



3950 WHEELER AVENUE

T 703 797 2739

ALEXANDRIA, VA 22304 PORTCITYBREWING.COM

F 703 778 0095

December 2022

Port City Brewing Company is committed to making a positive social impact within our own business and throughout the communities in which we do business. Since the opening of our brewery, we have strived to be both a great place to work and a welcoming place to enjoy great beer. There are many practices we have adopted to support and celebrate our employees, promote diversity and inclusion, and give back to our communities. We are proud to be an integral part of the Alexandria community and to promote the growth of the local craft beer scene in the DMV and beyond.

Here are a few of the measures we are taking to make a positive social impact:

- We prioritize health and safety in our operations. We have a weekly production team meeting where any safety and morale concerns can be discussed as a team and improvements proposed.
- We offer a competitive benefits package (including healthcare coverage and an employee assistance program) to all full-time staff. We consider issues that may impact coverage (e.g., regarding abortion care, we are fortunate to be in the DMV where restrictive laws have not been passed after the Supreme Court overturned *Roe v Wade* but we are watching the situation).
- We commit significant resources to training and development for our team. In addition to our internal training, our Beer Guides receive training in beer selection and service through the Cicerone Certification Program (all have achieved the Certified Cicerone Beer Server title), and we provide coursework opportunities through industry-leading brewing education programs to our production coworkers who show exemplary performance.
- We seek a broad and diverse set of candidates for any open positions and also regularly promote from within.
- We have in place formal policies against harassment and discrimination that are communicated during on-boarding and reinforced by our leadership and management teams, who maintain a culture of openness regarding questions or concerns.
- We take into account social responsibility in causes that we promote and in events that we participate in. We host a wide range of community, government and charitable events at the brewery to seek to engage with all different groups within our local community. We participate in various local charitable events, including social and environmental causes.
- We have had team members serve on the Brewers Association's diversity and inclusion groups, including the first BA Diversity Committee. We have staff members participating in the BA's first mentorship program.
- We are proud to have been awarded the 2020 AGLA Business Equality Award for Commitment to LGBTQ+ Equality.
- We have never had any beer names or labels that are racist, sexist or demeaning in any way and support the BA's policy of not recognizing beers with offensive names at the Great American Beer Festival.
- We encourage our employees to engage in civic life, including through encouraging voting and making sure that employees have time to do so.

As our company grows, we are constantly looking for new ways to promote and celebrate our employees and communities.



3950 WHEELER AVENUE

T 703 797 2739

ALEXANDRIA, VA 22304

PORTCITYBREWING.COM

F 703 778 0095

Sincerely,

Bill and Karen Butcher  
Founders  
Port City Brewing Company