in Cincinnati's Heart Mini Marathon & Walk was Top-5 in dollars raised.





On National Wear Red Day in FY'23, Cintas offered a \$50,000 company match to funds donated through links shared on social media. In total, the event generated an additional \$81,000 in funds for the AHA.

Cintas also supports the AHA's Go Red for Woman campaign, the organization's platform to increase awareness for heart disease and stroke in women. Go Red Day is a popular day for employee-partners across the U.S. — and Canada in support of the Canadian Heart Association — to wear red to work and celebrate our efforts to increase heart health.

Our woman-centered, employee-partner business resource group (PBRG) is also active in the Go Red for Woman. Each year, they sponsor local events and coordinate female Cintas executives to participate in the annual speaker series.

National Wear Red Day, celebrated on the first Friday of February, is a popular day for

our employee-partners across the U.S. — and Canada in support of the Canadian Heart Association — to wear red to work and participate in activities to honor survivors and loved ones lost to heart-related illness.

In Cincinnati, the annual Heart Ball is one of the organization's largest fundraisers and also complements the Go Red for Women campaign. Cintas is the event's official PPE sponsor and gifts all attendees a branded bag stocked with first aid and safety products like bandages, antiseptic wipes and immunity supplement packages. The company also provides hand sanitizer and other essential items at the Ball so guests feel safe and comfortable while attending the black-tie event.

AMERICAN HEART ASSOCIATION CHAMPIONS



"Unfortunately, like many families, I have a very close personal connection to the devastating impact of heart disease and that's why I choose to support AHA."

Jim Rozakis

*Cintas Executive Vice President,
COO, AHA ELT Member,
AHA Executive Champion*

"The American Heart Association has changed Cintas forever in terms of how we operate, how we interact with our employee-partners, our outlook on the world and how we serve our customers. Not only is AHA a business partner, but they help us further our culture and give us opportunities to share with our employee-partners how much we care about them."

Max Langenkamp

*Cintas Senior Vice President of Human
Resources & Chief Diversity Officer,
Go Red for Women Executive
Champion*



Cintas First Aid & Safety's Midwest Sales Director Katie Gough-Edwards

was honored as the Leader of Impact by the Cincinnati chapter of the American Heart Association, and celebrated at the 2023 Heart Ball.

Nominated to compete in the annual challenge by FAS President & COO Mark Carter, Gough-Edwards raised almost \$37,000 through a division-wide effort throughout the fall.

Gough-Edwards' fundraising total paced all competitors and helped the group of six local leaders raise almost \$115,000 in additional corporate fundraising for AHA. Cincinnati's six leaders raised the fourth highest total in the country during the campaign, and the most among similar market sizes.

AMERICAN HEART ASSOCIATION CHAMPIONS

"Cardiovascular disease and stroke affect so many Cintas employee-partners, coast to coast, in some manner—be it themselves, family or loved ones. I cannot be prouder of my fellow partners for getting behind the AHA's mission and supporting our work with them."

Mark Carter

*Cintas President & COO First Aid
& Safety Division, AHA Board Member*



"Thanks to your efforts, we've made incredible advancements to fight heart disease and stroke for nearly 100 years. I've been asked a lot lately why we're still number one in heart-health awareness and fundraising. Well, even though we're doing better, heart disease and stroke are so expansive—killing more than all cancers combined—we've got longer to go. However, things are looking great. We're excited, close to being 100 years old and continuing our mission of longer, healthier lives."

Alyson Poling

*American Heart Association
Executive Director & VP*



"I've led a Cintas Heart Mini team for five years now, and I continue to be amazed by the engagement our employee-partners show for this campaign! Their dedication to help raise awareness and funds is so inspiring because we know we are helping to create longer healthier lives for generations to come."

Tina Gorski

*Cintas Corporate Accounts
Marketing Manager, Impact Champion*

FY'23 Impact Champions

A special thank you to our employee-partners who've dedicated their time to make a positive impact and create a shared drive for better in the communities where we live and work.

Aalya Ismail	Amy Umberger	Briana Miller	Christina Archuleta	DeAnn Livengood	Esmeralda Ramirez
Adam Walker	Andrea Mowrey	Brianna Amann	Christine Ward	Deborah Patton	Felipe Reyes
Adria Angrisani	Andrea Plasencia	Brittany White	Christopher Smith	Desi Lui	Gary Combs
Aisha Hull	Andrea Reany	Brooke Busse	Cindy Reuther	Donald Cole	Gina Clevelan
Alex Partow	Andrea Theobald	Bryn Noble	Claudia Cabrera	Dot Wells	Gloria Ketcher
Alexa Becker	Andrew Smith	Caden Piotrowski	Colin Gonzalez	Dylan Bergstrom	Grace Carrick
Alexandra Poffenberger	Anita Mckoy	Caitlin Cox	Crystal Hooper	Elizabeth Randall	Greg Derieg
Alexis Rangel	Anne Wasmund	Candela Goldstein	Crystal Powers	Elizabeth Spanninger	Hayley Hodnett
Alicia Cleese	Anthony Velazquez	Caprice Bush	Crystal Waltenburg	Emily Dowling	Heather Nykowski
Amanda Fraser	Arden Beyer	Cara Birkenstock	Dadrien Keene	Emily Laird	Ian Miller
Amanda Fritz	Ariel Quinones	Carol Manzo	Damon Osmond	Emily Rupe	J.J. Castillo
Amanda Osburn	Ashley Chauvin	Caroline Conrath	Daniel Swortz	Emily Walker	Jackson McCrary
Amanda Rogers	Austin Langley	Caroline Dolaher	Daniela Rodriguez	Emily Wilburn	Jaclyn Kemp
Amber Bouchard	Avery McDonald	Cathy Kotarski	Danielle Carranza	Emma Delagrange	James De La Cruz
Amber Ross	Barbara Swecker	Celia Oliasami	Danielle Smulski	Erica Epinger	Janet Schoenborn
Amelie Mestayer	Bobbie Guercio	Celia VonHoene	Dannielle Bruno	Erin Barrera	Jeanne Ottenweller
Amy Althaus	Bradley Bickett	Charles Dimitui	David Smith	Erin McFarland	Jen Salmeri
Amy Kitzmiller	Brandon Lis	Chelsey Barnes	Dawn O'Haire	Erin Tammany	Jennifer Atkins
Amy Peveler	Breann Day	Christian Rubio	Deann Barlow	Erin Updike	Jennifer Dawson

FY'23 IMPACT CHAMPIONS

Jennifer Rice	Katelyn Pennington	Laticia Garcia	Meagan Sweet	Paige Burnell	Stephanie Dickerson
Jennifer Ruwe	Katharine Smart	Laura Domingue	Megan Almeida	Patrick Moran	Stephanie Howe
Jennifer Sears	Katherine Robertson	Lauren Bealon	Megan Bennett	Patrick Ross	Stephanie Stacy
Jenny Schwarz	Kathy Dillon	Lauren Foley	Meghan McMaster	Peirce Morrison	Steward Black, Mechole
Jenny Somers	Kathy Randolph	Lauren Johnson	Meinen, Kelly	Presley Bevins	Stone Holt
Jessica Fuchs	Katie Sellers	Lesley Baker	Melissa Zabiegala	Rachel Bosworth	Sylvia Hoi
Jessica Heinekamp	Katie Wallace	Levi Gaskins	Meredith Hang	Randi Isaacs	Tabitha Toeppen
Jessica Secrest	Kayla Kaiser	Lexi Brubaker	Michael Guerriero	Raven Mallon	Tassy Taylor
Jessica Thompson	Kelly Burns	Lexi Poffenburger	Michael Spivey	Reggie Johnson	Taylor-Rae Downing
Joan Patterson	Kelly Dilts	Liam McAvoy	Michele Edelmann	Regina Baran	Terrin Reiss
Jonathan Chaline	Kelly McClain	Lindsey Hawkins	Michele Remmert	Regina Perkins	Theresa Kershaw
Jordan Dixon	Kelsea Daniels	Lisa Graham	Michelle Cook	Reginald Johnson	Tianning Yang
Jordan Paxton	Kelsey Amann	Lisa Grundy	Michelle Maguschak	Renee Estrella-Wells	Tina Gorski
Jordan Pulsifer	Kelsey Lewis	Lisa Jones	Michelle Seward	Robert Walburn	Tom Scarcelli
Jose Nunez	Kelsi Scott	Lynzi Patton	Miguel Bustamante	Rodney Chatham	Tori Carlile
Joshua Stanton	Kelsie McIntyre	Madi Samples	Mikaela Stamper	Rosemary Gimenez	Tori Joray
Julia Amara	Kenny Perrin	Madison Geris	Mikayla Taylor	Ryan Brown	Tracy Rinehimer
Julia Messinger	Keri Aljets	Madison Spring	Mike Flowers	Samantha Essid	Tyler Peragallo
Julie Davis	Kerri Stiger	Madysen James	Mollie Khan	Sara Hathorn	Tyler Scheatzle
Julie Gonzalez	Kimberly Foster	Maggie Cresswell	Morgan Carter	Sarah Johnston	Vanessa Hernandez
Justin Caldwell	Kimberly Hippman	Manny Elivo	Muqim Shah	Sarah Stetler	Vanessa Serano
Justyn Arnold	Kirsten Carson	Marco Canchola	Nathan Backstrom	Scott Hoey	Vicky Spruance
Kaitlyn Swetell	Kristen Mikula	Margo Whitacre	Nichol Gragg	Sean Gerdich	Vicky Stein
Kalli Faulkner	Kristin Woodson	Maria Torres	Nick Castellano	Sharlene Cardona	Victoria Lockard
Kam Alipour	Kristine Gough	Mariah Copp	Nick VanDyke	Sherry McArthur	Will Murray
Karen Rypka	Kristine Narcum	Marisa De Boer	Nicole Dido	Shoania Vergara	Yvonne Beall
Karlee Lewis	Krysten Minella	Marla Manriquez	Nicole Tracy	Sierra Randolph	Zach Beaver
Kasey Bathgate	Kyle Ingles	Matt Jessie	Olivia Daniel	Sophia Zakarian	
Kasi Ostenkamp	Lacey O'Connell	Matthew Smith	Olivia Grim	Spencer Evans	
Kate Canceran	Landon Porter	Mayra Cahue	Owen Erickson	Stacy Campbell	

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