

DUDA Adds Two New Resources to Aid Employees



LIGHTHOUSE

Obtaining Information. Delivering solutions.

In July, DUDA announced that it would be engaging Lighthouse Services to provide an anonymous ethics and compliance hotline. Lighthouse Services is an independent provider that allows employees to anonymously report improper activity by calling their hotline or sending a message through Lighthouse's private webpage. This allows employees to report incidents without fear of retribution.

Hotline reports may cover, but are not limited to, concerns regarding ethical violations, unsafe work conditions, sexual harassment, theft, misuse of company property, and fraud.

"One of our goals with this new third party hotline is to give our employees access to an anonymous resource to report concerns," says Karen Ziomek, senior director of human resources. "Creating a culture of open communication benefits everyone."

Employees can find the hotline number by visiting the quick links section of DUDAnet's homepage or looking for the Lighthouse poster on location bulletin boards.



UltiPro®

by ULTIMATE SOFTWARE

A month after implementing the Lighthouse hotline, DUDA also announced the launch of the new UltiPro mobile app. Using the app, employees are now able to view their pay stubs, year-to-date information, and tax forms, and can also update their personal contact info all from their mobile devices.

On-the-go managers are now able to approve timesheets and workflows, as well as see all of their direct reports and employee contact information.

"Many of our employees work away from their desks due to business travel, fieldwork, or visits to construction sites," says Christy Smurr, human resources specialist. "The new UltiPro mobile app provides them with convenient access to important tools no matter where they are, helping make their workdays more seamless and efficient." ■

Employee Hotlines & Reporting Mechanisms*

- Companies with hotlines have 16% more cases detected by a tip than those who don't have a hotline.
- 42% of reporting tips come in by telephone hotline vs. other reporting options.
- Fraud losses were 50% smaller at organizations with hotlines than those without.

Mobile Usage vs PC Usage**

As of July 2018, internet browsing was utilized by:

	Globally	USA
mobiles	56.89%	44.36%
desktops	43.11%	47.63%
tablets	3.94%	8.01%

*Statistics from the Association of Certified Fraud Examiners' 2018 Global Study on Occupation Fraud and Abuse

**Statistics taken from StatCounter.com



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DUDA UNIVERSITY



Every June, the Duda family gathers together for a Family and Shareholder event centered on fellowship, learning, growing, and giving. This year, the Duda Family Council used the reunion to introduce its new education and development plan.

"The Council's hope was to begin to build a foundation for our family education and development plan," says Kimberly Burke, council member. "After the feedback following last year's meeting, we wanted to engage and educate all members of the family across all ages and stages of their lives in an understandable and exciting way."

And so Duda University was born.

"The goal is to teach family members of all ages about our Duda family history and legacy, our DUDA business and ownership, and the governance structure in place to coordinate our family, owners, and business," says Council Chair Stacy Mello. "Our plan is for the depth of information to grow with family members as they move through different stages of their lives."

DUDA is a family-owned, diversified land company with a variety of agriculture and real estate operations.

The company's mission is to grow Christian faith and business integrity; land values and vibrant communities; families, people and relationships; healthy food products; and sustainable wealth and balanced financial returns for future generations.

Using an interactive twist, the Council rolled out Duda University through breakout sessions specially crafted by life stage. Younger participants learned how a business is run by establishing their own "bookstore" and operating the "shop" by selling books previously donated by family members. Older groups, divided into three life stages, studied stock ownership and the rights and responsibilities of DUDA ownership.

"Seeing the excitement of my cousins during the Duda University sessions was promising to me as we are all eager to learn and grow," says Eden Miller, council member.

Participant Amanda Chapman said, "I liked being with a group of people who were my own age. I feel like we had the same interests and questions about the family and company."

Kimberly reflects, "This year's meeting was one small step towards a larger goal, and we are excited to further that goal in meetings to come!" ■

TEAMDUDA

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