

DEI at The Toro Company



Everyone benefits from being part of a work environment where all voices are heard and all opinions are valued. TTC encourages our employees to draw upon their unique talents, experiences, and backgrounds. **Diversity, Equity and Inclusion** have long been valued at TTC but in the last few years, our focused efforts have been making strides in awareness and employee engagement.

Diversity, Equity and Inclusion are buzzwords in today's world. We hear them everywhere lately and it seems every organization, be it a school, a workplace, a government entity, place of worship or a retail environment has an official statement or policy that includes these words.

Why now? We are all aware of the events surrounding the killing of George Floyd in the spring of 2020 and the aftermath we still are a part of today. This event brought to the forefront of many leaders how institutional practices and messaging can play out to disastrous results, and the terrible event has been the catalyst to reverse these practices, intentional or not, and make strides in the opposite direction.

What is TTC's commitment in the DEI space?

The Toro Company is committed to fostering an atmosphere that embraces diversity, equity and inclusion by valuing our employees' individual differences, diverse perspectives, and unique talents. When we support and appreciate personal and experiential differences, employee morale and innovation increase and we are able to attract and retain top talent. Employees of TTC represent all ethnicities, skin colors, cultures, faiths, gender variations, and sexual orientations, and all are respected and valued.

Why is it important that we do this?

It is simply the right thing to do. We have always said we have a respectful, collaborative culture, but description of our culture has not been reality for everyone. By formalizing our efforts, increasing awareness, and bringing out the voices of a diverse workforce, we create the most sustainable business reality. When we utilize diversity, we broaden our markets, continue to improve our products and allow the opportunity for more innovation.

Milestones & Actions

Since the grassroots beginning of our DEI committee of five passionate employees in early 2019, our efforts are notable in many milestones and actions over the last three years:

- recognizing heritage and awareness months throughout the year
- formalizing oversight in HR under Monica Smith, senior director HR and DEI
- facilitating external speakers on current DEI issues
- revamping our learning software and incorporating a DEI focus in our annual Code of Conduct training
- formalizing our **DEI committee with four strategic pillar teams**: Inclusive Workplace, Diverse Workforce, Intentional Community Involvement, and Intentional Markets
- forming our first Employee Resource Group (**TTC WIN**)
- holding PRIDE walks in 2021 and 2022
- instituting the annual Advancing Equitable Communities Grant in 2021 and 2022
- increasing scholarships and job fairs aimed at more diverse audiences
- publicly announcing our DEI goals in our **2021 Sustainability Report**: to **increase** the number of women and racial and ethnic minorities in leadership positions by at least 20% by fiscal 2025 as compared to fiscal 2021
- hiring two new roles dedicated to DEI programming and efforts at TTC:
 - Erika Olson, specialist III, Diversity, Equity and Inclusion
 - New DEI senior manager to start in December 2022

What do we still need to do as an organization?

According to Monica Smith, the passion that started our DEI efforts is still here, but it is not enough. TTC needs to continue to create a foundational awareness for employees about DEI issues and increase the ways in which we tangibly welcome and embrace a more diverse workforce. She emphasizes that if we want to make change, we need **real outreach partnerships, scholarships and mentoring and coaching programs**. Stay tuned for updates on how we are doing in these areas!

What can you do?

Erika Olson, who just started in the formal position of specialist III, diversity, equity and inclusion, has been bringing to fruition many of our DEI programs and awareness campaigns at TTC for several years as a member of the DEI Committee. She reminds us that there are many ways that you can get involved in DEI at work, and just in life.

- Participate in volunteer events that advance equity in our community
- Take part in events that help you to learn about cultures different from your own
- Take an active role in TTC's DEI efforts – join a committee or lead an Employee Resource Group
- Show support for ALL by being an ally whenever you can

Watch for more from the DEI team as we head into 2023.



Please visit the [DEI SAM page](#) for more information.

If you have questions about DEI at The Toro Company, please contact [Monica Smith](#) or [Erika Olson](#).

Milestone Service Anniversaries

Congratulations to Marty Piel at Perry, on 44 years of service! See who else is celebrating a [milestone anniversary](#).

To see all service anniversaries, visit [Workday](#) and click on the "Service Anniversaries Coming Week" icon in the menu. Be sure to click on the "settings" gear button on the top right corner of your screen and then select "view more..." in the drop-down for a full list.

Anniversary	Years of Service	Name	Title	Email	Location
11/20	44	Marty Piel	Regional Parts Sales Manager II	mpiel@ditchwitch.com	Perry-MPIt, OK
11/18	39	Damacio Reyes	Maintenance Technician II	Damacio.Reyes@toro.com	El Paso, TX
11/20	38	Frank Topolnjak	Storeperson	FRANK.TOPOLNJAK@TORO.COM	Adelaide, AU
11/21	34	Jeff Donaghu	Field Service Manager II	JEFF.DONAGHU@TORO.COM	Remote Texas
11/17	33	Scott Coffin	Engineer V, Design	SCOTT.COFFIN@TORO.COM	Bloomington, MN
11/20	33	Jim Peiffer	Shipping Receiving Clerk-1956	JIM.PEIFFER@TORO.COM	Windom, MN
11/22	29	Loretto Cuellar	Mold Operator I	LORETTO.CUELLAR@TORO.COM	El Paso, TX
11/22	29	Ted Trenton	Material Handler II	ttrenton@ditchwitch.com	Perry-MPIt, OK
11/21	28	Todd Huber	L-14 Welder-TOM	Todd.Huber@toro.com	Tomah, WI
11/21	28	Darrell Patton	Machine Operator Lead	dapatton@ditchwitch.com	Perry-MPIt, OK
11/17	25	Mark Denton	Assembler Advanced-BEA	MARK.DENTON@TORO.COM	Beatrice, NE
11/17	25	Tim Schwind	Material Handler-1291	Tim.Schwind@toro.com	Plymouth, WI
11/18	20	Wade Tollison Jr	Director, Sales	WADE.TOLLISON@TORO.COM	Bloomington, MN
11/18	20	Maribel Caraveo Zavala	HR Manager II	MARIBEL.CARAVEO@TORO.COM	Juarez2, MX
11/19	15	Gloria Hernandez Morales	OPERADOR DE APPLIANCES		Juarez2, MX
11/19	10	Phil Dretzka	Designer V	PHIL.DRETZKA@TORO.COM	Bloomington, MN
11/19	10	Ben Roberts	Manager I, Finance - Global Shared Services	BEN.ROBERTS@TORO.COM	Bloomington, MN
11/19	10	Matthew McPherson	Material Handler-ANK	Matt.McPherson@toro.com	Ankeny, IA
11/23	10	Ion Bucur	Machine Operator II	Ion.Bucur@toro.com	Ploiesti, RO
11/17	5	Russell Horner	Welder II	rhorner@americanaugers.com	West Salem, OH
11/20	5	Chat Anderson	Technician I, Quality	chat.anderson@ditchwitch.com	Perry-MPIt, OK
11/20	5	Jared Sprowls	CNC Programmer II	Jared.Sprows@ventrac.com	Orrville-BldgA, OH
11/20	5	Alex Hoover	Assembler II	alex.hoover@ventrac.com	Orrville-BldgD, OH
11/20	5	Jason Wenger	Specialist I, Engineering	jason.wenger@ventrac.com	Orrville-BldgA, OH
11/21	5	David Hindermann	Maintenance Technician Journeyworker-1140	DAVID.HINDERMANN@TORO.COM	Shakopee, MN
11/21	5	Juan Duran Ramirez	OPERADOR DE APPLIANCES		Juarez2, MX

11/22	5	Rosa Gaytan Mendoza	OPERADOR DE APPLIANCES		Juarez2, MX
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New Employees

Extend a warm welcome to the [new employees](#) who started last week, including Robert Rodriguez, **machinist** at Weatherford!

New Office Employees who started at TTC last week:

Location	Name	Title	Brand/Function	Start Date
Bloomington, MN	Jordan Stroik	Engineer I, Test	Corporate	11/7/2022
Bloomington, MN	Andrew Knutson	Developer III, Software	Corporate	11/7/2022
Bloomington, MN	Clinton Pawlick	Temporary Office	IT	11/7/2022
Bloomington, MN	Andrew Burke	Temporary Office	IT	11/8/2022
Bloomington, MN	Luke Barrett	Temporary Office	IT	11/8/2022
Bloomington, MN	Jay Winkis	Temporary Office	IT	11/8/2022
Bloomington, MN	Dave Ackley	Temporary Office	IT	11/8/2022
Bloomington, MN	Jayden Roseneau	Temporary Office	IT	11/8/2022
Farmington, MN	Andrew Moe	Operator I, Field Test	Corporate	11/7/2022
Farmington, MN	Joseph Dahlen	Operator I, Field Test	Corporate	11/7/2022
Iron Mountain, MI	Gregory Hannigan	Industrial Automation Technician-BOSS	Operations	11/7/2022
Perry-MPIt, OK	Brandon Cook	Buyer I	Operations	11/7/2022
Perry-SS, OK	Harold Shoemaker	Electronic Technician II	Hammerhead/Subsite	11/7/2022
Pune, IN	Kumar Chhajed	Developer III, Software	Corporate	11/7/2022
Pune, IN	Nikhil Duraphe	Developer I, Software	Corporate	11/7/2022
Pune, IN	Rahul Jadhav	Developer II, Software	Irrigation	11/9/2022
Remote Colorado	Elissa Himes	Engineer II, Simulation	CTRI	11/7/2022
Tomah, WI	Brian Taylor	Manager II, HR	HR	11/7/2022
Tomah, WI	Melissa Frost	Temporary Office	HR	11/7/2022
Windom, MN	Janel Perez	Expeditor	Operations	11/9/2022

New Production Employees who started at TTC last week:

Location	Name	Title	Start Date
Ankeny, IA	Darrell Rogers	Yard Spotter-ANK	11/6/2022
Ankeny, IA	Ronald Bentall	Material Handler-ANK	11/6/2022
Ankeny, IA	Elijah Green	Temporary Production	11/6/2022
Ankeny, IA	Ethan Wilkins	Temporary Production	11/10/2022
Batesville - White Drive, AR	Paige Eicke	Assembler/Sub-Assembler I BAT	11/7/2022
Batesville - White Drive, AR	Jordan Karber	General Laborer-BAT	11/7/2022
Batesville - White Drive, AR	Clayton Blossom	Assembler/Sub-Assembler I BAT	11/7/2022
Batesville, AR	Robert Henslee	Brake Press Operator-BAT	11/7/2022
Batesville, AR	Brian Calkins	Hand Welder-BAT	11/7/2022
Beatrice, NE	Keri Legrand	Assembler-BEA	11/7/2022
Beatrice, NE	Derick Cook	Assembler-BEA	11/7/2022
Beatrice, NE	Tim Varah	Temporary Production	11/7/2022
Beatrice, NE	Charles Keylon	Temporary Production	11/7/2022
Beatrice, NE	Steven Keck	Temporary Production	11/7/2022
Beatrice, NE	Ryan Wagar	Temporary Production	11/7/2022
Beatrice, NE	Willie Coleman	Temporary Production	11/7/2022
Beatrice, NE	William Gonzalez Medina	Temporary Production	11/7/2022
Beatrice, NE	Joshua Diaz Lopez	Temporary Production	11/7/2022
Beatrice, NE	Nate Pedersen	Welder-BEA	11/9/2022
Beatrice, NE	Juan Amador	Temporary Production	11/9/2022
El Paso-D, TX	Luis M Tapia	Temporary Production	11/7/2022
El Paso-D, TX	Alejandro Garcia	Temporary Production	11/9/2022
El Paso, TX	Jesus Padilla	Temporary Production	11/7/2022
El Paso, TX	Kishawn Vines	Temporary Production	11/7/2022
El Paso, TX	Kamal Vines	Temporary Production	11/7/2022
El Paso, TX	Emerald Valdez	Temporary Production	11/8/2022
El Paso, TX	Patricia Murillo	Temporary Production	11/10/2022
Iron Mountain, MI	Sean Kamin	Machine Operator Trainee-2221	11/10/2022
Juarez1, MX	Sergio Mayorga Martell	Janitor	11/9/2022
Juarez1, MX	Ivan Mateo Muñiz	Operator	11/9/2022
Juarez2, MX	Luis Maulion Soto	Assembler I	11/7/2022
Juarez2, MX	Miriam Miranda Gonzalez	Assembler I	11/7/2022
Juarez2, MX	Jorge Miranda Gonzalez	Painter I	11/7/2022
Juarez2, MX	Kaede Molina Elias	Painter I	11/7/2022
Juarez2, MX	Leileany Rojas Miron	Assembler I	11/7/2022
Juarez2, MX	Yesica Andrade Rodriguez	Assembler I	11/7/2022
Juarez2, MX	Maria Corte Lima	Assembler I	11/7/2022
Juarez2, MX	Irma Reyes Hernandez	Assembler I	11/7/2022

Juarez2, MX	Luis Gamero Estrada	Assembler I	11/7/2022
Juarez2, MX	Nohemi Sanchez Montañez	Assembler I	11/7/2022
Juarez2, MX	Elizabeth Medina Medina	Assembler I	11/7/2022
Juarez2, MX	Ulises Zarazua Ramirez	Painter I	11/8/2022
Juarez2, MX	Enrique Perez Duran	Painter I	11/8/2022
Juarez2, MX	Lesly Rosales Aguilar	Assembler I	11/8/2022
Juarez2, MX	Juana Espinoza Lopez	Assembler I	11/8/2022
Juarez2, MX	Rosa Jimenez Gual	Assembler I	11/8/2022
Juarez2, MX	Guadalupe Jimenez Ricardez	Assembler I	11/8/2022
Juarez2, MX	Nallely Alvarez Montalvo	Assembler I	11/8/2022
Juarez2, MX	Sofia Rios Alarcon	Assembler I	11/8/2022
Juarez2, MX	Ivan Santos Martinez	Painter I	11/8/2022
Juarez2, MX	Jaqueline Sanchez Lopez	Assembler I	11/8/2022
Juarez2, MX	Jazmin Contreras Trujillo	Assembler I	11/8/2022
Juarez2, MX	Ivette Martinez Mendoza	Assembler I	11/8/2022
Juarez2, MX	Lorenzo Escobar Arias	Painter I	11/8/2022
Juarez2, MX	Manuel Gonzalez Ramirez	Welder I	11/8/2022
Juarez2, MX	Mercedes Reyes Martinez	Assembler I	11/8/2022
Juarez2, MX	Antonia Salinas Silva	Assembler I	11/8/2022
Juarez2, MX	Victoria Casas Acevedo	Assembler I	11/8/2022
Juarez2, MX	Fabiola Mendez Hernandez	Assembler I	11/8/2022
Juarez2, MX	Lucio Martinez Osorio	Painter I	11/8/2022
Juarez2, MX	Beatriz Xolio Toto	Assembler I	11/9/2022
Juarez2, MX	Katia Lucero Escalante	Assembler I	11/9/2022
Juarez2, MX	Haydee Meraz Carrillo	Assembler I	11/9/2022
Juarez2, MX	Samuel Perez Mena	Painter I	11/9/2022
Juarez2, MX	Marco Olivas Tarango	Painter I	11/9/2022
Juarez2, MX	Elba Reyes Vasquez	Assembler I	11/9/2022
Juarez2, MX	Maria Rivera Alvarado	Assembler I	11/9/2022
Juarez2, MX	Jannette Vega Gomez	Assembler I	11/9/2022
Juarez2, MX	Maria Contreras Martinez	Assembler I	11/9/2022
Juarez2, MX	Jesus Arzola Villagrana	Painter I	11/9/2022
Juarez2, MX	Jose Peña Artalejo	Warehouse Operator I	11/9/2022
Juarez2, MX	Tania Salazar Cruz	Assembler I	11/9/2022
Juarez2, MX	Jairo Quezada Lozano	Assembler I	11/9/2022
Juarez2, MX	Jose Saucedo Espinoza	Assembler I	11/9/2022
Juarez2, MX	Maribel Sanchez Gonzalez	Assembler I	11/9/2022
Juarez2, MX	Arelí Reyes Ruiz	Assembler I	11/9/2022
Juarez2, MX	Maria Ruiz Bautista	Assembler I	11/9/2022
Juarez2, MX	Estefany Rivera Varela	Assembler I	11/9/2022
Juarez2, MX	Nora Barraza Gonzalez	Assembler I	11/9/2022
Juarez2, MX	Anely Sanchez Gutierrez	Assembler I	11/9/2022
Juarez2, MX	Deisy Espino Huereca	Assembler I	11/9/2022
Juarez2, MX	Javier Ruiz Camilo	Assembler I	11/9/2022
Juarez2, MX	Alma Briceño Briceño	Assembler I	11/9/2022
Juarez2, MX	Fructuoso Francisco Martinez	Assembler I	11/9/2022
Juarez2, MX	Juan Garcia Espinoza	Assembler I	11/9/2022
Juarez2, MX	Luis Avila Huerta	Warehouse Operator I	11/9/2022
Juarez2, MX	Maria Lopez Palacios	Assembler I	11/9/2022
Juarez2, MX	Abraham Olaya Valdez	Painter I	11/9/2022
Juarez2, MX	Adela Valdez Felipe	Assembler I	11/9/2022
Juarez2, MX	Alma Palacios Pinales	Assembler I	11/10/2022
Juarez2, MX	Elias Davila Lara	Warehouse Operator I	11/10/2022
Juarez2, MX	Daniel May May	Assembler I	11/10/2022
Juarez2, MX	Angel Ferniza Ramos	Assembler I	11/10/2022
Juarez2, MX	Elvia Morales Reyes	Assembler I	11/10/2022
Juarez2, MX	Asuncion Martinez Carrasco	Assembler I	11/10/2022
Juarez2, MX	Jairo Silva Luna	Assembler I	11/10/2022
Juarez2, MX	Cristian Sanchez Landa	Assembler I	11/10/2022
Juarez2, MX	Elui Diaz Trinidad	Assembler I	11/10/2022
Juarez2, MX	Cynthia Hernandez Cedillo	Assembler I	11/10/2022
Juarez2, MX	Laura Meneses Cruz	Assembler I	11/10/2022
Juarez2, MX	Beatriz Perez Martinez	Assembler I	11/10/2022
Juarez2, MX	Jasiel Espinoza Muñoz	Assembler I	11/10/2022
Juarez2, MX	Hector Hernandez Galvez	Assembler I	11/10/2022
Juarez2, MX	Jesus Ibarra Avila	Assembler I	11/10/2022
Juarez2, MX	Santos Angulo Bernal	Assembler I	11/10/2022
Juarez2, MX	Antonio Garcia Garcia	Assembler I	11/10/2022
Juarez2, MX	Francisco Salinas Garcia	Assembler I	11/10/2022
Juarez2, MX	Britany Villalobos Ibarra	Assembler I	11/10/2022
Juarez2, MX	Jose Camarillo Benavides	Assembler I	11/11/2022
Juarez2, MX	Jose Gonzalez Palomares	Assembler I	11/11/2022
Juarez2, MX	Jesus Garcia Garcia	Assembler I	11/11/2022
Juarez2, MX	Ana Garcia Rodriguez	Assembler I	11/11/2022
Juarez2, MX	Jennifer Perez Garcia	Assembler I	11/11/2022
Juarez2, MX	Miguel Hernandez Medina	Painter I	11/11/2022
Juarez2, MX	Saturnino Muñoz Cruz	Painter I	11/11/2022

Juarez2, MX	Rosa Montoya Garcia	Assembler I	11/11/2022
Juarez2, MX	Sara Muñoz Ventura	Assembler I	11/11/2022
Juarez2, MX	Samara Marquez Tamayo	Assembler I	11/11/2022
Juarez2, MX	Alexandra Julian Moreno	Assembler I	11/11/2022
Juarez2, MX	Esther Ballesteros Agüero	Assembler I	11/11/2022
Orrville-BldgB, OH	Nick Griffith	Painter I-Direct	11/6/2022
Perry-MPlt, OK	Timothy Owings	Painter I	11/7/2022
Perry-MPlt, OK	Ross Fondren	Facilities Support I	11/7/2022
Plymouth, WI	Donald Ahrens	Material Handler-1291	11/7/2022
Plymouth, WI	Christian VanNice	Material Handler-1291	11/7/2022
Shakopee, MN	Justin Ressler	CNC SM Fabricator-1140	11/11/2022
Tomah, WI	Devon Bjorlo	Production Associate-TOM Line 15	11/7/2022
Tomah, WI	Jonathan Bennett	Production Associate-TOM	11/7/2022
Tomah, WI	Cassie Nielsen	Production Associate-TOM	11/7/2022
Tomah, WI	Duane Martin	Welder-TOM	11/7/2022
Tomah, WI	Austin Hangartner	Welder-TOM	11/7/2022
Tomah, WI	Nathan Harrison	Temporary Production	11/7/2022
Tomah, WI	Brooke Johnson	Temporary Production	11/7/2022
Weatherford, TX	Robert Rodriguez	Machinist I	11/7/2022
Windom, MN	Nora Hermosillo	Assembler-1956	11/8/2022
Windom, MN	Linda Moussa	Assembler-1956	11/8/2022
Windom, MN	Rachel Melendrez	Assembler-1956	11/8/2022
Windom, MN	Danioris Santiago Arzuaga	Assembler-1956	11/8/2022
Windom, MN	Valerie N Martinez	Assembler-1956	11/8/2022
Windom, MN	James Marcus Guerrero	Assembler-1956	11/8/2022
Windom, MN	Matthew Garza	Assembler-1956	11/8/2022
Windom, MN	Hope Passmore	Assembler-1956	11/8/2022
Windom, MN	Jonattan Rivera Gonzales	Assembler-1956	11/8/2022
Windom, MN	Luis Alberto Tello	Assembler-1956	11/8/2022

On The Move

See [organizational changes](#) happening throughout the company.

Here are the organizational changes that took place last week. Be sure to reach out and congratulate your colleagues on their new opportunities!

Name	Old Title	New Title	Location	Effective Date
Richardson, Maynard	Administrator II, DC Logistics	Supervisor I, Distribution Center	Ankeny, IA	11/6/2022
Haken, Brett A	Specialist I, Engineering	Specialist II, Engineering	Perry-Plt3, OK	11/9/2022
Cottrell, Matthew	Painter Lead	Supervisor, Paint	Orrville-BldgB, OH	11/7/2022
Castañeda Sanchez, Poleth Guadalupe	Clerk, HR	Clerk, HR	Juarez1, MX	11/7/2022
Piñon Ayala, Bertha Karina	Nurse	EHS Technician	Juarez1, MX	11/7/2022
Juarez Lopez, Jesus David	EHS Technician	Specialist I, Env. Health & Safety	Juarez1, MX	11/7/2022

Career Opportunities

Ready to broaden your horizons at TTC? Check out the open available now across all of our business areas. Check out our **NEW** pages at [The Toro Company Careers](#).

Volunteer & Give Back

Visit [YourCause](#) for information on TTC volunteering, donating and employee programs.

My Trip to Perry

A message from our CEO

Last week I had the distinct pleasure to visit with the Ditch Witch team in Perry, Oklahoma with Rick Rodier. I haven't had the chance to spend time there since before the pandemic, and it was very uplifting to see everyone face-to-face.

It was a whirlwind trip: We had the opportunity to participate in the Veteran's Day recognition ceremony; visit with front-line employees; participate in new product reviews; sign off on the new Telstar project; have lunch with supervisors; and even meet recent graduates of the training academy, who proudly showed off their new welding stamps.

While I know it's been a very tough couple of years, especially for everyone in our production facilities, it is clear that the Perry team has been working hard to make improvements and be ready to ramp up production as components become available. The transformation of the plant was dramatic, and it was exciting to see the site preparation for the new building, which will house a new state-of-the-art paint system.



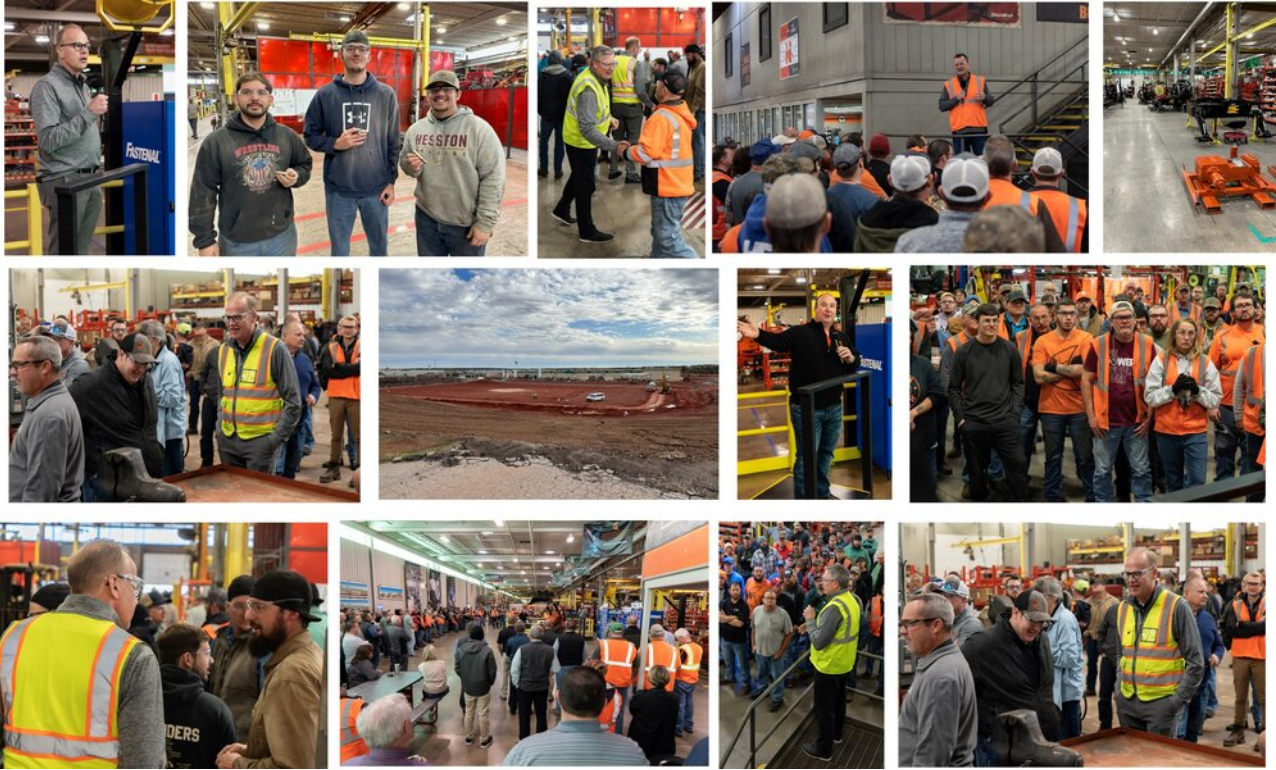
Rick Olson addresses the team at Perry.

Above all, I was honored to meet the military veterans among our employees and retirees. I was overwhelmed by the ceremony of the empty table, where we honored service members who are fallen, imprisoned or missing in action. It made me recall the quote on the Korean War Memorial in Washington, D.C., which states, "Freedom is not free." I'm personally grateful for all of you who gave so much to ensure the freedoms we all enjoy. Thank you.

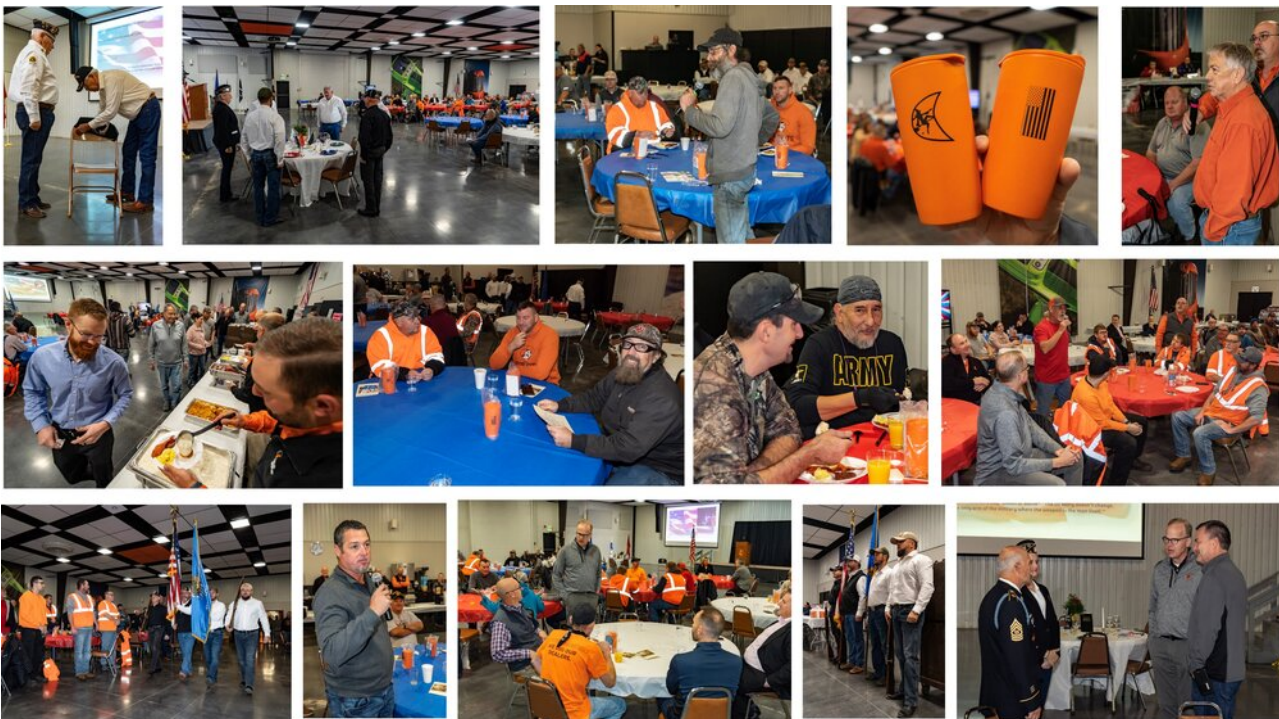
- Rick



Executive Visit to Perry



Honoring Perry Veterans



Throwback Thursday



This November 13, 1987 edition of Clippings is about a different kind of turkey than you'd expect...quitting smoking cold turkey. Read about this initiative and all the important employee info of the day, including parking spot updates, ticket winners and someone who was "on the move."



Clippings®

Editor: Mary Elliott
November 13, 1987

cold turkey day



Minnesota calls it D-Day ... Nationwide it's called "The Great American Smokeout." At Toro we'll call it COLD TURKEY DAY.

Thursday, November 19...employees at Shakopee, Mound, Lyndale and Lakeville are encouraged to make a pledge to give up tobacco for the day, and hopefully longer.

A QUIT AND WIN mini series will begin at Lyndale and Mound -- November 17 and 18, respectively. If you have not yet enrolled, please contact your location HR representative for an enrollment form. A smoking cessation program will be offered at Shakopee shortly after the first of the new calendar year.

Cold Turkey Drawing

Prizes

Thursday, November 19, employees at Lyndale and Shakopee may register for a cold turkey drawing to be held Friday morning, November 20. Everyone is eligible. Non-smokers need only to sign a registration card and drop it in the non-smokers box. But, smokers must pledge to stop using tobacco for the day in order to be eligible -- they'll drop their registration card in the box provided. At each location, certificates for frozen turkeys will be awarded to three non-smokers and three smokers who made the pledge.



In addition, a third registration box will be provided for entering the Minnesota D-Day Quitters Are Winners contest. Entry blanks will be available at the registration box. Smokers who kick the habit on D-Day and stay off cigarettes until the contest ends and those who help a smoker quit, will be eligible for the following prizes:

- Smokers Who Quit: A week's stay at a luxury condo in Florida and round trip airfare for two.
- Adults Who Adopt A Smoker: A weekend at the Radisson Arrowwood Resort in Alexandria, Minnesota.
- Youth Who Adopt A Smoker: A stereo system.

Note: All Toro entries will be forwarded to the Minnesota D-Day Quitters Are Winners contest for the drawing. Join in and be a WINNER.

**VIKING TICKET
WINNERS**

Engineering's Joe Hager and Dennis Berndt, Engineering were last week's winners for the game with the Raiders. Consumer Service's Greg Gust and Cindy Coughlin, I.S., will see the Tampa Bay Buccaneers this Sunday.

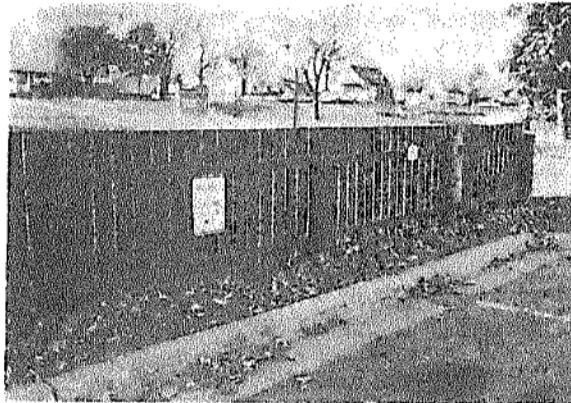
**CIRCLE OF
EXCELLENCE**

1988 Circle of Excellence nominees are displayed in the COE display cases at all locations. You'r invited to check the list and to take a moment to congratulate your fellow employees on this special recognition for a job well done.

The highest
compliment is
from peer

Then, for a moment ponder if someone you know deserves this recognition. If so, complete and submit a nomination form which are available at all locations. At Lyndale, they may be found in a tray outside the mailroom.

RESERVED FOR CONSUMER MVP? ? ?
WHAT'S THIS ALL ABOUT ? ? ?



It's part of a new Consumer Division program that on a quarterly basis recognizes team building activities by consumer personnel. VERNA KELSEY was the first winner and thus the occupant of the MVP parking space. She was elected by the consumer group for "unselfishly volunteering to assist another department when they needed it." Congratulations VERNA!!

"PRO SHOW" NEXT

Toro's Greatest Show on Turf vans and commercial marketing and sales personnel, as well as Wheel Horse products and folks, will shortly head for the "Pro Show," being held November 18-20 in Dallas. The "Pro Show," sponsored by the OPEI, is the first U.S. expo for the professional landscape contracting, turf and grounds maintenance industry. Business and industry leaders from around the world will be at the Pro Show to evaluate the latest industry technology.

**EMPLOYEE PARTS
SALES ON HOLD**

Employee parts sales will be discontinued temporarily -- Nov. 19 through December 1. All parts on order must be

picked up by November 19. When resumed, will be in new location -- watch Clippings and the message board in the cafeteria for that location.

DISCOVERY TOYS

Representatives of Discovery Toys will be in the Lyndale cafeteria Monday, November 16, 10:00a-3:00p to show and sell their Christmas toys and games. As in the past, proceeds will go to Santa Anonymous.

SPREADSHEETING ON THE WANG

By popular demand the Information Center (IC) will hold additional workshops on "20/20," the spreadsheet tool available on the Wang VS. Sixteen users showed interest in last week's workshop and more are signing up for future classes.

"20/20" Functional Overview

Large spreadsheet @ 1000 Columns by 1000 Rows, Graphing Facilities, Database Facilities, On-line HELP Facility, Data Integration (import/export files other than spreadsheet files), Advanced Features such as goalseeking, timecharting which extend "what if" modeling and projections, etc.

See IC Training Course Catalog for a description of what's covered in the Intro to 20/20 Workshop. Contact Marilyn Long for Catalog, to let IC know your suggestions for additional courses, or to advise your interest in attending any of the workshops listed.

Watch Clippings and the cafeteria message board for announcements, and consult the Information Center Training Course Catalog.

**SHOP
EARLY!**

The 5th Annual Employees' Christmas Handicraft Show and Sale is set for Wednesday and Thursday, November 18- 19, 11:45a-1:00p and 3:00-5:00p -- in Training Center Rooms A & B. Your fellow workers will display and offer for sale their creative works. Please stop in and to purchase those gifts you'll need for the Holiday Season...many make the perfect hostess gift, gift for teachers, etc.. Mark your calendar now and we'll see you there.

MEETING ROOMS

Pebble Beach will not be available as a meeting room effective Nov. 16. But SOUTHERN HILLS AND OAKMONT will reopen in the new TCC area off Mainstreet. Each will accommodate 8 to 10 people. Both are equipped with chalkboard, overhead and 16mm projectors and screen... MERION AND WINGED FOOT are back at their original locations in I.S

Watch for reopening of SEMINOLE in the new purchasing area and OAKLAND HILLS next door to Olympic.

PLEASE WELCOME

PATTI JO CHASE, secretary, Consumer Service.

ON THE MOVE

MIKE HOFFMAN to Commercial Manager of Market Planning.

TUG
PRINTING REPORTS
1-2-3

Thursday, Nov. 19, Training Center C, 1:30-2:30p ...
"Printing Reports with 1-2-3." Learn all about printer setup codes, margins, borders headers and footers, plus all the other basics of how to get your reports to look exactly as you would like them to look. If you cannot make it to the meeting but would like a copy of the handout, contact Diane Tverberg-Bina at Ext. 8558. (Also available: Handouts from prior meeting - "1-2-3 Tips").

PRINTING SERVICES
How they can
help you

New direction ... enhancements...additions. These will be the subject of a special presentation at the TUG user meeting Nov. 18, 1:30p, in Winged Foot. Come and find out how Printing Services can help you.



Twenty Years and lookin' good. Friends gathered last Friday to celebrate with JAN BREKKE on her 20th Toro anniversary. Hang in there Jan, and keep the paychecks coming!

OUR CONDOLENCES

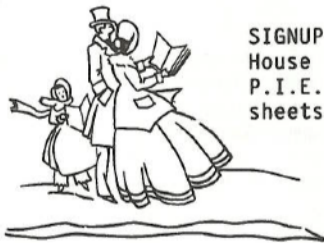
To Marty Bing on the loss this week of his stepfather.

NOVEMBER 24
CONNECTION

Dave McIntosh will be at Lyndale to give us the ins and outs of the home improvement products business. This promises to be "worth" your time. Details will be published a few days in advance of meeting so watch for them.

ABOUT CAMERAS
DECEMBER 4

Camera buffs -- 12:00N, Training Center -- see ya.



SIGNUP STARTS MONDAY, NOV. 16, for the Christmas-Open House December 13, 5:00-9:00p, at the Arboretum. P.I.E. Team and Employees' Club members have signup sheets -- look them up.

 Toro In-House Printshop

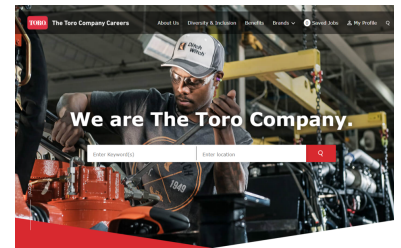
Municipal Grounds Crews Tackle a Multitude of Tasks

Josh Jans, marketing manager for Toro discusses the grounds maintenance trend towards using multipurpose equipment. He notes that many grounds crews are responsible for maintaining a variety of grasses, soils, walkways, gardens and more on the same day. "Because of this, many crews rely on equipment that can handle different jobs and add to the efficiency of their operations, rather than deter from it."



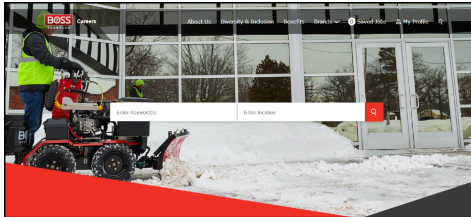
New TTC Careers Site Offers Updated Branding and User Experience

Telling our story and creating a brand experience that reflects the uniqueness of our brands is important as we look to attract and retain the best talent. Check out the new **Careers** pages for BOSS Snowplow, Ditch Witch, Exmark, Spartan Mowers, Toro and Ventrac!

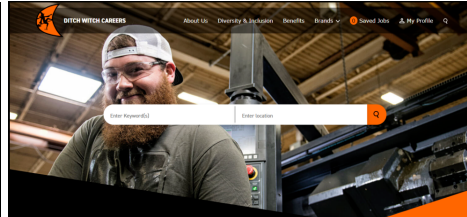


As we continue to grow as a company with many strong brands, we look to integrate best-in-class technologies to increase efficiencies, build commonality, and drive meaningful results. While we face the challenges of an increasingly competitive job market, it is important that we create a brand experience and story that reflects the uniqueness of our businesses to attract the best talent and build community.

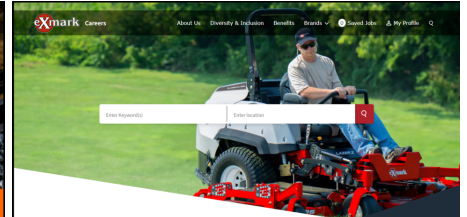
In support of these efforts, we are excited to share about the recent launch of new Careers sites that will provide a richer experience for job seekers with new features, expanded content and more functionality for the following brands:



[BOSS Snowplow Careers](#)



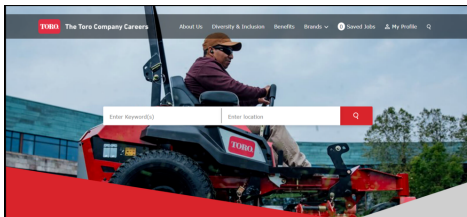
[Ditch Witch Careers](#)



[Exmark Careers](#)



[Spartan Mowers Careers](#)



[Toro Careers](#)

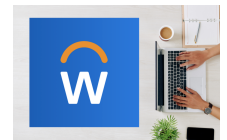


[Ventrac Careers](#)

Visit <https://jobs.thetorocompany.com> for openings in all TTC brands and functional areas.

Managers: Enter Performance Ratings in Workday

It is time to gather your F'22 performance feedback for your employees. Enter performance ratings by **Friday, December 2**.



- Manager Review forms for your office employees are in your [Workday](#) inbox.
- Provide ratings for your employees no later than **December 2** to prepare for calibration.

Performance Ratings

Take a moment to gather your rationale and performance feedback for each employee in F'22. **Enter performance ratings before end-of-day Friday, December 2** to prepare for calibration. Refer to goals that were set, Mid-Year Discussion forms and other documentation to help you determine the rating and begin to plan your performance review conversation. You can begin to enter comments now as well and will have an opportunity to finalize after the calibration step.

Calibration

On December 5, all forms will be locked for the duration of the calibration process. Each manager will receive a task in their Workday inbox to complete their team's performance calibration. **Please complete this step as quickly as possible to allow ratings to roll-up through the organization.** Once calibration is complete, all performance forms will return to your Workday inbox to finalize rating and comments.

Process Step	Timeline
Self-Review	October 31 - November 11
Manager Initial Review	November 14 - December 2
Ratings Calibration	December 5 - December 30
Merit Planning & Finalize Performance Review Form	January 11 - January 31
1:1 Performance/Merit Conversations	February 2 - March 3



Resources

Navigate to Workday Learning > select *Browse Learning* from the *Discovery* tab on the left > use the filters on the left hand side to select your desired language and then choose the topic: *Compliance & Talent Processes*. We have job aids and videos available to support this process for both employees and managers.

Teaching Turf in the Sand Hills

A dual greenkeeping internship experience



TTC invested in this miniseries with number one turf Twitter influencer and TTC partner [The Fried Egg](#) to shine a light on turf interns as a way of generating interest in the profession. This miniseries features the unique internship program at Toro customer courses, Sand Hills Golf Club and Ballyneal Golf and Hunt Club as interns spend several weeks at both of these world-class golf courses, learning the art and science of turf management in the unique landscapes of Mullen, Nebraska, and Holyoke, Colorado.



TTC Women's Initiative Network (WIN) Mentorship Program

Apply Now

Learn more about the [TTC WIN Mentorship Program](#).

Assertive Communication Skills

Virtual Speaker Event

Join TTC WIN for this exciting event! [SEE EVENT DETAILS](#)

November is Native American Heritage Month

This November TTC celebrates **Native American Heritage Month** to honor and recognize the rich culture, accomplishments and contributions of Native peoples.



Native American Heritage Month is a time to celebrate rich and diverse cultures, traditions and histories to acknowledge the important contributions of Native people. It is also a great time to educate yourself about the many Native American tribes and raise awareness about the unique challenges Native people have faced historically and today, and the ways Native Americans have worked to face and conquer these challenges.

Check out these resources to learn more about this month-long observation.



National Congress of American Indians

The National Congress of American Indians, founded in 1944, is the oldest, largest and most representative American Indian and Alaska Native organization serving the broad interests of tribal governments and communities.



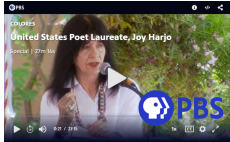
[Smithsonian National Museum of the American Indian](#)

A diverse and multifaceted cultural and educational enterprise, the National Museum of the American Indian (NMAI) is an active and visible component of the [Smithsonian Institution](#). The NMAI cares for one of the world's most expansive [collections](#) of Native artifacts, including [objects](#), [photographs](#), [archives](#) and [media](#).



[The History Channel](#)

Explore History Channel's many images and resources including such topics as [Native American history timeline](#), [Native American Code Talkers](#), the [American Indian Movement](#), [Jim Thorpe](#), [Geronimo](#), [Wounded Knee](#) and so much more.



[30 Stories for 30 Days of Native American and Alaskan Heritage Month from PBS](#)

PBS celebrates Native American and Alaska Native Heritage Month by devoting time to listen to the many creative people of Native American and Alaska Native heritage. This collection highlights individual or groups telling their cultural stories a myriad of ways, from fashion to film to cuisine.



[14 Contemporary Books by Native American Writers to Get Excited About](#)

These novels (some available now, some about to be) are more than necessary or "important" — they are books you'll love reading.

December Team Talk

Be sure to mark your calendar!

The next Team Talk is **Thursday, December 22 at 9:30 am CDT**.

[Add December Team Talk to your calendar.](#)



Meet Uber for Business

Plus receive a \$20 Uber voucher*

TTC has partnered with **Uber for Business** to help provide a streamlined and elevated experience for all your work-related travel needs. That means you will enjoy the benefits of the Uber app for all ground travel options on behalf of The Toro Company.



With this new program, all TTC employees who join our Uber for Business account for the first time will get a \$20 USD Uber voucher just for signing up. Employees who sign up within the first 30 days of the program announcement will receive a \$20 USD Uber voucher they can use on the Uber app*.

Here's what this new partnership with Uber for Business means for you:

[Access to Rides with Uber](#)

When requesting ground transportation for work-related trips, you will now be able to simplify your expensing experience when traveling for business and gain access to features that are built for business travelers. With Uber, we're excited to offer you stress-free, flexible transportation options making traveling for work a little bit easier.

Please follow the steps below to activate your account and begin leveraging this new benefit.

[Getting Started](#)

You will receive an email from Uber for Business. Follow the steps in the invitation to join The Toro Company account. Please do not forward this email or link to others, as the UR is unique to your email address.

Hot tip: If you already have an Uber account, it's best to click the invitation link from your mobile device because this will automatically open your Uber or Uber Eats app to join your business account.

Step 1: Open the invitation email (which will come from noreply@uber.com), tap the [link](#) or scan the QR code, and sign in with your existing Uber credentials. If you have an existing Uber account, you may also receive an SMS (if opted-in to receive such communications from Uber). If you do not have an Uber account, you can [create a new account](#).

Step 2: After accepting the invitation, you'll be prompted to add your credit card to the business profile.

Step 3: Open the Uber app on your phone to find your new business profile. If you don't have the app, you can download it for [iOS](#) or [Android](#).

Step 4: When you're ready to ride or eat, select "Ride" within the Uber. Before you ride, please toggle to your business profile (shown as a briefcase icon), which you will find at the bottom of your screen prior to ordering. Lastly, make sure to select The Toro Company as the payment method.



What's in it for you?

- [Amex card members](#)* can earn Uber cash when traveling for business
- [Marriott Bonvoy](#)™ members can earn additional Bonvoy points with every business ride
- **Earn points on eligible rides and orders with Uber rewards****
- **Easily separate work and personal expenses**
- **Simplify expensing**
- **Stress-free, flexible transportation options**
- **Order from your favorite restaurants**

Need more assistance?

Watch this [1-minute video guide](#), reference the user guide below, or reach out to Uber's support team at business-support@uber.com.

Uber is actively monitoring the coronavirus (COVID-19) situation and is continually working to help keep those who rely on the platform healthy and safe. [See how Uber is handling safety.](#)

*\$20 Uber voucher will be delivered to The Toro Company employees within 3 business days of joining the The Toro Company business account. Uber vouchers have no cash value. Voucher will be valid for 30 days. Voucher offer is only applicable to newly linked Toro Company employees. For employees outside the US, a \$20 USD equivalent will be provided in their local currency. Voucher is only valid for rides requested/orders placed using the applicable Uber App. Taxes and other fees will be covered provided that the value of the Uber Voucher is greater than the total order amount. **Offer is non-transferable, subject to change or cancellation.**

****Restrictions apply. [See Benefits Terms for details.](#)**

Mark Your Calendar

Upcoming Important Events

- [U.S. Open Enrollment](#) - through November 18
- [Team Talk](#) - December 22



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