

Eight Eleven
FOUNDATION

IMPACT REPORT 2025





Eight Eleven
FOUNDATION

THE ROAD AHEAD

Launched in 2023, the Eight Eleven Foundation (EEF) is a registered 501(c)(3) non-profit that serves as the charitable arm of the Eight Eleven Family of Companies. In addition to leading its own fundraising efforts, the Foundation also facilitates the corporate giving efforts for the Eight Eleven Family of Companies. This Impact Report was compiled to give you a deeper understanding of our many national efforts while also acknowledging our priority for continued accountability and growth.



The Eight Eleven Foundation Board poses for a photo at the first annual Broad Ripple Oktoberfest presented by the Eight Eleven Foundation.

OUR MISSION

From the People of Eight Eleven to the communities we serve, our passion is driving career-focused development and building a brighter future for all. This mission statement highlights the three pillars that the organization was founded on: the People of Eight Eleven, Education, and Social Conscience.

\$303,505

Total Funds Raised

28

Non-Profit
Organizations
Supported in 2025

\$64,097

Funds Raised by
Miscellaneous Efforts

\$44,300

Funds Raised by
Recurring Donations



CARLIE OAKLEY

Eight Eleven
Foundation President

A WORD FROM OUR PRESIDENT BUILDING ON SUCCESS

As we entered 2025, we realized that some big changes were needed to keep up with our growing outreach and support. One of the biggest changes came in the form of revamping our annual fundraiser. Instead of the typical intimate charity auction we have done in past years, we wanted to leave our mark on the community and expand our fundraising capacity by hosting the first annual Broad Ripple Oktoberfest, full of family-friendly fun. This was no easy feat, and we couldn't have accomplished it without the work of our volunteers and generous sponsors. With a larger fundraiser, we were able to expand our impact across the country, and I am so excited to share some of our accomplishments in this report. This year also marked the Eight Eleven Family of Companies' 25th anniversary. To celebrate, the foundation supported 25 different nonprofits and causes nominated by our employees. Although some of these acts are mentioned in this report, I encourage you to visit our website to read in-depth details about each one. It's hard to believe all that we have accomplished since 2023, and with that growth has come some valuable lessons and insights that we look forward to implementing to improve our operations and impact in 2026. Thank you as always for your support.

A BREAKDOWN OF OUR SUPPORT



\$18,696

Donated to the People of Eight Eleven in 2025

25 ACTS OF KINDNESS ICLA DA SILVA FOUNDATION



The Icla Da Silva Foundation supports patients for whom a bone marrow transplant is their only cure by providing critical financial, emotional, and logistical assistance. By helping cover essential costs such as transportation, meals, and lodging, the Foundation removes barriers that can otherwise stand between patients and life-saving treatment.

This organization was nominated by Mackenzie Scheier, whose connection began in 2023 after she was diagnosed with Acute Myeloid Leukemia and learned she would need a bone marrow transplant. Facing financial uncertainty after being laid off by a previous employer, Mackenzie found support through the Icla Da Silva Foundation, which stepped in during a deeply challenging time for her and her family.

25 ACTS OF KINDNESS AMERICAN HEART ASSOCIATION'S GO RED FOR WOMEN



Since 2004, the American Heart Association's signature women's initiative, Go Red for Women, has addressed the awareness and clinical care gaps of women's greatest health threat, cardiovascular disease (CVD). Cardiovascular disease is the number one killer of women, with nearly 45% of women ages 20+ living with some form of cardiovascular disease. One of those women is Brooksource's Associate Vice President of Operations, Carrie Kuppart. Heart disease has always been in the background of Carrie's life, with both her dad's and grandpa's battles with the disease being core memories of her childhood. However, she never expected to be diagnosed with the disease herself since most of her exposure revolved around it only affecting men. That all changed at the age of 38, when Carrie was diagnosed with coronary artery disease.

Instead of being defeated, Carrie saw her diagnosis as an opportunity to do more. "As someone who prioritizes health and wellness, I was surprised to learn that I had a 25% blockage in my left coronary artery... The silence of this disease is what's scariest, and it's why I'm so passionate about preventative care and education," explained Carrie. In 2025, from February 7th to April 10th, Carrie joined the American Heart Association's Go Red for Women's "Woman of Impact" campaign and used her story to help raise funds and spread awareness. The Eight Eleven Foundation was proud to support Carrie in this noble cause.

MAKING STRIDES AGAINST BREAST CANCER

The Making Strides Against Breast Cancer events in Oakland and Macomb Counties raised more than \$150,000 last year to support breast cancer research and essential patient resources. Among those involved was Kalyn Richardson of Brooksource, who is a breast cancer survivor. Kalyn participated alongside fellow survivors, friends, family members, and volunteers in a powerful display of community and solidarity.

Kalyn's participation reflected a much deeper story of resilience and support during one of the most challenging periods of her life. Following her diagnosis, Kalyn decided to continue working through treatment, supported by leadership and colleagues across Eight Eleven Group. From immediate reassurance and flexibility from her manager to an overwhelming outpouring of encouragement, meals, and messages from teammates, Kalyn experienced the organization's people-first culture firsthand. That support extended beyond the workplace when the Eight Eleven Foundation made an unprompted donation, which became the event's start-line sponsorship. For Kalyn, the experience reinforced the importance of working for an organization that prioritizes people over productivity, and why, more than a decade into her career, Eight Eleven Group remains a place where employees are supported through life's most difficult moments.





\$118,775 Donated to Education Initiatives in 2025

OUR PARTNERSHIP WITH THE CRISTO REY NETWORK

The Cristo Rey Network® is the only network of high schools in the country that integrates four years of rigorous college preparatory academics with four years of professional work experience through the Corporate Work Study Program.

Comprised of 40 Catholic, college and career preparatory schools that today serve over 12,000 students across 24 states and DC and collectively claim over 25,800 graduates, the Cristo Rey Network delivers a powerful and innovative approach to inner-city education that equips students from families of limited economic means with the knowledge, character, and skills to transform their lives.

Providence Cristo Rey High School's Pride of Providence Gold Sponsorship

Providence Cristo Rey High School (PCRHS) is the only Cristo Rey Network high school in Indiana. The Foundation has built a strong relationship over the years and regularly contributes to the school through sponsorships and the **Corporate Work Experience program**. In 2025, we were proud to be Gold Sponsors of the school's annual fundraiser, "Pride of Providence." On top of the \$2,500 sponsorship, we now have **5 interns in Indianapolis and one intern each in Minneapolis, Tampa, Detroit, and Seattle**. These interns have been working in each location to support recruiting, business development, and community involvement projects. They have also been collaborating across markets to learn more about each other, gain exposure to new opportunities, and build relationships beyond their local teams. A huge thank you to our sponsors, mentors, and leads listed below.



Paul Schiffman and his wife, Madeline, represent Eight Eleven Group at the Pride of Providence fundraiser.



Manuel, PCRHS Student and Eight Eleven Intern, and Zach Momeyer pose for a picture.



Ever, a PCRHS Student and Eight Eleven Intern, gives his capstone presentation.

Sponsors

- ▶ Mike Scott
- ▶ Evan DePotter
- ▶ Bailey Alfaro
- ▶ Kelsey Escher
- ▶ Zach Momeyer
- ▶ Destinie Croffie
- ▶ Rachel Bragg
- ▶ Jake Baldwin
- ▶ Julia Lindenschmidt

Mentors

- ▶ Kyle Meyer
- ▶ Hannah Moore
- ▶ Emily Pfiefer
- ▶ Johnny Murphy
- ▶ Sarah Wallace
- ▶ Elizabeth Kellams
- ▶ Cydney Marshall
- ▶ Giavanni Nowlin
- ▶ Paul Schiffman
- ▶ Mallory Newberry

Leads

- ▶ Colton Stafford
- ▶ Ellary Detamore
- ▶ Ethan Lowry
- ▶ Paige Hackman
- ▶ Nate Browning
- ▶ Carlie Oakley
- ▶ Allie Lietzan
- ▶ Paige Klotz





\$104,399

Donated to Social Conscience Initiatives in 2025

E3 DAY OF SERVICE

In September of 2025, we held our eighth annual E3 Day of Service, a nationwide day of volunteering for the entire Eight Eleven Family of Companies. Thanks to the Foundation's financial backing, our markets partnered with local philanthropies across the country to support the communities they serve. As one of our core values, service is something we take great pride in sharing with our clients, consultants, and local communities.

“

We volunteered at the Seminole County Animal Shelter, where we helped with daily care tasks like cleaning bowls and doing laundry for the dogs' beds. We also spent quality time with both cats and dogs, giving them attention, companionship, and socialization to brighten their day. **It was a rewarding experience that supported the shelter staff while giving the animals comfort and care.**

Tyler Sera | Brooksource – Orlando

A Glimpse into the Organizations Our Employees Supported in 2025

- ▶ Brain Up!
- ▶ Ken Anderson Alliance
- ▶ Animal Care & Protective Services Jax
- ▶ Dallas LIFE
- ▶ Denver Parks and Recs
- ▶ Sleep in Heavenly Peace
- ▶ Kentucky Humane Society
- ▶ Mobile Loaves & Fishes - Community First Village
- ▶ Community Food Bank of Central Alabama
- ▶ Boys & Girls Club of Jersey City
- ▶ ICLA Foundation
- ▶ Family House
- ▶ Goodwill of Central & Southern Indiana
- ▶ Providence Cristo Rey High School
- ▶ Indy Parks
- ▶ Broad Ripple Village Association
- ▶ The Humane Society of Tampa Bay
- ▶ The Atlanta Beltline Partnership Team
- ▶ ACPS - Animal Care & Protective Services Jacksonville
- ▶ Journey House
- ▶ A Special Wish Foundation
- ▶ Cradles to Crayons
- ▶ Cleveland Food Bank
- ▶ Seminole County Animal Shelter
- ▶ Feed My Starving Children
- ▶ Forgotten Harvest
- ▶ Humane Rescue Alliance
- ▶ Kids' Meals Inc



THE ARBOR DAY FOUNDATION

On April 17th, Eight Eleven Group hosted a volunteer tree-planting event in collaboration with the Arbor Day Foundation. Celebrating Eight Eleven's 25th anniversary, \$25,000 was invested into the planting and maintenance of these trees for the next 3 years. The service event involved planting over 50 trees in the Near Eastside neighborhood of Indianapolis, adjacent to Thomas Carr Howe High School, a high-need area facing significant climate and health challenges. This event is part of the ongoing partnership with the Arbor Day Foundation, with the goal of planting and distributing 50,000 trees across the 32+ Eight Eleven Group markets and the continental United States, reinforcing the company's dedication to sustainable practices and community well-being.

384,349 Gallons of Potential
Runoff Avoided

252 Trees Planted
& Distributed

213 Metric Tons of
CO₂ Sequestered

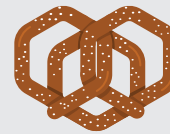
9 States
Worked In

2 Completed
Planting Projects

.73 Tons of Air
Pollutants Removed

Oktoberfest

2025 brought the first annual Broad Ripple Oktoberfest, presented by the Eight Eleven Foundation. With over 1,300 tickets sold, we provided a platform to highlight local businesses while giving back to the city we love. Every dollar raised helped support national and local initiatives through the People of Eight Eleven, Education, and Social Conscience pillars. Oktoberfest featured eight hours of food trucks, live music, good food, and quality beverages.



Mark your calendar
for the Broad
Ripple Oktoberfest
on October 10th!



2025 'QUARTERLY IMPACT' GIVING PLEDGE

Powered by the Eight Eleven Foundation, Quarterly Impact is our annual effort to align philanthropic efforts with organizations that are providing invaluable services for both local and national community development. Each quarter, we choose to support an organization reflective of either our company's core values or related to one of the six Eight Eleven Connections Groups: Women of Eight Eleven, Eight Eleven People of Color, Eight Eleven Parenthood Group, Eight Eleven PRIDE, Eight Eleven Mindfulness, and Sustain E3.



BOYS & GIRLS CLUBS
OF AMERICA

\$34,289

Q1: BOYS & GIRLS CLUBS OF AMERICA

Our partnership with the Boys & Girls Clubs of America spread donations across Indianapolis, Chicago, Atlanta, Denver, Charlotte, and Hoboken. Our donation supports safe spaces, mentorship, and transformative programs for youth across the country. In October, our major project of refreshing a computer lab in Indianapolis was completed.



\$34,925

Q2: POINT FOUNDATION

Point Foundation aims to empower LGBTQ students to achieve their full academic and leadership potential by attaining valuable educational experiences. The funds donated supported The Point Foundation's Persistence Scholarships and Access Scholarships, helping reach 1,000 students with education-related financial needs.



\$36,431

Q3: ARBOR DAY FOUNDATION

The Arbor Day Foundation is the world's largest nonprofit dedicated to planting trees. Since 1972, they've planted more than half a billion trees in over 60 countries. With more than 50 years of experience, they plant with intention and integrity. The science-based approach pinpoints forests and communities that would benefit most from trees. Then, their global network of local planting partners gets to work planting wherever there is a need.



\$38,182

Q4: MOVE FOR HUNGER

Move for Hunger's mission is to fight hunger and reduce food waste by mobilizing the moving industry and communities to collect and deliver non-perishable food to those in need. Our donation will help provide meals to families across the country and make a tangible difference in communities near and far.

