



Itron Employee
Emergency Foundation

We Care | We Give | We Help

2021 | ANNUAL REPORT

Chairperson's Message



In 2021, the Itron Employee Emergency Found had a successful year. We were able to raise funds through

continued payroll deductions and awareness week, which was virtual for some. Outside of our fundraising, we were also able to fulfill many grant applications. Our matching grant offering is

utilized the most. IEEF matches all employee donations up to \$5k per request. What a great way to double your contribution to a co-worker in need. The IEEF is here for you. We CARE! We GIVE! We Help! I hope that each one of us as an Itron employee lives by those words. We sincerely care about each other and it shows. Please do take a moment of your time and review this IEEF Annual Report, to know where your dollars are spent and how you have been able

to help your fellow co-workers. Thoughtfully consider a donation or increasing your donations to IEEF in 2022. Every donation helps! In the end, I would like to thank you for your role in making this a great organization.

Best wishes for a wonderful 2022!

Melissa Warner

Melissa Warner
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 2021, we processed 2 direct grant requests for assistance within our U.S. and Canada employee base.
- » In 2021, we processed 24 matching grant requests for assistance within our U.S. and Canada employee base.
- » In 2021, we processed 5 food grants in our Oconee and Waseca locations.

We Give

- » In 2021, more than 600 employees generously contributed over \$33,000 to the IEEF through payroll deduction, events, one-time gifts and spare change. Itron matched over \$28,000 of those donations.

We Help

- » In 2021, we awarded \$1,059 in financial direct grants
- » In 2021, we awarded \$23,944 in financial matching grants
- » In 2021, we fulfilled 5 food grants, for a total of \$1,400
- » In 2021, we fulfilled 31 grants, for a total of \$26,404

Your support has contributed to funding direct grants for:

- » Utilities
- » Emergency home repairs
- » Food
- » Medical devices and services essential for daily living not covered under health insurance
- » Clothing

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.

You're the best!

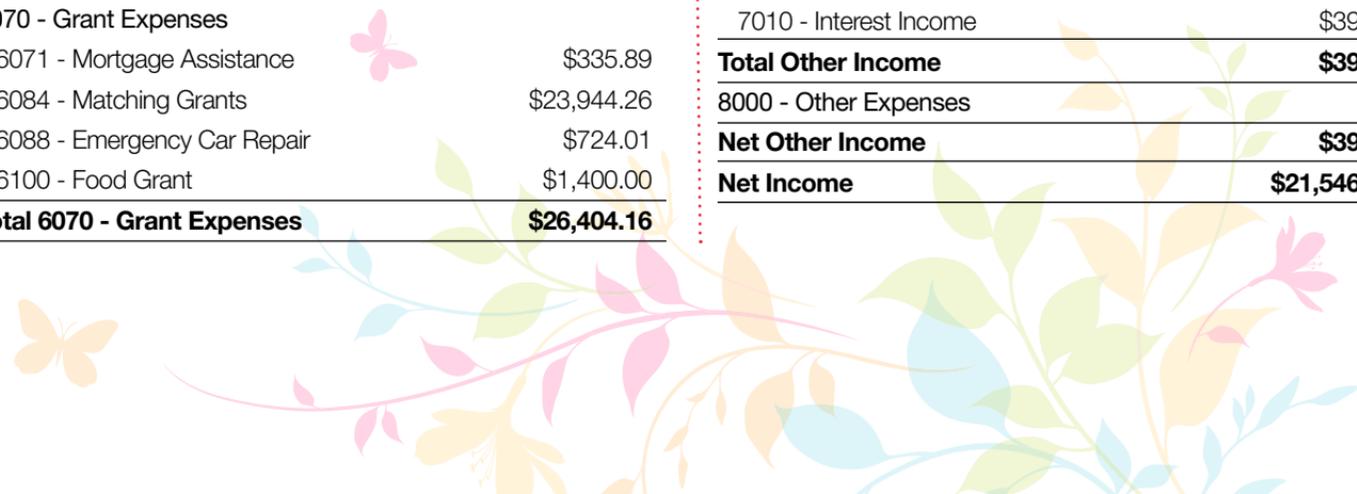
"I would like to thank you for the love and generosity given to me while I was on leave. My friends and other co-workers raised money to help with my finance needs. By saying that to say this, IEEF stepped in and matched what they had raised. Thank you again, this is a great organization. Love to all!"



Profit and Loss January - December 2021

Income	Total
4010 - Pledge Income	
4011 - Payroll Donation	\$30,385.58
4012 - One Time Donation	\$1,263.18
4013 - Matching Donations	\$28,436.10
4014 - Awareness Week Donations	\$1,403.00
Total 4010 - Pledge Income	\$61,487.86
Total Income	\$61,487.86
Gross Profit	\$61,487.86
Expenses	
6070 - Grant Expenses	
6071 - Mortgage Assistance	\$335.89
6084 - Matching Grants	\$23,944.26
6088 - Emergency Car Repair	\$724.01
6100 - Food Grant	\$1,400.00
Total 6070 - Grant Expenses	\$26,404.16

6500 - Operating Expenses	
6510 - Awareness Week Promotions	\$8,568.09
6520 - Postage/Shipping	\$164.25
6525 - Office Supplies/Expense	\$224.09
6530 - Dues & Subscriptions	\$1,251.57
6555 - Management Fees	\$3,368.10
Total 6500 - Operating Expenses	\$13,576.10
Total Expenses	\$39,980.26
Net Operating Income	\$21,507.60
Other Income	
7010 - Interest Income	\$39.13
Total Other Income	\$39.13
8000 - Other Expenses	
Net Other Income	\$39.13
Net Income	\$21,546.73



Balance Sheet As of December 31, 2021

Assets	Total	Liabilities and Equity	
Bank Accounts		Liabilities	
1000 - Wells Fargo Checking	\$29,185.47	Current Liabilities	
1010 - Edward Jones Money Market	\$169,219.68	Account Payable	
1011 - Invesco Money Market	\$0.00	2100 Accounts Payable (A/P)	\$0.00
1012 - Federated Hermes Trust for US	\$295,000.00	Total Accounts Payable	\$0.00
1103 - CD - 3 month maturity	\$75,000.00	Total Current Liabilities	\$0.00
1104 - CD - 6 month maturity	\$75,000.00	Total Liabilities	\$0.00
1105 - CD - 1 year maturity	\$0.00	Equity	
1106 - T Bill - 9 month maturity	\$0.00	3110 Retained Earnings	\$621,858.42
1107 - CD - 1 month maturity	\$0.00	Net Income	\$21,546.73
Total Bank Accounts	\$643,405.15	Total Equity	\$643,405.15
Other Current Assets		TOTAL LIABILITIES AND EQUITY	\$643,405.15
Undeposited Funds	\$0.00		
Total Other Current Assets	\$0.00		
Total Current Assets	\$643,405.15		
TOTAL ASSETS	\$643,405.15		

Our IEEF Board of Directors

Melissa Warner	Waseca, MN	Chairperson
Omar Wilson	Raleigh, NC	Vice Chair
Connie Bradbury	Denver, CO	Treasurer
Tori Vogt	Liberty Lake, WA	Secretary
Bright, Leah	Oconee, SC	Director
Broome, April	Oconee, SC	Director
Cromer, Melissa	Oconee, SC	Director
Denn, Mark	Waseca, MN	Director
Johnson, Justin	Liberty Lake, WA	Director
Kang, Alex	Oakland, CA	Director
Martel, Doug	San Jose, CA	Director
Roach, Amy	Oconee, SC	Director
Robbio, Lisa	San Diego, CA	Director
Villarreal, Madeline	Austin, TX	Director

Additionally, **Michel Cadieux** serves as Executive Advisor, **Tamia Eaton-Ray** as Human Resources Advisor, **Jennifer Thomas** as Financial Advisor, **Callie Bendickson** as Community Relations Advisor, and **Robert Fitzner** as Marketing Advisor.

*Dear IEEF Foundation,
"First, I would like to take a moment to say thank you for all your assistance in helping my family & I during this time, your help will not be forgotten. I want to thank everyone that assisted us in our time of need."*

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.

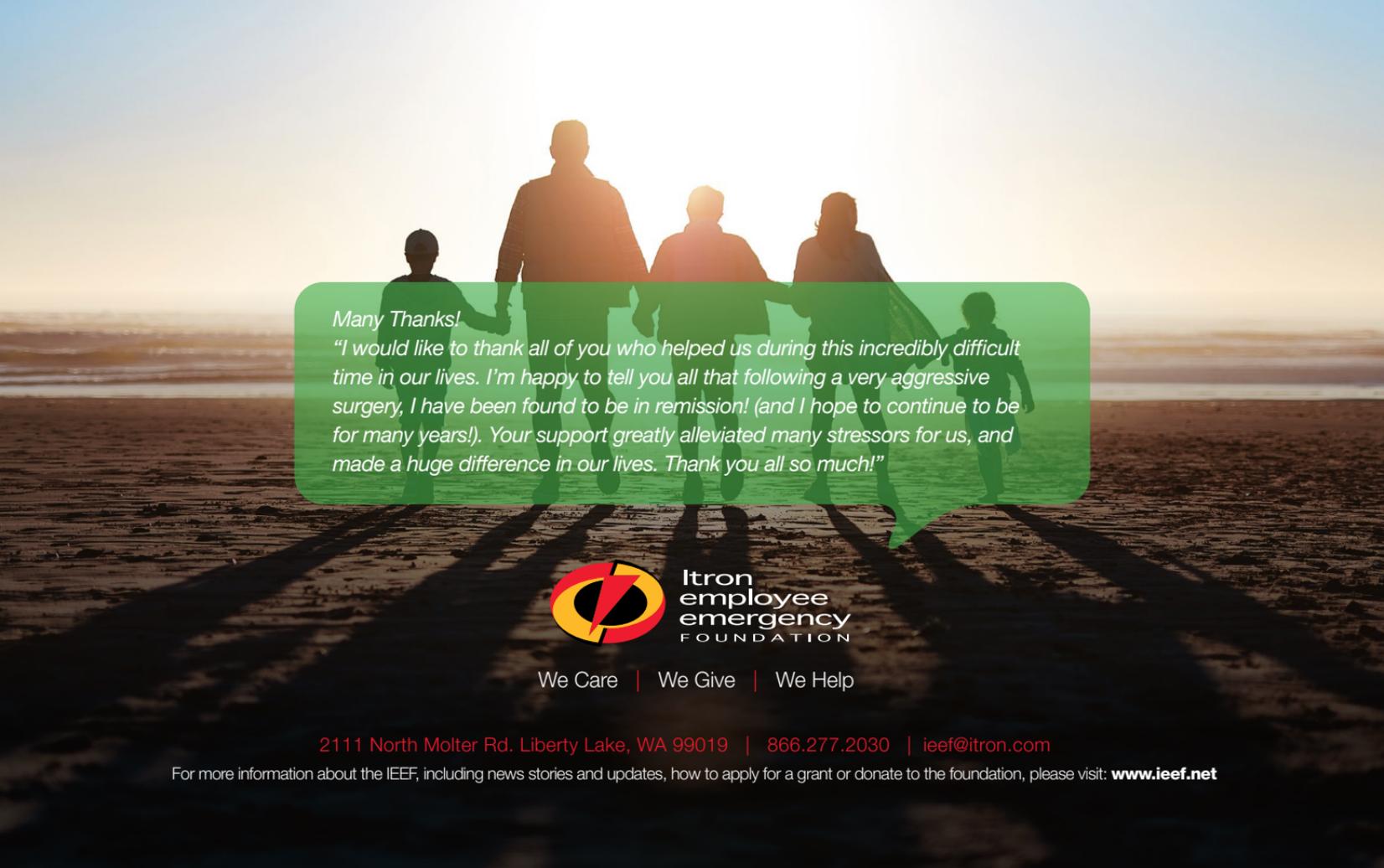
Contributions are received through automated payroll deductions (one-time and recurring), credit card contributions, cash, checks and now through Amazon Smiles where this year we received \$185 from 52 employees. To setup payroll deductions, employees utilize the Community Giving Website through iConnect on myltron.com for contribution processing. Utilizing payroll deduction offers the added advantage of qualifying the donation for Itron matching funds. In 2021, Itron donated over \$28,000 to the IEEF in matching funds. When combined with our regular donations, this gave the IEEF a total income of over \$61,000 in 2021. Our donations are down so please consider supporting your fellow employees with your tax-deductible gift to the IEEF!



Looking to Make a Difference? Become an IEEF Board Member Today.

There are a lot of ways to make a difference in our community – giving, volunteering our time or sometimes lending an ear. One way you can make a difference in your Itron community is by serving on the IEEF board. Your involvement as a board member will be time well spent helping to make a difference for those employees in need to get back on the right track financially. Serving on the IEEF board is a very rewarding and fulfilling experience. We are happy to be currently accepting new board member applications.

If you would like to take part in helping your peers in need, download an application from our website at: www.ieef.net

A family of five is silhouetted against a bright sunset over a beach. The sun is low on the horizon, creating long shadows on the sand. The family consists of a man, a woman, and three children, all walking away from the camera towards the ocean.

Many Thanks!

"I would like to thank all of you who helped us during this incredibly difficult time in our lives. I'm happy to tell you all that following a very aggressive surgery, I have been found to be in remission! (and I hope to continue to be for many years!). Your support greatly alleviated many stressors for us, and made a huge difference in our lives. Thank you all so much!"



Itron
employee
emergency
FOUNDATION

We Care | We Give | We Help

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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.ieef.net