

DIVERSITY & INCLUSION

Quarterly Newsletter

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What D&I Means and Does Not Mean at CPNA

CPNA began its diversity and inclusion (D&I) journey in 2016. It has been a learning journey, and what keeps us moving forward is knowing we are on the right path.

In August FY23, 51% of employees responded to the D&I Survey. The survey revealed that employees want an inclusive culture where their voices are heard. Employees are interested in learning about colleagues' stories and different cultures through food. Another outcome of the survey was the opportunity to clarify what D&I means at CPNA and, as importantly, what it does not mean.

At CPNA, D&I means we embrace our diversity by creating an inclusive environment where we value, respect, and depend on each employee's lived experiences and perspectives and rely on those perspectives to help solve business problems, improve the Customer experience, and ensure a sustainable future. D&I, at CPNA, does not mean the exclusion of any employee.

CPNA defines diversity as a mix of our people, which includes gender, age, work experience, cultural background, faith/religion, disability, education, sexual orientation, upbringing, and socio-economic status, all which shape each employee's perspective. Inclusion puts diversity into action by creating an environment of involvement, respect, and connection.

As CPNA continues its D&I journey, all employees are included and have role in creating an inclusive culture.

Impacts of an Inclusive Culture



6x
More likely to be **highly engaged**



40%
Reduction in **safety incidents**



17%
Increase in **team performance**



56%
Reduction in **turnover**



6x
More likely to be **agile**



20%
Increase in **decision-making quality**



12%
Increase in **productivity**



3x
More likely to meet or exceed **financial targets**



20%
Increase in **innovation**



8x
More likely to have overall better **business outcomes**

D&I Moments Can Happen in Any Setting...Even in a BBQ Competition



What started as a sponsorship request from the PNW BBQ Association for a local BBQ competition turned into a bonding moment for five Steelscape Kalama employees, each bringing different experiences that, together, made them a stronger team.

The competition included 25 teams of local amateurs, restaurants, and circuit competitors. Jon King, AS product development specialist, had picked up some BBQ skills from his travels with Steelscape. Jon started assembling a team and reached out to Pat Burt, AS Kalama CPL SS #3, a long-time BBQ artist. Shelby Courtney, AS architectural specialist, was recruited for her skills as a cook and florist. Tate Seals, AS area manager, was a meticulous planner and ultra-competitive. Dan Hall, claims and warranty administrator, has a great palate and copious experience in restaurant cuisine. They came together to form the Steel Smokin' Team.

The BBQ competition was judged on taste, tenderness, and appearance. Each team submitted one bite-size piece of brisket, pork shoulder, pork rib, and chicken per judge for tasting. Steel Smokin' had its strategy in place. Pat used his skills to smoke the brisket, Tate handled the pork shoulder, and Jon applied his skills to the pork rib and chicken. Dan provided support across the prep stations. One rule in place was anything that stuck to the piece of meat, i.e., parsley, was eaten by the judge and could compromise the tasting. Shelby used her experience as a florist to weave the parsley into the presentation without sticking to the meat. With her expertise and details the team had to worked through, Steel Smokin' received a perfect score for presentation and appearance.

Overall, Steel Smokin' took 11th place. In the individual placements, they took 13th place for the brisket, 6th for the pork shoulder, 11th for the pork ribs, and 10th for the chicken. The team placed 4th in a separate bacon category.

The Steel Smokin' team spent a lot of time preparing for the competition, with some sleeping in their cars. Word of mouth spread about the competition, and around 30-40 friends, family, and employees came to rally and support the team!



Smoked Bacon Wrapped Shrimp

Courtesy of the Steel Smokin' Team



Ingredients:

- 1 pound thick-cut bacon
- ½ cup brown sugar
- ¼ cup honey or maple syrup
- ¼ tsp. cayenne pepper
- 1 lb. jumbo shrimp
- Dash of garlic salt
- Your favorite BBQ seasoning rub
- ¼ cube of melted butter
- Toothpicks
- ½ cup of your favorite BBQ sauce.

Instructions:

Preheat smoker to 350 degrees. First cut bacon strips in half and give a light coating of honey or maple syrup. Then mix the brown sugar and cayenne pepper in a small bowl and roll each strip of bacon in the mixture until you get a good even coat. Place these in the smoker until the bacon starts to firm up but is not fully cooked.

While the bacon is cooking pour melted butter in a bowl with a good dash of garlic salt and good dash of BBQ rub mix to combine. Pour the shrimp in the melted butter mixture and toss it all together.

Remove the half-cooked bacon from the smoker and wrap each shrimp with the bacon and hold together with a toothpick. Return these back onto the smoker until the bacon is fully cooked. The reason you must do this is because the shrimp don't take as much time to cook as the bacon. If you don't do this your shrimp will be way overdone and dry by the time the bacon is ready.

Remove them and cover in BBQ sauce and return to the smoker for about 3 min for the sauce to set. Pull from the smoker and enjoy.