



Itron Employee Emergency Foundation

We Care | We Give | We Help

2015 | ANNUAL REPORT

Chairperson's Message



Founded in 2006, I am pleased to report the Itron Employee Emergency Foundation is a mature, financially sound employee led non-profit that continues to deliver on our mission of making a positive difference in the lives of fellow Itron employees who are dealing with unexpected emergencies or financial hardship. Prior to 2015, the operating expenses of the Itron Employee Emergency Foundation were funded by Itron—these funds were provided in several ways, either through allocated portions of Itron departmental budgets by the all-volunteer Board of Directors, or through Itron's HR department, which is an

executive sponsor of the program. These types of direct funding by Itron were in addition to the employee matching dollars provided through Itron Gives, of which 100% went to grants. Beginning in 2015, it was determined IEEF should create and execute its own budget. With this change, IEEF operating expenses are no longer directly funded by Itron. Itron will continue to support the IEEF by matching employee contributions. Moving forward, a portion of these Itron matching dollars will now be used to cover the operating costs of the Foundation. The IEEF Annual Report will include a breakdown of this budget, both by expense type and total expenditures. As always, 100% of direct-employee donations will go to grant recipients. I want to thank everyone who has

made a contribution to the IEEF, whether it was dropping change into a donation jar, automatic payroll deduction or a one-time donation. I especially want to thank those of you who have raised awareness of an employee need to the Foundation. These actions demonstrate time after time the care and compassion Itron employees have for each other.

Thank you for your continued support of your fellow employees.

A handwritten signature in black ink that reads "Rodney Waller". The signature is written in a cursive, flowing style.

Rodney Waller
IEEF Chairperson





About the IEEF

The Itron Employee Emergency Foundation (IEEF) is a nonprofit organization, directed and funded by Itron employees, making a positive difference in the lives of our employees by providing assistance for unexpected emergencies that lead to financial hardship.

We Care

- » In 2015, we processed 26 direct grant requests for assistance within our U.S. and Canada employee base.
- » In 2015, we processed 75 matching grant requests for assistance within our U.S. and Canada employee base.

We Give

- » In 2015, more than 500 employees generously contributed over \$57,000 to the IEEF through payroll deduction, events, one-time gifts and spare change. Itron Matched over \$49,000 of those donations.

We Help

- » In 2015, we awarded \$55,736 in financial direct grants.
- » In 2015, we awarded \$35,556 in financial matching grants.
- » In 2015, we fulfilled 101 grants, for a total of \$91,272.

Your support has contributed to funding direct grants for:

- » Utilities
- » Food
- » Clothing
- » Travel-related funeral expenses
- » Medical devices and services essential for daily living not covered under health insurance

Itron prioritizes its people. Following a proud history of community involvement, Itron has also enabled the creation of the IEEF. Undoubtedly, there are dozens of local situations where individuals could use extra financial help. The IEEF was established to build on our existing spirit of generosity and goodwill and to provide the means to include all members of the Itron family, regardless of location.

"One doesn't understand how blessed you are by those around you until something like what we have gone through happens. It has truly been a blessing with all of the prayers, well wishes and now this gift from the Itron Employee Emergency Foundation...we are so very thankful. Please pass our appreciation on to everyone!"

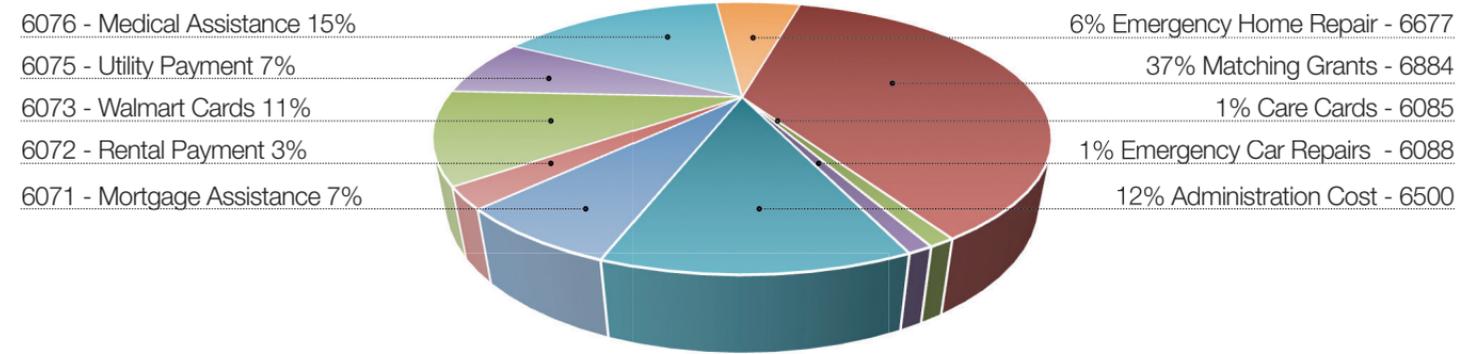
Profit and Loss

January - December 2015

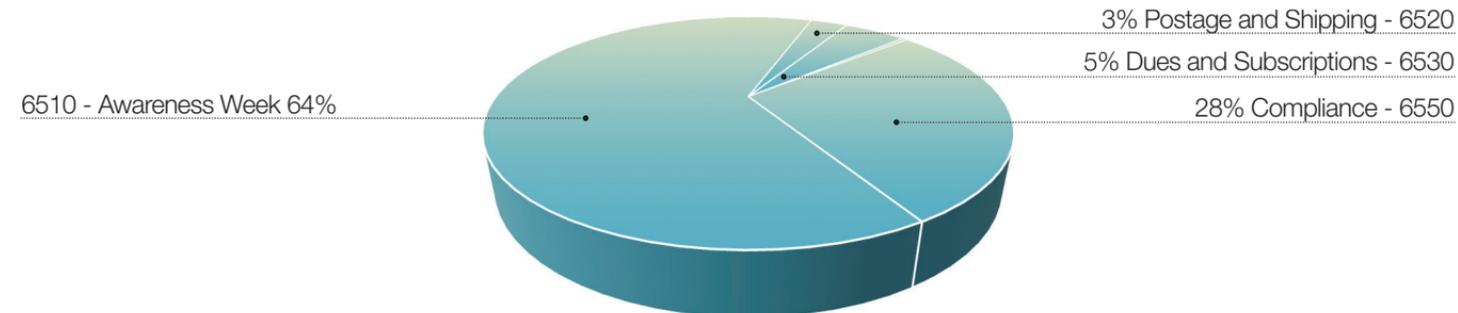
Income	Total
4010 - Pledge Income	
4011 - Payroll Donation	57,162.42
4012 - One Time Donation	1,005.55
4013 - Matching Donations	49,014.42
4014 - Awareness Week Donations	4,828.25
Total 4010 - Pledge Income	112,010.64
4020 - Cash Jar Donations	583.25
Total Income	112,593.89
Gross Profit	112,593.89
Expenses	
6070 - Grant Expenses	
6071 - Mortgage Assistance	6,522.34
6072 - Rental Payment	2,376.86
6073 - Walmart Cards	10,500.00
6075 - Utility Payment	6,718.14
6076 - Medical Assistance	14,805.15
6077 - Emergency Home Repair	5,662.01
6084 - Matching Grants	35,555.72
6085 - Care Cards	1,050.00
6088 - Emergency Car Repairs	999.10
Total 6070 - Grant Expenses	84,189.32

Expenses	Total
6500 - Operating Expenses	
6510 - Awareness Week Promotions	7,490.07
6520 - Postage/Shipping	356.83
6530 - Dues & Subscriptions	589.81
6542 - Travel/Meals	43.40
6550 - Compliance	3,300.00
Total 6500 - Operating Expenses	11,780.11
Total Expenses	95,969.43
Net Operating Income	16,624.46
Other Income	
7010 - Interest Income	211.33
Total Other Income	211.33
Other Expenses	
8000 - Other Expense	0.00
8015 - Bank Charges	31.20
Total Other Expenses	31.20
Net Other Income	80.13
Net Income	16,804.59

2015 Expenses



2015 Administration Breakout





Balance Sheet

As of December 31, 2015

Assets	Total
1000 - Wells Fargo Checking	380,135.39
1100 - CD#5514	50,482.28
1101 - CD#1916	50,426.32
1102 - CD#2908	50,140.19
Undeposited Funds	17,124.00
Total Assets	548,308.18
Liabilities and Equity	
Total Liabilities	0.00
Equity	
3110 - Retained Earnings	531,503.59
Net Income	16,804.59
Total Equity	548,308.18
Total Liabilities and Equity	548,308.18



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Our IEEF Board of Directors

*Rodney Waller	Liberty Lake	Chairperson
*Mark Denn	Waseca	Vice Chair
*Katie Nelson	Waseca	Secretary
*Jen Thomas	Liberty Lake	Treasurer
David Ayres	Owenton	Director
Carla Billingsley	Oconee	Director
Sonja Day	Owenton	Director
Robert Fitzner	Liberty Lake	Director
Mark Hastings	Oconee	Director
Albert Hay	Oconee	Director
Aaiysha Khursheed	San Diego	Director
Janice Tucker	Raleigh	Director

Additionally, **Michel Cadieux** serves as Executive Advisor, **Carol Cameron** as Legal Advisor, **Callie Bendickson** as Community Advisor, and **Brian Voss** as the Human Resources Advisor.

**Executive Members*

"I received a grant from the IEEF to offset my medical burden costs and cannot even begin to express my gratefulness and gratitude regarding the overwhelming support from my Itron colleagues. I am learning a valuable lesson in compassion, caring, generosity and other values that the Itron family has demonstrated so many times. Thank you from the bottom of my heart for everything!"

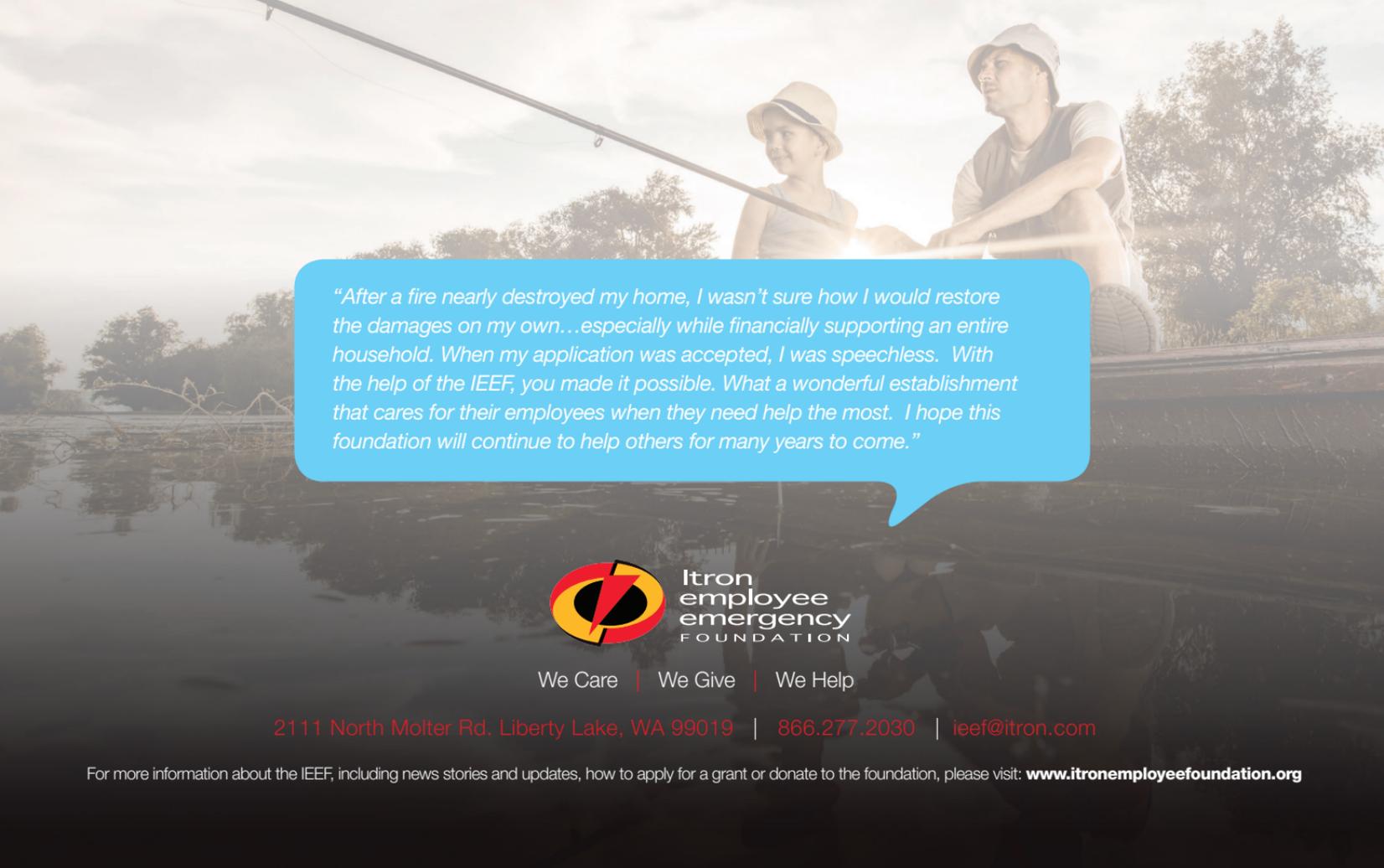
The Generosity of our Itron Family Members

The IEEF leverages our culture of generosity and goodwill into a mechanism where members of the Itron family can aid one another in times of need. As a centralized foundation with representatives from all facilities in North America, the IEEF can coordinate local assistance with the power of a continental support system.

The IEEF is a true 501(c)3 nonprofit charity registered within the U.S., making contributions to the IEEF tax-deductible within guidelines of the U.S. Internal Revenue Service. One hundred percent of the employee donations are directed to need-based grant funding. Administrative fees and services are covered through supplemental support.

Contributions are received through automated payroll deductions (one-time and recurring), credit card contributions, cash and checks. To setup payroll deductions, employees utilize the Community Giving Website through iConnect on myltron.com for contribution processing. Utilizing payroll deduction offers the added advantage of qualifying the donation for Itron matching funds. In 2015, Itron donated over \$49,000 to the IEEF in matching funds. When combined with our regular donations, this gave the IEEF a total income of over \$112,000 in 2015. Please consider supporting your fellow employees with your tax-deductible gift to the IEEF!



A man and a child are fishing on a boat. The man is on the right, wearing a white t-shirt and a grey cap, holding a fishing rod. The child is on the left, wearing a light-colored tank top and a tan hat, also holding a fishing rod. They are both looking towards the right. The background shows a sunset over a body of water with trees in the distance. The scene is reflected in the water.

"After a fire nearly destroyed my home, I wasn't sure how I would restore the damages on my own...especially while financially supporting an entire household. When my application was accepted, I was speechless. With the help of the IEEF, you made it possible. What a wonderful establishment that cares for their employees when they need help the most. I hope this foundation will continue to help others for many years to come."



Itron
employee
emergency
FOUNDATION

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For more information about the IEEF, including news stories and updates, how to apply for a grant or donate to the foundation, please visit: www.itronemployeeefoundation.org