

# Overture Promotions

## 2023 Environmental, Social, and Governance Report

Creating a Sustainable Tomorrow

# OVERTURE





# OVERTURE

## 2023 Environmental, Social, and Governance Report

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## TO OUR STAKEHOLDERS:

Overture presents this as a “report from the road” as we continue our journey toward reducing our impact on the environment, increasing our staff diversity, and making a difference in our local communities.

Our employee-created Core Values get refreshed every few years – we give our staff the opportunity to weigh in on which ones are still meaningful and which ones need updating. The last review was in 2022, and it resulted in a new Core Value: Make an Impact. Described this way: “We always think about the bigger picture. We pay successes forward because we believe we rise by lifting others. We give back to our community. We strive to reduce our environmental impact. We care about and respect others, regardless of our differences. We place value in different points of view. We believe in more than ourselves, don’t hesitate to adapt to change, and live by the slogan, ‘Never stop learning.’”

And so, we are learning: how to better care for our planet; how to create a more welcoming, collaborative, and inspiring workplace; and how to make more of a positive impact on our neighbors. These are, in fact, our three pillars:

- **Planet: Be responsible.**
- **People: Be good.**
- **Community: Do good.**

The best part about Overture’s ESG journey is my fellow travelers. Our employees are passionate about reducing our impact on the planet, pushing leadership to keep making progress. They are unreservedly committed to diversity and inclusion, willing to have the awkward conversations about ALL the flavors of diversity: gender, race, sexual preference, age, neurodiversity, faith, and people who need second chances. And they always step up when we are serving locally.

While this report celebrates a year’s worth of progress, know that we are always working on what is not yet done.

**JoAnn Gilley | CEO**



“ ... we are learning:  
how to better care for  
our planet; how to create  
a more welcoming,  
collaborative, and  
inspiring workplace;  
and how to make more  
of a positive impact on  
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## OVERTURE ESG PILLARS

Overture Promotions is unwavering in its commitment to annual improvements in sustainability, diversity, equity, and inclusion, and community engagement. In recognition of this dedication, we have defined 3 pillars by which we plan to measure our year-over-year progress:



Planet *Be responsible.*



People *Be good.*



Community *Do good.*

# OVERTURE ESG PILLARS

Planet - Be responsible.	People - Be good.	Community - Do good.
Earned Silver EcoVadis rating in second audit	Expanded training team	Honored with the Diversity Champion Award from the Lake County Juneteenth Commission
Created ESG Compliance Specialist position		
Planted 63,477 trees with Ecologi	Improved staff diversity	Honored with the Community Ambassador Award from A Safe Place
Made investments at HQ to reduce our carbon footprint <ul style="list-style-type: none"> <li>• Sustainable packaging</li> <li>• Automated screen-print reclamation system</li> <li>• 2nd water refill station</li> </ul>		
Reduced Scope 1 & 2 Emissions by 6%	Launched Overture Women Leaders (OWL) training and mentoring program	Invested in a Work Study Program with Cristo Rey St. Martin (CRSM) College Prep
Offset 467.87 metric tonnes of CO2 through UPS carbon neutral shipping program	Renewed CAMSC Certification as Minority Owned	
Recycled 112 tons of corrugated material		

“ Our mission is to create memorable, meaningful, and personal brand experiences, focusing on quality control, sustainability, and on-time delivery. ”

## ABOUT OVERTURE

Overture is a minority-owned, woman-led, Top 20 distributor of branded merchandise. Our end-to-end, in-house services give us the ability to control costs, reduce turnaround time, and optimize processes and workflows. Our mission is to create memorable, meaningful, and personal brand experiences, focusing on quality control, sustainability, and on-time delivery. In 2023, we generated revenue of \$122 million and employed 226 staff members as of December 31st. We are also a founding member of the Brand Unbound global network of best-in-market promotional product experts, with a shared mission of giving enterprise-level clients global thinking and management, with local execution.



# ESG PROGRAM GOVERNANCE STRUCTURE

## Governance:

Effective governance means aligning our policies with our vision, mission, and core values in the pursuit of being a positive force for our planet, people, and community.

We strive to employ an ethical, transparent governance system that fosters a diverse and inclusive environment where all stakeholders' voices may be heard. This includes rigorous attention to evolving standards and practices and regular policy review to ensure our efforts match our intentions.

## ESG Governance Structure:

Our ESG governance structure engages stakeholders at all levels to maintain efficient communication, collaboration, and forward progress towards sustainable development. The overarching strategy and direction of the company are determined cooperatively by the Board of Directors and Senior Leadership Team.

The company's sustainability strategy is defined by the Senior Leadership Team and executed by the ESG Compliance and Corporate Social Responsibility teams in collaboration with every department and level of the organization. Further support is provided by Overture Promotions' Employee Resource Groups, which help manage engagement and continuous improvement initiatives.

## BOARD OF DIRECTORS

Michael Meekins, CEO, Westbridge Capital  
Trish Harris-Schentag  
Stuart Schwartz, Managing Director, Westbridge Capital

Justin Ferrara, Senior Partner, Norton Rose Fulbright  
Jo Gilley, CEO, Overture Promotions

## OVERTURE SENIOR LEADERSHIP TEAM

Regularly engages to review and steer progress, driving sustainability initiatives within the organization.

Jo Gilley, CEO  
Joe Hazan, President  
Brian Lisinski, CFO

Tej Shah, VP, Marketing & E-Commerce  
Mike Wilson, VP, Operations  
Christina Nelson, VP, Human Resources

Aldo Rossi, Director of Sales Operations  
Chris Sheehy, CTO

## ESG COMPLIANCE & CORPORATE SOCIAL RESPONSIBILITY

These teams communicate and manage sustainability strategies in collaboration with various internal departments and controls and are responsible for reporting initiatives.

Victoria Robertson, Manager, Marketing and CSR | Andrew Kelly, ESG Compliance Specialist

### Green Team

Responsible for driving environmental initiatives by recommending policies to leadership, educating staff, identifying sustainable products, and engaging in community activities. This team meets monthly to review progress.

### Diversity and Inclusion Advisory Council (DIAC)

Responsible for proposing and creating diversity initiatives and strategies. Meeting bi-weekly, the team ensures Overture Promotions is an involved, inclusive organization that celebrates and showcases the uniqueness of our workforce.

### Safety Team

Responsible for ensuring worker health and safety at the company's Waukegan Headquarters. The team meets bi-weekly to drive progress through inspections, staff education, and employee engagement.

### Culture Crew

Responsible for keeping our employees connected, informed, and engaged throughout the organization. Feedback from employees, provided by Culture Crew, is essential to ensuring our workers' voices and ideas are accurately represented.

# STAKEHOLDER ENGAGEMENT

At Overture Promotions we recognize that our success is deeply intertwined with the diverse array of stakeholders we serve and collaborate with. Our approach to stakeholder engagement is comprehensive and inclusive, ensuring that we address the needs and expectations of all those who contribute to and are impacted by our operations. Through these engagements, we aim to create value for all our stakeholders, uphold our commitment to sustainability, and ensure the long-term success of our company.

## Customers

Our customers are at the heart of our business. We engage with them regularly to understand their needs and priorities, ensuring our services not only meet but exceed their expectations in terms of ethics, quality, sustainability, and innovation.

## Employees

Our employees are our greatest asset. We foster an inclusive and supportive work environment, encouraging open communication and collaboration. Regular feedback mechanisms and engagement initiatives help us understand and address their needs, contributing to a motivated and productive workforce.

## Community

We are committed to having a positive impact on our community. Through various initiatives, we engage with local organizations, support community development projects, and strive to be a responsible and beneficial presence.

## Governments

We maintain transparent and proactive communication with governmental bodies and regulatory authorities. By engaging with policymakers, we ensure compliance with legal standards and contribute to the development of regulations that promote sustainability and ethical business practices.

## Suppliers

Our suppliers are crucial to our operations, and we work closely with them to ensure ethical sourcing and production. We engage with them to promote best practices, enhance supply chain transparency, and foster long-term, mutually beneficial relationships.

## Partners

Strategic partnerships are key to our growth and innovation. We actively engage with our partners to explore new opportunities, share knowledge, and collaborate on projects that drive mutual success and sustainability.

## Board of Directors & Senior Leadership

Our Board of Directors and Senior Leaders play a pivotal role in guiding our ESG strategy. Regular engagement with these groups ensures that our initiatives align with our long-term vision and governance standards, driving accountability and continuous improvement.





## STANDARDS AND FRAMEWORKS

Overture Promotions is committed to responsibly and transparently reporting its environmental, social, and governance performance year over year, using specific, measurable key performance indicators in line with various standards and frameworks.

### **UN Global Compact**

We currently rely on the UN Global Compact standard of reporting through an annual Communication on Progress. Overture Promotions integrates the Ten Principles of the UN Global Compact as a guide for strategy, reporting, policy management, and effective performance measurement. Additionally, we are committed to supporting the Sustainable Development Goals (SDGs) by aligning our initiatives and practices with these global objectives. By focusing on these goals, we aim to contribute to broader international efforts to support sustainability, equality, and economic growth.

### **EcoVadis**

To ensure quality reporting and accountability, Overture also relies on third-party verification through EcoVadis. In its 2023 audit, Overture Promotions scored in the 87<sup>th</sup> percentile, earning an EcoVadis Silver Medal.

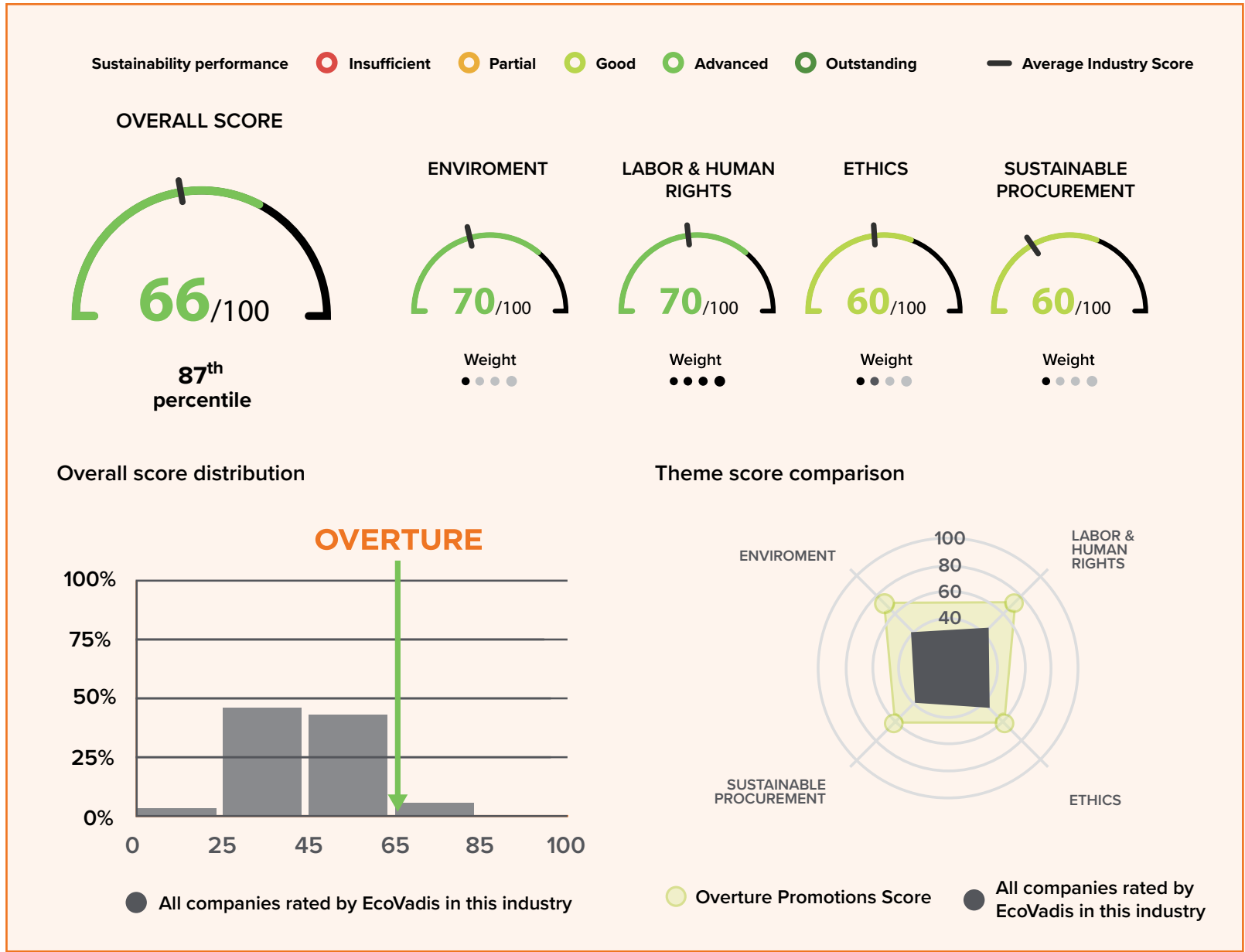
### **Future Reporting Commitment:**

In an effort to constantly improve its ESG performance, Overture is also committed to GRI compliant reporting for 2024 by engaging stakeholders and conducting a comprehensive materiality assessment to determine and report on material topics.



# ECOVADIS SCORECARD

Overture’s 2023 EcoVadis audit resulted in a Silver rating, improving on our Bronze 2022 rating. As a result, Overture rose from the 64th percentile to the 87th percentile of audited companies. Overture improved by 10 points in the Environment and Sustainable Procurement categories, and by 20 points in the labor and human rights categories.





**Planet**

*Be responsible.*

**Our Approach**

Overture is dedicated to fostering sustainability, prioritizing year-over-year improvements that align with our vision of a greener future. We hold ourselves accountable for making progress and communicating that progress as we collectively strive to positively impact our planet.

Central to our sustainability efforts are the reduction of greenhouse gas (GHG) emissions, a robust waste and recycling program, and the promotion of biodiversity. In our improvement and reporting efforts, we prioritize rigorous tracking of key performance indicators (KPIs) to ensure we meet our environmental goals. Our tracking methods include active monitoring of GHG emissions, waste generation, and biodiversity initiatives. All emissions and KPIs are determined using methodologies established by the US Environmental Protection Agency and the Intergovernmental Panel on Climate Change, ensuring accuracy and compliance with international standards. This diligent tracking allows us to measure our progress, identify areas for improvement, and transparently report our environmental impact.

## Planet Highlights

<b>Reduced Carbon Intensity by 14%</b>	<b>Planted 63,477 trees</b>
<b>Created an ESG Compliance role</b>	<b>Installed 2 water bottle refill stations</b>
<b>Invested in an automated screen-print reclamation system</b>	<b>Installed state of the art, smart LED lighting</b>
<b>Recycled 112 tons of corrugated material</b>	<b>Installed state of the art, smart LED lighting</b>
<b>Offset 467.87 metric tonnes of CO2 through UPS Carbon Neutral Program</b>	<b>Began offering recyclable boxes, void fill, and crinkle paper along with biodegradable bags and air pillows</b>
<b>Offset 467.87 metric tonnes of CO2 through UPS Carbon Neutral Program</b>	<b>Hired a consulting firm to provide recommendations for sustainability improvements</b>

# PLANET PRACTICES:

## Greenhouse Gas Emissions

We recognize the significant impact GHG emissions have on global climate change and are actively pursuing strategies to reduce our carbon footprint. In 2023, Overture invested in a state of the art smart LED lighting system, and energy efficient HVAC upgrades to help reduce energy consumption at our Waukegan, IL headquarters. Through energy-efficient technologies, and innovative practices, we aim to further lower emissions across our production and distribution processes. Our goal is to not only comply with but exceed industry standards and regulatory requirements, demonstrating leadership in environmental responsibility.

### 2022-2023 Improvements

GHG & Energy KPIs	2022	2023	Percentage Variance
Carbon Intensity	9.003	10.456	-14%
Total Scope 1 & 2 Emissions (mTCO <sub>2</sub> e)	1,104.74	1,178.44	-6%
Total Electricity Consumption (MWh)	1,757.90	1,827.03	-4%
Total Natural Gas Consumption (Therms)	48,552.30	64,384.80	-25%

“ Our goal is to not only comply with but exceed industry standards and regulatory requirements, demonstrating leadership in environmental responsibility. ”

# UPS CARBON NEUTRAL PROGRAM

We employ the UPS Carbon Neutral program to mitigate GHG emissions generated by outbound shipping. In our second year as members of the UPS Carbon Neutral Shipping Program, Overture invested \$6,036.05, offsetting a total of 467 metric tonnes of CO2, supporting carbon-reducing activities, such as reforestation, wastewater treatment, and renewable energy.

	CO2 Offset (Metric Tonnes)	Packages
January	43.535	15,910
February	23.1	13,365
March	49.9049	23,290
April	30.7866	13,142
May	35.8665	17,305
June	37.0006	16,415
July	27.8387	12,670
August	35.1582	19,411
September	37.8787	15,638
October	50.5977	21,753
November	48.3754	27,211
December	46.8293	28,908
<b>2023 Total</b>	<b>466.8716</b>	<b>225,018</b>



## WASTE & RECYCLING

Our waste & recycling system is designed to foster a circular economy, where resources are reused, repurposed, or responsibly disposed of. By promoting the recycling of materials across all levels of our operations and encouraging our customers to participate, we strive to reduce waste and conserve natural resources.

This program includes initiatives for the recycling of corrugated materials, plastics, and electronic waste, ensuring that we minimize our environmental impact. In 2023 we **recycled 112 tons** of corrugated material resulting in a **waste diversion rate of 64%**.

### Upcycling and Donation

We also employ a rigorous upcycling and donation program in partnership with multiple local non-profit organizations to support community members in need while diverting waste from landfill. We recognize that apparel waste going to landfill is one of the most significant challenges for the Promotional Products industry, and we are continuously improving our systems and exploring new partnerships to sustainably divert materials and reduce our impact.

# BIODIVERSITY

Biodiversity is crucial for healthy ecosystems and our planet's well-being. We commit to preserving it through initiatives like our partnership with the Chicago Botanic Garden to protect local biodiversity and our global tree planting projects with Ecologi. By integrating biodiversity into our operations and supply chain, we aim to positively impact ecosystems and support Earth's diverse life.

## **Ecologi**

In October of 2022, Overture began planting a tree with every order over \$20. Each tree in the Overture Forest is responsibly planted by an Ecologi reforestation partner, which hires and trains local employees to plant native tree species. Overture planted over 63,000 trees in 2023, bringing our company total to 75,116.

## **Sustainable Procurement**

We are committed to sourcing materials and products that meet high environmental and ethical standards. Our procurement strategy involves rigorous supplier engagement, preference for eco-friendly materials, and promoting fair labor practices. By integrating sustainability into our procurement processes, we ensure that our products are high-quality and responsibly sourced.

## **Sustainable Packaging**

To provide our customers with sustainable options, we continuously expand our range of eco-friendly products. We offer recyclable packaging materials and biodegradable air pillows, minimizing our environmental impact and promoting responsible consumption.

## **Sustainable Procurement Goals**

In pursuit of continuous improvement, Overture Promotions also intends to expand its Sustainable Procurement policies and practices to include supply chain auditing, enhanced sustainable packaging options, and a comprehensive Preferred Supplier Program prioritizing sustainable and ethical practices and offerings.





**People** *Be good.*

Overture is dedicated to the well-being and growth of our staff, demonstrated by our investments in IT security, comprehensive training programs, and ongoing enhancement of internal DEI practices. We strive to create a safe, inclusive, and supportive work environment that fosters professional development and innovation.

# People Highlights

Overture began a company-wide evaluation of equitable living wages, to be completed in 2024.

Continued measurement of demographic data, encouraging employees to self-report

Hired 7 managers in FY24, 86% were diverse

Of candidates considered for an open position, 86% were diverse.

Eighty percent of all hires were diverse.

Renewed our CAMSC certification as minority-owned

Added Juneteenth and Martin Luther King Day as Overture-recognized, paid holidays

Employ 3 neurodiverse individuals who work alongside our neurotypical staff

Invested in expansion of training department and capabilities

Launched Overture Women Leaders (OWL) training program

Invested in IT Security and training to promote an ethical workplace

Overture Family Fund - This program is used to assist employees undergoing hardship. Through the program, employees can donate accrued time off to the fund, and/or financially contribute through a quarterly donation.



# OVERTURE CORE VALUES

## WORK HARD, HAVE FUN MAKE HISTORY

### Work Hard, Have Fun, Make History

We live by “do what it takes.” We set aggressive goals and work hard to achieve them, understanding the importance of enjoying what we do. From office pranks to company barbecues, friendly competition, and making a difference, we value fun together. Balancing work and fun, we achieve greatness.

## WEIRD IS COOL

### Weird is Cool

We believe in celebrating our diversity and valuing our varying perspectives. We strive to be unusual thinkers and innovative creators. We shy away from the idea of “normalcy” and instead embrace our inner weirdness, because our differences are where we find the diversity of thought and process nuances that set us apart.

## Be SIGNIFICANT BE HUMBLE

### Be Significant, Be Humble

We set big goals and work together to reach them, making every vision a reality. We raise the bar in customer service, drive creativity, and innovate in internal processes and industry standards. We take pride in our work, colleagues, and company, always seeking to learn and improve.

## TAKE OWNERSHIP & Accountability

### Take Ownership & Accountability

We know that mistakes happen, and we know they are always opportunities to improve. We acknowledge issues and find solutions together, empowering those involved to enhance processes. Accountable to each other, we always ask how to improve. Owning mistakes, we take the initiative to make things right for our clients.

## COMMUNICATE AND COLLABORATE

### Communicate and Collaborate

We collaborate with our teammates for help, problem-solving, and ideas to deliver our best, most creative work. Valuing different perspectives, we encourage team discussions. We are responsive to customers and each other, making communications efficient, effective, professional, and concise. Always seeking synergies and best practices, we strive for continuous improvement.

## make an IMPACT

### Make an Impact

We think about the bigger picture and pay successes forward, believing we rise by lifting others. We give back to our community, reduce our environmental impact, and respect others’ differences. Valuing diverse views, we believe in more than ourselves, adapt to change, and live by “Never stop learning.”

## »»→ Live with INTEGRITY & Respect

### Live with Integrity and Respect

We are committed to respecting each other, our supplier partners, and our clients, and we carry that commitment into our public lives. We emphasize the importance of truth and respect in all of our interpersonal relationships. Just as we value the aspects that make each of us unique, we also respect those differences. We aim to be the same people inside and outside the walls of Overture.

# PEOPLE PRACTICES

**Wages** - Overture's HR department is ensuring equity beginning at the job description level. Based on job descriptions, the team creates department structures and salary bands, annually meeting with managers and/or department heads to review. The team reviews market reports, salary data, and cost of living analytics as well as annually reviews compensation-based gender equality. All employees are eligible for annual merit increases and year-end bonuses based on performance.

**Benefits** - Overture increased its annual contributions by 45% in 2023 to maintain employee contribution costs for a third consecutive year. Additionally, Overture expanded its benefits offerings to include discounted gym memberships for all employees.

**Wellness** - Overture hosted an annual wellness fair at our HQ to showcase all Overture benefit options to employees. Overture also hosted daily morning stretches, with monthly visits from a certified trainer to teach employees new stretches, and bi-weekly Zumba classes at HQ, both of which were initiatives launched based on employee input.

**Professional Development** - Overture hosts an annual Sales Conference for the Sales team. Additionally, through Overture's Learning Management System (LMS), employees can self-elect training for professional development. The 25-week Overture Leadership program was also launched in 2023.

**Career Planning** - Overture conducts stay interviews amidst position changes or promotions to acquire feedback and implement changes to enable staff development.





**Training** - In 2023, Overture launched a formal orientation and 3-week onboarding training for all new hires, including email management and etiquette training. All staff are required to complete annual sexual harassment compliance training as well as quarterly DEI training and IT security training. Additionally, Overture enforces department-specific trainings, such as safety training for our frontline staff, NetSuite training for our sales department, and ongoing role-specific training throughout the various departments at Overture.

**Employee Recognition** - Overture recognizes staff throughout the year via award ceremonies (our annual Town Hall Awards, Sales Awards, and International Women's Day Awards) as well as through our bi-weekly employee newsletter, The Buzz. Additionally, performance reviews are conducted annually, with annual opportunities for compensation increases, and stay interviews are conducted to recognize employee anniversaries and provide an opportunity to provide an opportunity for improvement-based feedback.

**Mental Health** - All full-time employees are provided with one mental health day annually. Additionally, Overture has an employee assistance program, provides unpaid leaves of absence, and offers a free app to those on company insurance policies, providing mental health coaching, meditation techniques, and mindfulness resources.

**Worker Health and Safety** - Our dedicated Safety Team conducts routine walkthroughs and inspections to proactively identify and address potential hazards. The team also collaborates with local authorities to stay up-to-date on best practices and compliance requirements. Overture also annually reviews safety policies and the company Emergency Action Plan (EAP) to ensure procedures are effective and up-to-date with the latest safety standards and regulatory requirements.

**Recruiting** - In addition to posting roles internally and offering a referral bonus to staff, Overture participates in job fairs throughout the county to expand our candidate pool to more diverse candidates. We report on recruiting demographic data, and rely on an ATS platform that is directly linked to our HRIS platform to increase the efficiency of hiring and onboarding candidates. We hired 7 managers in FY24, 86% were diverse. Additionally, 68% of candidates considered for an open position were diverse, and 80% of all hires were diverse.

**Employee Resource Groups** - Overture offers four Employee Resource Groups (ERGs): the Green Team, Diversity & Inclusion Advisory Council, Safety Team, and Culture Crew. All resource groups are employee volunteer-run by staff passionate about enriching Overture's culture.

**Celebrating Diversity** - Overture hosts monthly heritage month celebrations, with a goal of educating staff and celebrating our diversity. In 2023, we celebrated Black History Month, Asian & Pacific American Heritage Month, Women's History Month, Pride Month, and Hispanic Heritage Month with various initiatives.

**IT Security** - Overture successfully completed a SOC 2 Type 2 audit, examining its internal controls and systems related to security, processing integrity, confidentiality, and data privacy. The organization also launched quarterly IT security training to all staff.

**Employee Handbook** - The handbook is reviewed annually to ensure we are complying with laws, trends, and policies.

**Codes of Conduct** - Overture implemented an employee, supplier, and inclusion code of conduct. The employee and inclusion codes of conduct each require annual employee acknowledgement and signature.





Overture is deeply committed to giving back to the community, having supported 16 non-profit organizations in 2023 through donations, volunteer efforts, and event sponsorships. Our dedication was recognized with two prestigious awards: the Community Ambassador Award from A Safe Place and the Diversity Champion Award from the Lake County Juneteenth Commission.

## Community Highlights

**Celebrated 5 years in partnership with A Safe Place, a domestic violence shelter local to our HQ**

**Sponsored events for Home of the Sparrow (a local homeless shelter) and CYN Counseling Center (which supports those in our community struggling with mental health)**

**Launched corporate work study partnership with Cristo Rey St. Martin (CRSM) College Prep, a local private school that supports first generation college students from low-income families**

**Sponsored events for Home of the Sparrow (a local homeless shelter) and CYN Counseling Center (which supports those in our community struggling with mental health)**

**Supported the Special Olympics of Illinois for the third consecutive year through participation in the Polar Plunge and Ducky Derby**

**Sponsored Lake County's annual Pride Fest and Juneteenth Festival Celebrations**

**Became a corporate partner of the Chicago Botanic Garden**

# COMMUNITY PRACTICES

**Values** - Overture vets organizations we partner with according to the following criteria: they must be local to our HQ, a values match, and supported by Overture employees, measured via annual survey.

**Support** - For the fifth consecutive year, Overture's partnership with A Safe Place, a domestic violence shelter local to our Waukegan headquarters, has expanded. In 2023, we sponsored an additional fundraising event, increased our staff participation in events and initiatives for the charity, and received the "Community Ambassador" award.

**Support** - Overture launched a partnership with Home of the Sparrow, which is a local homeless shelter with a mission to reduce the prevalence of homelessness among women, children, families, and individuals with an aim at lasting self-sufficiency.

**Support** - Overture's support of the CYN Counseling Center helps provide expansive programs and services to those in our community struggling with mental health

**Support** - For the third consecutive year, Overture employees supported the Special Olympics of Illinois through participation in both the Polar Plunge and Ducky Derby events, raising \$1,701.60 and \$1,308, respectively.

**Volunteering** - Throughout the year, Overture hosts numerous volunteer opportunities for organizations such as A Safe Place, Cristo Rey St. Martin, the Chicago Botanic Gardens, the Juneteenth Festival, Pride Fest, and the Special Olympics of Illinois. Additionally, Overture offers one volunteer day of paid time off annually.

**Internships** - Overture launched a partnership with Cristo Rey St. Martin College Prep, a local private school that empowers young people of limited economic means to become successful men and women. As part of the partnership Overture participated in the Corporate Work Study Program, hiring 4 students to work as interns in our HR, Customer Care, Graphic Design, and Marketing departments.



## TESTIMONIALS

“Overture Promotions - Thank you for the extremely generous donations for our silent auction! There were so many neat items included in your baskets! We are very grateful for your support.”

**Camp Quality USA**

“Thanks so much for [sponsoring] our masquerade gala! It means a lot to have the agency support, but it’s even more valuable to grow relationships with other working ladies who know how to have fun! Victoria Robertson and Jen Powles make the best team and I appreciate you letting me be a part of it when we can.”

**Jennifer Flatley, CYN Counseling Center**

“Thank you so much for joining us and leading the Overture team for Making Strides of Lake County this year! It is truly thanks to amazing supporters like your company that we can help end breast cancer as we know it, for everyone. We hope you will join us again in 2024!”

**Carly Schmiedeskamp, The American Cancer Society**

“We’re so thrilled to have Overture Promotions join us as a corporate partner this year. Thank you so much for your support of the Garden! We’re looking forward to welcoming your Green Team for volunteering later this summer!”

**Amina Farha, The Chicago Botanic Garden**

“On behalf of the Field Museum, it is my pleasure to thank you for Overture Promotions’ recent contribution of \$1,000 in support of Field Museum Black History Month programming. We are grateful to have Overture Promotions committed to our scientific and educational mission. Throughout February, the Museum shared African American stories and amplified Black voices throughout our social media platforms, and the Museum looks forward to continuing sharing all year. Best wishes, and thank you!”

**Charles L. Katzenmeyer, The Field Museum**



“On behalf of LGBTQ+ Center Lake County, thank you for your generous gift. Our mission to make Lake County a place where all LGBTQ+ folx can thrive has never been more critical than it is today. We are so grateful for your generous support, which is enabling us to provide education, advocacy and critical services throughout Lake County. Thank you for sponsoring our event!”

**Jenilee Houghton, LGBTQ+ Center of Lake County**

“Thank you for your generous support of the LGBTQ+ Center! We look forward to building a long-lasting partnership with you all.”

**Leah Perri, LGBTQ+ Center of Lake County**

“Thank you so much for attending our Gala du Cirque! We hope you enjoyed the event and value your support of the women and children in our programs! Thank you so much!”

**Allyson Gluth, Home of the Sparrow**

“Thank you for being a mental health advocate in partnership with CYN Counseling Center. Your recent \$1,000 sponsorship allows us to continue to meet the growing demand for quality mental health services, particularly for our community’s most vulnerable and underserved people.”

**Gail Weil, CYN Counseling Center**

“Thank you for standing alongside NCCP to create change and invest in sustaining a community worth of children. Each donation brings us closer to filling the gap of educational inequity. Together, we can make a change in the community of North Chicago.”

**Jennifer Grumhaus, North Chicago Community Partners**

“Our friends at Overture, thank you so much for sponsoring A Safe Place’s 11th Annual EmpoweRun 5K benefiting survivors of domestic violence and human trafficking. It is because of sponsors like you that A Safe Place can continue our mission of ending domestic violence and human trafficking and creating awareness throughout our community. With your help, we were able to raise over \$45,000 for survivors. On behalf of everyone at A Safe Place, thank you for your partnership and support!”

**Mallory Kolodziej, A Safe Place**





## LOOKING FOR MORE INFORMATION ON OUR ESG PROGRAM AND PRACTICES?

**Get in touch!**

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