

"The pandemic has given us the opportunity to reimagine how to engage with one another and the world around us. We know that our team wants to make sure they're surrounded by caring and trusting teammates, and our communities require that from us as well. With an abundance mindset, we take great strides to invest in both our communities and our team through philanthropy in and out of the workplace. We hope that some of our impact story may even inspire you to give back a little more, and dream forward a little further."

TIM LEMAN, CEO



COMMUNITY

impact

In a year when almost everything has looked different, one thing has stayed the same: Gibson's commitment not just to its clients, but to the communities we all call home.



DIANA WEATHERLY
INDIANAPOLIS

DIANA WEATHERLY, Client Manager, is a leader in 4H and active member of the Clarks Creek PTO board. She uses her green thumb talents to plant flowers at the homes of the disabled in her surrounding region.



WES MANTOOTH
INDIANAPOLIS

WES MANTOOTH, Principal, is a committed board member and fundraiser for Susie's Place Child Advocacy Centers, a nonprofit that protects children from abuse, neglect, and sexual assault in west-central Indiana.



PHIL LAWS
SOUTH BEND

PHIL LAWS, Client Manager, is a mentor for various faith-based organizations including Cedar Road Missionary, Elkhart Faith Mission, and is a board member of Haitian Bible Works.

**Our team invested
\$1.1 million dollars in
Indiana and Michigan
communities in 2020.**

\$226,036
Contributions
Donated by
Gibson to 70
Nonprofits

\$417,815
Contributions
Donated by Gibson
Employees to 167
nonprofits

\$109,137
Value of 3,824
Volunteer Service
Hours Donated to
106 Nonprofits

\$344,350
Raised by 26
Gibson Employees
for Community
Organizations

We are driven to make an *impact.*



28

Employees serve on one or more nonprofit Board of Directors

\$20+

Gibson Minimum Wage

145

Employees in 5 communities in Indiana and Michigan

63%

Management positions held by women leaders

GTO

Unlimited PTO ("Gibson Time Off") and unlimited Volunteer Time Off

53%

Employees volunteer an average of 36+ hours / year



BRIAN BELLWARE
KALAMAZOO

BRIAN BELLWARE is a part of "100 Men Who Cook," a benefit for Boys & Girls Club of Kalamazoo. He also volunteers for Calvary Chapel of Kalamazoo Valley and Hockey Ministry International.



STACY CHRISTLIEB
FORT WAYNE

STACY CHRISTLIEB, Senior Client Manager, serves on the board of SCAN, Inc., is a member of Junior League of Fort Wayne, and raises money for the sponsorship committee of the Vera Bradley Foundation.



ANDREW LISS
INDIANAPOLIS

ANDREW LISS, Population Health and Analytics Manager, volunteers for Boys & Girls Club where he's been inspired by witnessing the generosity and kindness of others during the toughest of times during the pandemic.

Gibson is an employee-owned company led by servant leaders.



We are responsive to the needs of our communities.

69%

of Gibson employees feel more connected to community needs through COVID-19 related volunteer service and donations.

\$10,000

donated to 14 nonprofits directly by Gibson employees for COVID-19 relief efforts.

Boone County Food Bank
Boys & Girls Club
Bronson Hospital
Center for Homeless
Habitat for Humanity
Hope Ministries
Marshall County COVID Relief Fund

PBS
Pet Refuge
Red Cross
Robert L. Miller Sr. Veteran's Center
Ronald McDonald House
United Way of Indiana
University Center for Hospice Care

We are focused on personal, local connections.



WETHRIVE (Indianapolis): Gibson provided seven high-achieving career women with scholarships to complete a transformative, 7-month leadership experience in an effort to close the gender gap among leaders in nonprofits and business.



RUTHMERE MUSEUM (Elkhart): By supporting history, art, and culture exhibits at Ruthmere Museum, Gibson inspires the imagination and promotes excellence in fine arts and architecture as advocates of lifelong learning and the entrepreneurial spirit.



LA CASA DE AMISTAD (South Bend): Gibson committed \$25,000 to the renovation and purchase of La Casa's new Latino Community Center which serves over 8,000 immigrants and migrant youth and families each year.



OPPORTUNITY ENTERPRISES (Valparaiso): Opportunity Enterprises, a Gibson supported nonprofit, provides children and adults with disabilities and place of their own to gain independence. This is two-fold as it also provides much-deserved temporary breaks for caregivers.



DOVE RECOVERY HOUSE (Indianapolis): As a supporter of Dove Recovery House, Gibson empowers 80 women annually to become substance-free, self-sufficient, and healthy by providing safe housing and hope for the future.



JUNIOR ACHIEVEMENT (Northern Indiana): Gibson is a major funder for the new JA Finance Park, a dynamic, hands-on learning experience for middle and high school students to learn more about business, economics, and to build critical life skills.



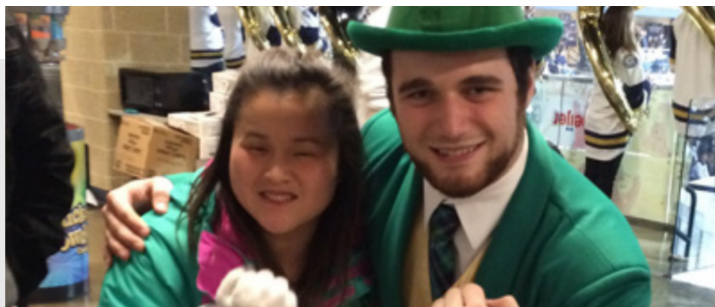
WESTERN MICHIGAN UNIVERSITY (Grand Rapids): As a participant in the WMU Medical School Imagine Gala, Gibson invests in the future health of Michigan by helping to raise funds for medical student scholarships.



YOUTH SERVICES BUREAU (South Bend): Gibson team members climb "Over the Edge" in an annual fundraiser to raise money for Youth Services Bureau, a nonprofit that provides 12,000 youth with access to safety, shelter, and the opportunity to succeed.



SCHOOL ON WHEELS (Indianapolis): Gibson's donations helped School on Wheels open a learning hub to meet with students virtually and safely in person for tutoring so the students would be less likely to suffer learning losses due school closures.

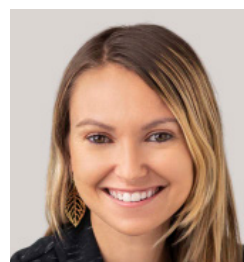


Through a combination of employee, customer, and corporate gifts, Gibson raised \$100,000 for Logan Community Resources in 2020. The Campaign, Sara Smiles, was inspired by Gibson's very own Bob Sturtevant whose daughter, Sara, is a recipient of the services Logan provides. Through Sara Smiles, Gibson came together to support people with intellectual and developmental disabilities to live their lives to the fullest. 110 contributions were made toward the effort.



CHRIS WATKINS
SOUTH BEND

CHRIS WATKINS, Client Manager, worked together with his wife, Megan, to make and sell 500 face masks when there was a mask shortage and subsequently donated the proceeds to Pet Refuge animal shelter and adoption center.



STEPHANIE SENOUR
SOUTH BEND

STEPHANIE SENOUR, Client Manager, made 2,700 masks for healthcare workers, emergency responders, and nursing home during the first months of the pandemic.

COMMUNITY IMPACT PARTNERS

Community nonprofits supported through employees volunteerism, fundraising, or direct contributions from Gibson or our employees.

4-H

525 Foundation
A Rosie Place
ABC for trade school
Adams Memorial Hospital Foundation
American Heart Association
Ancilla College of Marian University
Arts United
Associated Builders & Contractors
Best Week Ever
Bethel University Athletics
Boy Scouts of America Lasalle Council
Boys & Girls Club of Elkhart County
Boys & Girls Club of Marshall County
Boys & Girls Club of St. Joseph County
Bre's Run
Bridge of Grace
Busy Hands of Michiana
Calvary Chapel of Kalamazoo Valley
Camp Crosley YMCA
Canterbury School Foundation
Caring Center
CBRT
Cedar Road Missionary
Center for Hospice
Center for the Homeless
CFMA
Christ Child Society
Church outreach
Clarks Creek PTO
COPS (Concerns of Police Survivors)
Corpus Christi Church & School
Crosswinds
Cultivate Culinary
DeKalb Chamber Partnership
Delta Sigma Phi
Donaide
Dove House
Drive for Life Foundation
Dupont Hospital
Edwardsburg Football
Elk Rapids Beach Condos
Elkhart Faith Mission
Elkhart Public Library
Elkhart Titans Baseball League
English Springer Spaniel Rescue Organization
Fair Cemetery Association
Family & Children's Center
Family Justice Center of St. Joseph County

Financial Executive International
Food Bank of NI
Forgiven Church
Fort Wayne Museum of Art
Girls on the Run Michiana
Grand Rapids Symphonic Band
Greater Elkhart Chamber of Commerce
Green Bridge Growers
Greencroft Goshen Foundation
Habitat for Humanity
Hannah's House
Hello Gorgeous
Hockey Ministry International
Hope Rescue Mission
Hospice Foundation
House of Prayer
Indiana Chamber of Commerce
Indiana State University
Intersure
Ivy Tech Foundation
Joe's Kids
Junior Achievement of Northern Indiana
Junior League of South Bend
Kingsway Christian Church
Knights of Columbus
Knox Community Schools
La Casa de Amistad
LaCasa, Inc.
Lasting Change
Leadership South Bend / Mishawaka
Leukemia & Lymphoma Society
Link to Hope
Logan Center
Make-A-Wish Foundation
Malawi Matters
Marshall County 4-H Fair
Marshall County Council on Aging
Michiana SHRM
Mishawaka High School
Missional Chaplains
Myrtle Beach clean up
New Prairie High School
New Start Home
NFluence Church
North Liberty Church of Christ
Opportunity Enterprises
Parkview Foundation
Passages, Inc.
Pet Refuge

PHM Education Foundation
Plymouth Conservation Club
Plymouth High School
Plymouth Rotary Club
Plymouth Volunteer Fire Dept.
Potawatomi Zoological Society
Pretty Lake Property Owners Association
Private church
Plymouth Wesleyan Church
Race Day LLC
REAL Services
Rolling Prairie Streets Dept.
Ronald McDonald House
Rotary Club of Zionsville
Ruthmere Museum
Saint Anne Communities
Saint Thomas More Academy
Save.org
South Bend Alumni Association
Scholarship Foundation of St. Joseph County
School on Wheels
Science Central
Sinai Synagogue
SOLO
South Bend Education Foundation
South Bend First Nazarene Church
Southwest Michigan First
SPCA
St Monica Church
St. Adalbert School
St. Matthew Cathedral & School
St. Michael School
St. Vincent de Paul Catholic Church
Stanley Clark School
Susie's Place
Thelma Schrock Homestead
Tindley Accelerated Schools
United Health Services of St. Joseph County
United Way of St. Joseph County
Vineyard Church
WEThrive
Wild Rose Moon
WMU Foundation
WNIT
Women's Care Center
YMCA of Greater Michiana
Young Presidents Organization
Youth for Christ of NIN
Youth Services Bureau

ABOUT THIS REPORT

This is the third annual Corporate Social Investment Impact Report produced by Gibson, a Business Insurance Top 100 U.S. Broker, and includes financial information related to 2020 data. An independent reviewer, Blackbird Philanthropy Advisors, interviewed and collected information from employees responsible for the accuracy of the subject matter. Blackbird PAs collected, aggregated, and analyzed financial records, employee surveys, and nonprofit partner surveys.

ACKNOWLEDGMENTS

Kelaine Barnett, Blackbird Philanthropy Advisors
Becky Beckman, Gibson
Rachel Clemans-Bonnell, Gibson
Joel Mattern, Gibson
Caitlin Smith, Blackbird Philanthropy Advisors

AWARDS & ACCOLADES

2020 Big I Best Practice Agencies
2020 Best Places to Work in Indiana
2020 Wonderful Workplaces in Michigan
Business Insurance Top 100 U.S. Broker

OFFICE LOCATIONS

South Bend: 202 S. Michigan St., Suite 1400
Fort Wayne: 202 W. Berry St., Suite 300
Kalamazoo: 650 Trade Centre Way, Suite 310
Indianapolis: 8910 Purdue Rd., Suite 630

Website: www.thegibsonedge.com
Inquiries: bbeckman@thegibsonedge.com

