



**Chobani**®

Our Story

# Who we are

Since our founding 10 years ago, we've always been a different kind of company. After moving to New York from his native Turkey, our CEO Hamdi Ulukaya found that in America, yogurt just wasn't as delicious or widely available as it was back home. He thought everyone deserved better options, so he set about making delicious, nutritious, natural, and accessible Greek Yogurt right here in the U.S.





### What We Stand For

Our mission since day one has been to provide better food to more people. And now as the No. 1-selling Greek Yogurt brand in America and the second largest overall yogurt manufacturer, we believe every food maker has a responsibility to provide people with better options, which is why we're so proud of the way our food is made.

From the very first batch that came off the line in Upstate New York, in 2007, our cups have been crafted using only natural, non-GMO ingredients. We refuse to use any preservatives. Our yogurt contains no artificial flavors, artificial sweeteners, or preservatives.

### Our Food Philosophy

Our food philosophy of crafting quality products with simple ingredients is what makes Chobani a different kind of yogurt. We turn milk into yogurt using an authentic straining process that's been around for generations. It removes the excess liquid whey, resulting in a thicker, creamier yogurt that yields 11-15 grams of protein per 5.3oz cup.

As we perfected the recipe, we set our eyes on the future and the possibilities to create more options and do more good. In 2012, we opened the world's largest yogurt facility in Twin Falls, Idaho, a \$450 million investment in the Magic Valley, creating jobs and opportunities for the local community.

We then set out to grow our portfolio by introducing the award-winning Chobani® Flip® Greek Yogurt, Chobani® Limited Batch flavors, Chobani® Whole Milk Greek Yogurt,

and Chobani Kids® Greek Yogurt Tubes in 2014. One year later, we launched Chobani Kids® and Chobani Tots® Greek Yogurt Pouches. In 2016, we created a Greek Yogurt drink, which is an excellent source of protein, and is made with real fruit and probiotics. Earlier this year, we brought our craftsmanship to the traditional yogurt aisle with the launch of Chobani® Smooth, our first foray into non-Greek, classic yogurt.

### Our Business Philosophy

As a \$1.5 billion company, our mission goes beyond the yogurt we make. Since we started, Chobani has inspired new ways of doing business—promoting key elements of virtuous capitalism through our own practices. We know that business done right has the ability to change lives and strengthen communities.

We create 7-10 jobs in the community for every person we hire directly. In the communities where we operate, Twin Falls, Idaho, and South Edmeston, New York, Chobani has created approximately 14,000 direct and indirect jobs, helping reduce the unemployment rate from over 10% to 5.5% in Upstate New York, and from 6.3% to 2.4% in Twin Falls.<sup>1</sup>

In our plants, we've also welcomed people from around the world. Chobani employees come from every conceivable background—the communities in Upstate New York, for instance, include people from Vietnam, Thailand, Myanmar, and Nepal, resettled as refugees following often violent and difficult experiences in their home countries. We also give a portion of our profits to charity through the Chobani Foundation to create further sustainable change in the communities in which we operate.

<sup>1</sup> Dept. of Labor, September 2017; Between 2010-2015, NYS Dept. of Labor



For the last two years, Chobani was certified as a Great Place to Work®, and our commitment to our people only grew. We introduced Chobani Shares, a profit-sharing program in which every full-time member of the company was given the opportunity to share in the growth of Chobani over time. In early 2017, we implemented a new paid parental leave policy for mothers and fathers of newly born, adopted, or fostered children, offering 100% paid parental leave for six weeks for all full-time hourly and salaried employees.

Our continued effort to give back goes beyond our employees. Founder and CEO Hamdi Ulukaya has signed the Giving Pledge, a commitment by the world's wealthiest individuals and families to dedicate the majority of their wealth to giving back. Simultaneously, he launched the Tent Foundation, an organization dedicated to helping the world's refugees.

To broaden our mission to bring better food to more people, we knew we needed to go beyond our own walls. To support and scale young, growing food companies who share Chobani's belief in making delicious, nutritious, affordable food made with only natural ingredients, we launched the Chobani™ Food Incubator. It's a first-of-its-kind, equity-free, no-strings-attached grant program for mentoring and cultivating emerging food entrepreneurs that want to create the food industry of tomorrow.

### What Comes Next

It has been a busy 10 years for Chobani. Along our journey, we've constantly innovated our offerings to evolve with customer tastes and preferences, leading with values, and putting our people first.

As we look to the future, Chobani is reinvigorating its founding mission with a vision to make universal wellness happen sooner using food as a force of good.

This evolution supports Chobani's ambition to become a food-focused wellness company and providing better food to all people.

We want our next decade to be even more impactful than the first—and it starts with celebrating the fruits of our success with our fans. We can't wait to show you more.

Our Journey

# It started with a seed





## 2005

- In South Edmeston, NY, Kraft closed a yogurt dairy plant built in 1885.
- Chobani founder Hamdi Ulukaya stumbled upon a postcard in the mail for the shuttered plant for sale.
- After initially throwing the ad away, Hamdi fished it out of the trash and decided to purchase the plant with the help of an SBA 504 loan.

## 2007

- With the help of a small group, Hamdi worked for nearly 18 months to perfect the recipe for Chobani® Greek Yogurt.
- In 2007, the very first cup of Chobani® Greek Yogurt hit shelves at a small grocer in Long Island, NY

## 2010

- Chobani became the No. 1-selling Greek Yogurt in America.
- Chobani's charitable arm, now the Chobani Foundation was formed.

## 2011

- Chobani launched in Australia.
- Chobani broke ground on a new production facility in Twin Falls, Idaho.

## 2012

- Chobani opened its second U.S. production facility in Twin Falls, Idaho—the world's largest yogurt plant. The one-million-square-foot plant was completed in just 326 days following a \$450 million investment.
- Chobani Café® SoHo, the first Chobani brick-and-mortar store, opened in New York City, to serve as an incubation hub for the company.
- Chobani became an official sponsor of the 2012 and 2014 U.S. Olympic teams.

## 2013

- Hamdi won Ernst & Young World Entrepreneur of the Year Award.

## 2014

- Chobani introduces Chobani® Flip® Greek Yogurt, Chobani® Limited Batch flavors, and Chobani Kids® Greek Yogurt Tubes.
- Chobani renewed its partnership with the United States Olympic Committee through 2020 to become the official yogurt provider of the 2016, 2018, and 2020 U.S. Olympic and Paralympic Teams.

## 2015

- Chobani launched its Chobani Kids® and Chobani Tots® Greek Yogurt Pouches.
- Hamdi joined the Giving Pledge, a commitment to give away most of his wealth in his lifetime.
- USDA selected Chobani as the main provider of Greek Yogurt for its national K-12 school meal program.
- Hamdi formed the Tent Foundation, his personal foundation that is committed to ending the global refugee crisis—the worst humanitarian crisis since World War II—and help 60 million people realize their full potential.

## 2016

- Launched Chobani Greek Yogurt drink.
- Launched Chobani Shares.
- Announced a new food service partnership with McDonald's in Southern California.
- Announced the expansion of the Twin Falls, Idaho, plant (investing nearly \$100M).
- Entered the Mexican market in summer 2016.
- Opened a new Chobani Café® at Target in Tribeca, New York City.
- Chobani® Flip® platform wins Nielsen Breakthrough Innovation Award.
- Launched the Chobani™ Food Incubator to help small companies with big hearts and ideas challenge the food industry, improve broken systems, and make a difference.
- Chobani certified as a Great Place To Work®.
- Announced new Paid Parental Leave program for mothers and fathers.

## 2017

- Surpassed Yoplait as No. 2 manufacturer in overall yogurt.
- Tim Brown joined from Nestlé Waters USA as President & Chief Operating Officer.
- Recognized by Fast Company as one of the top 10 most innovative companies in the world (No. 9 overall; No. 1 food company and No. 1 social good company).
- Recognized by Fast Company as one of the 25 brands to watch.
- Fortune recognized Chobani as one of the top 50 Companies Changing the World.
- Chobani had record production—more cases were produced and shipped than any time in the company's history—and an extremely successful reset in January with 18 new SKUs and significant increase in distribution.
- Opened our first café outside New York in the Woodlands, TX.
- Launched Chobani® Smooth in June 2017.
- Announced the conclusion of the inaugural class of the Chobani™ Food Incubator at Expo West. Member class saw 60% growth and \$3mm revenue in Q1 2017 alone.
- Announced the selection of seven new food startups to join the second class of the Chobani™ Food Incubator, comprised of companies that are disrupting, innovating, and inspiring new food categories in the U.S.
- Announced the expansion in Twin Falls, Idaho, with new, state-of-the-art Innovation and Community Center (investing more than \$20M).
- Unveiled a new evolution of our brand identity with a new logo and packaging across our portfolio.



Masterbrand Wordmark

# Chobani®

Brand Platforms

## Chobani. flip.

## Chobani. smooth yogurt

## Chobani Café.

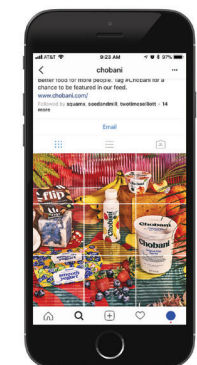
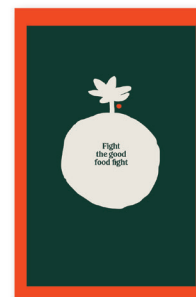
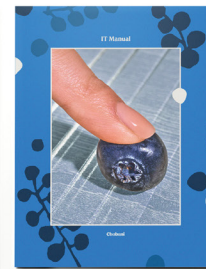
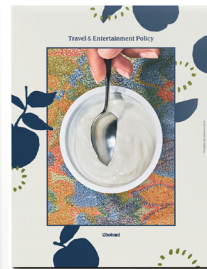
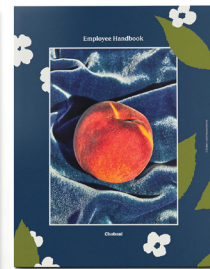
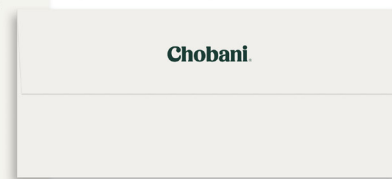
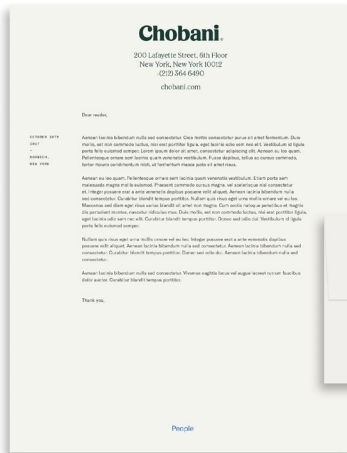
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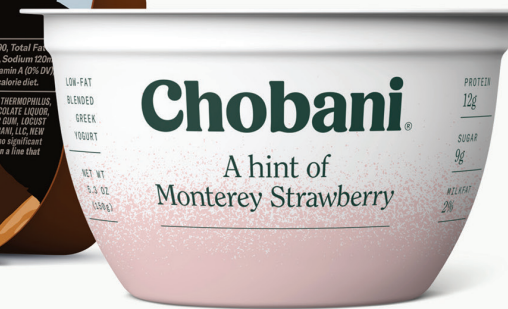
### Chobani. Food Incubator

### Chobani. Nutrition Center

### Chobani. Foodservice

### Chobani. Foundation







# Our Communities

Since day one, we've promoted diversity and inclusiveness within our workforce because we know that our communities are stronger when people are given opportunity and access. At the core of our business, we want our employees to have a happy and fulfilling life with their families, while also empowering them to share our success.

We welcome people from around the world and work with local refugee centers to support those who have come to the U.S. in search of safety and the opportunity of a better life. And our participation in the community goes beyond the manufacturing floor. In 2017, Chobani gave over \$1 million in sponsorships as well as financial and in-kind donations to our communities, while employees and company leadership participated in 85 local events across of all our locations and beyond.





### South Edmeston, New York

- Our first plant, purchased in 2005
- The basis of Chobani's East Coast manufacturing operations
- Chobani helped resuscitate the dairy industry in New York State and, in 2015, contributed \$243 million to businesses by choosing to source its dairy locally
- Created over 7,000 direct and indirect jobs, helping to reduce the unemployment rate from over 10% to 5.5%<sup>1</sup>

<sup>1</sup>Between 2010-2015, NYS Dept. of Labor



### Twin Falls, Idaho

- Our second plant, opened in December 2012
- The world's largest yogurt manufacturing facility, nearly 1 million sq. ft. in size, over \$700 million investment
- Houses the Chobani Global Research and Development team
- Created over 7,000 total jobs, including direct and indirect opportunities, helping to reduce the unemployment rate from 6.3% to 2.4%<sup>2</sup>
- In November 2017, we announced the expansion of our Twin Falls plant with a 70,000-square-foot facility, which will house a state-of-the-art Global Research and Development Center, serve as home to our 1,000 local employees, and become a symbolic "open door" to guests and visitors from the surrounding communities.

<sup>2</sup>Dept. of Labor, September 2017



### New York, New York

- Home to Chobani Demand, Creative, Finance, Legal, Corporate Affairs, Chobani™ Food Incubator, Logistics, IT, and Supply Chain Planning, and culinary test kitchen
- First brick-and-mortar store, opened in SoHo neighborhood in 2012 and expanded in 2014. Second café opened in 2016 in TriBeCa.



### Dandenong, Australia

- Purchased Australian dairy company in 2011
- Celebrated opening manufacturing facility in December 2012
- Recently became the No. 1 yogurt brand in Australia
- All cups locally produced in Australia use milk sourced from local Australian cows.
- In 2017, we launched Chobani® Flip® products and created an arm of the Chobani™ Food Incubator program in Australia.

# Our Beliefs

In less than 10 years, Chobani has become the No. 1-selling Greek Yogurt brand and the second largest yogurt manufacturer in America. We've come a long way and we're now a family of around 2,000 employees.

We still operate with a small craft company mindset. Our mission is to provide better food for more people because we believe that access to affordable, nutritious, delicious yogurt made with only natural ingredients is a right, not a privilege.

## Craftmanship

We believe every food maker has a responsibility to provide people with better options, which is why we're so proud of the way our food is made. Every day, we make wholesome yogurt by taking a back-to-basics approach that captures our innovation philosophy: crafting quality products using simple ingredients. Instead of cutting corners, we take the time to make our yogurt using an authentic recipe.

- **Non-GMO:** In addition to being natural, our ingredients are not genetically modified (non-GMO). We require our suppliers to certify that every ingredient supplied to Chobani is non-GMO. We also conduct our own testing with a third party to verify there has been no cross-contamination across our supply chain.
- **Real Ingredients:** From the very first batch of Chobani® Greek Yogurt, every cup has been crafted using only natural ingredients. That means the fruit you taste is real fruit and the honey is real honey. We refuse to use any preservatives.
- **Natural Sweeteners:** The sweetness in our Greek Yogurt is not from artificial sweeteners. It's naturally occurring sugar from our milk (lactose), fruit (fructose), honey, and evaporated cane sugar.
- **Authentic Straining:** We turn our milk into yogurt using an authentic straining process that's been around for generations. This special process makes our yogurt extra thick, so most of our products offer more protein than regular yogurt.<sup>1</sup>

## Sustainability

We believe that business can be a force for good. Good for the earth, its people, and communities. That's why living our guiding mission of better food for more people extends far beyond our finished product. From cow comfort on dairy farms to responsible manufacturing operations and being active members of our communities where we live and work—we're passionate about democratizing good and accelerating universal wellness.

- **Our Operations:** At Chobani we're committed to being a good steward of our planet and using natural resources efficiently. As part of being a responsible manufacturer, we continue to invest in technologies that allow us to produce more while reducing our environmental impact.

1. Over 1/3 of the energy we use is from renewable resources including hydro and wind.
2. We use energy-efficient LED lighting throughout the majority of both of our manufacturing plants.
3. Our South Ed, New York, manufacturing plant converted to a lower-emission fuel source in 2017 from #2 oil to propane.

- **Our Supply Chain & Products:** From early on, we've been committed to sourcing the freshest milk possible from the nearly over 900 dairy farmers in our local communities. From New Berlin to New York, to Twin Falls, Idaho, we value our relationships with our dairy cooperative partners whose farmers share our values and sense of community.
  1. We've partnered with suppliers to co-locate facilities to minimize our transportation footprint.
  2. We require that our suppliers only use RSPO certified palm oil in ingredients supplied to Chobani. Our company's palm oil policy encourages suppliers to adopt the RSPO NEXT standards.

- **Our People:** From day one, family has been integral to Chobani. Celebrating our employees and their families is one of the key hallmarks of our success and, as such, welcoming a new child into the family is a milestone that deserves recognition. Our paid parental leave policy provides both our male and female employees that have completed at least 12 months of continuous employment as a full-time employee, with six weeks of 100% paid leave to bond with a new child following a birth, adoption, or foster care placement. We want our employees to be able to bond with the newest additions to their families and return to their jobs feeling confident and ready.

- **Our Communities & Consumers:** Giving back has been one of Chobani's core values since day one. We're proud to be part of the communities where we live and work and continue to identify ways where we can make a difference. Last year, our employees collectively volunteered 3,840 total hours through Chobani-sponsored community events.

<sup>1</sup> Chobani® Greek Yogurt, 12g (24%DV) protein per 5.3oz; regular (nonfat or lowfat) yogurt 6g (12% DV) protein per 5.3oz. According to the FDA, no significant difference has been found between milk derived from rBST-treated and non-rBST treated cows.





## Our Products

### Chobani® Greek Yogurt (5.3oz cups, 32oz multi-serve, & 10oz drinks)

- Made with authentically strained Greek Yogurt and real fruit
- Excellent source of protein (11-12 grams per serving), 120-150 calories per 5.3oz cup, (190-220 per 10oz drink), good source of calcium, contains live and active cultures
- 14 flavors of Fruit on the Bottom, 12 flavors of Blended, including 2 limited-batch seasonal flavors. Chobani® Greek Yogurt drinks are available in 11 delicious flavors

### Original Plain Chobani® Greek Yogurt (16oz, 32oz, and 5lb Tubs)

- Chobani® Greek Yogurt is available in Original Plain varieties in both 0% Non-Fat and Whole Milk, making it ideal for cooking, baking, and mixing in smoothies and parfaits. A smart and delicious substitute for sour cream, mayo, and much more.

### Chobani® Flip® (5.3oz cups with mix-ins)

- Chobani® Flip® products combine Greek Yogurt with only natural toppings like dark chocolate, nuts, or cookie pieces on the side for a delicious and better-for-you snack.
- Available in 20 varieties, including a rotating limited-batch seasonal flavor—all inspired by America’s favorite snacks
- Made with only natural ingredients, 160-240 calories per serving, an excellent source of protein (11-13 grams; 22-25% DV) per serving

### Chobani® Smooth Yogurt (5.3oz. 2-pack)

Chobani® Smooth Yogurt seamlessly blends nourishing, low-fat, creamy non-Greek Yogurt with real fruit and no artificial sweeteners for the perfect balance of low sweetness, high protein, and delicious taste in every bite.

- Chobani® Smooth Yogurt rolled out nationwide in June 2017 with broadly appealing, mainstream flavors—Peach, Strawberry, Vanilla, Blueberry, Mixed Berry, Strawberry Banana, and Black Cherry—in 5.3oz 2-packs for \$1.79.
- Made with only natural ingredients, 120 calories per serving, an excellent source of protein (11 grams; 22% DV), 14g of sugar per serving.
- Chobani® Smooth Yogurt has 25% less sugar and 2X more protein than other traditional yogurts.<sup>1</sup>

<sup>1</sup> Than other traditional yogurts. Chobani® Smooth: 14g sugar, 11g protein; other traditional yogurts: 19g sugar, 5g protein per 5.3oz serving.

### Chobani® A hint of flavor Greek Yogurt (5.3oz soft-shaped cup)

- A simply crafted Greek Yogurt made with hand-selected varietal fruits and spices for a curated approach to wellness and taste
- Mildly sweet (9g sugar) and good source of protein (12g) per serving; 120 calories per serving
- Choiceful selection of varietal fruits and spices for delicious flavor without excess ingredients
- Mildly sweet taste
- No artificial sweeteners.
- Chobani® A hint of flavor currently comes in five unique flavors: Madagascar Vanilla & Cinnamon, Wild Blueberry, Monterey Strawberry, Gili Cherry, and Alphonso Mango.

### Chobani Kids® and Chobani® Tots Pouches and Tubes

- Chobani Kids® products are a nutritious and delicious snack made with only natural ingredients, blended with low-fat (1.5% milkfat), creamy Greek Yogurt in fun flavors kids love.
- No added or artificial colors or flavors. 25% less sugar than the leading kids' yogurt.<sup>2</sup> 2x more protein.<sup>3</sup> Good source of calcium. 90-100 calories per serving.
- Strawberry and Vanilla + Chocolate Dust Pouches feature Disney Junior's Doc McStuffins. Grape and Strawberry feature Marvel's Spider-Man on packaging, Strawberry Banana Tubes now feature Batman on packaging.
- Our first product for infants 6 months to 24 months. These easy-to-hold pouches are filled with creamy and gentle whole milk Greek Yogurt blended with real fruit and vegetables, along with 8 grams of protein and 12 mg of Omega-3 DHA per pouch. It's an ideal first food for toddlers that contains live and active cultures.

<sup>2</sup> Chobani Kids® Pouches, 10g of sugar per 3.5oz (99g) serving; leading kids' yogurt, 14g sugar per 3.5oz (99g) serving. Chobani Kids® Tubes, 6g of sugar per tube; leading kids' yogurt, 9g sugar per tube.

<sup>3</sup> Than the leading kids' yogurt. Chobani Kids® Pouches, 8g (16% D V) protein per 3.5oz (99g) serving; leading kids' yogurt, 3g (6% DV) protein per 3.5oz (99g) serving. Chobani Kids® Tubes, 5g (10% DV) protein per tube; leading kids', 2g (4% DV) protein per tube.

# Beyond



# the Cup

## The Chobani™ Food Incubator

Hamdi launched the Chobani™ Food Incubator in 2016 to support food entrepreneurs aiming to challenge the food industry, improve broken systems, and bring better food to more people—principles through which Chobani was founded.

“Natural food startups with the right mindset can make a big difference,” Hamdi said in the announcement. “I know that getting started can be the hardest part of the journey, so I designed the Chobani™ Food Incubator to share what we’ve learned when it comes to scaling up, challenging the big guys, and fighting convention. This is a no-strings-attached, grant-based program to support entrepreneurs so we can further fuel the food revolution.”

The Chobani™ Food Incubator’s inaugural class concluded its six-month program in March 2017 with six startup brand graduates: Banza®, Chops Snacks, Cissé Cocoa Co, Jar Goods®, Kettle & Fire, and MISFIT Juicery. During that period, the group registered a combined total revenue of \$3 million in Q1 of 2017 alone and an increase of 60% in distribution, expanded their product portfolios, increased employee headcounts, and established new relationships with national retailers.

In September 2017, Chobani announced the selection of seven new food startups to join the second class of the Chobani™ Food Incubator. The group is comprised of companies that are disrupting, innovating, and inspiring new food categories in the U.S.—from innovative products like plant-based ice cream; a low-sugar, low-calorie beer alternative; a healthier frozen fruit pop; as well as fresh and sustainable takes on foods that have been around for centuries, like oats, saffron, and seafood.

## Our Cafés

Since day one, we’ve been on mission to make better food for more people. That’s part of everything we do—including our cafés in SoHo, TriBeCa, and the Woodlands, Texas, which are one-of-a-kind Mediterranean-inspired cafés that bring the specialness of our brand to life and also double serve as an incubation and innovation hub for Chobani.

The Chobani Café® is a physical manifestation of the brand, bringing to life great food and great design together in one place. With our great culinary team, we’re focused on stretching guests’ imaginations by showing the versatility of our food, from sandwich spreads to soups to salad dressings and pastries. Even with our growth in pioneering this category, yogurt consumption in the United States is still about 1/3 per capita what you see in European countries. Increasing that starts with helping people see how it can be used beyond one meal, and beyond one flavor profile.

*“The Chobani Café® is a really special part of the brand that sets us apart and allows our beliefs around great food and great design to come to life. For us, it’s a sort of a test kitchen for what you’ll see us doing down the road, and for our fans, it’s come to represent an incubation and inspiration destination,” said Peter McGuinness, Chief Marketing & Commercial Officer, Chobani.*

# Giving Back



## Chobani Foundation

By volunteering our time, donating our products, and supporting impactful charitable projects and programs, the Chobani Foundation is strengthening the communities we call home, improving childhood nutrition and wellness nationally, and helping those in need wherever they may live.

### Strengthening Our Communities

Since our earliest days, we've proudly supported our hometowns in Central New York and Idaho. This includes:

- Building a state-of-the-art youth baseball stadium in New York's Unadilla Valley.
- Building a community center in South Edmeston, NY.
- Sponsoring the winter and summer Special Olympics games in Idaho and Central New York.

### Childhood Nutrition and Wellness

We work to make healthy, nutritious food more accessible to children and to boost their overall health and wellness. This includes:

- Building the Chobani Fit Path in Norwich, NY.
- Sponsoring the Canyon Rim Classic Soccer Tournament in Idaho that raises local scholarship funding to help hundreds of underprivileged boys and girls participate in competitive soccer leagues.
- Supporting Apple Seeds' new teaching kitchen in Northwest Arkansas.
- Funding a new greenhouse for Sherburne Earlville Central School in Central New York.

### Helping Those In Need

We actively engage in helping families recover from natural disasters as well as giving back to others in need. This includes:

- Working with the Red Cross and other local organizations to donate hundreds of thousands of products to families across Florida, Louisiana, Puerto Rico, and Texas following Hurricanes Harvey, Irma, and Maria.

Supporting the New York City Rescue Mission to feed and shelter the homeless of New York City through our volunteering, resources, and donated products.

## Chobani Shares

On April 26, 2016, Hamdi Ulukaya, Chobani founder and CEO, introduced Chobani Shares to Chobani. Simply put: Every full-time member of the company has been given the opportunity to share in the growth of Chobani over time—a first for a food company of Chobani's size.

## The Giving Pledge

Founder and CEO Hamdi Ulukaya has signed the Giving Pledge, a commitment by the world's wealthiest individuals and families to dedicate the majority of their wealth to giving back. Simultaneously, he launched the Tent Foundation, an organization dedicated to helping the world's refugees.

## Great Place to Work®

For the last two years Chobani has been certified as a Great Place to Work®, an independent recognition given to the country's best workplaces. With this announcement, Chobani joined an esteemed list of companies measured on qualities including trust, pride, and culture. Employees contributed to an independently conducted survey to help inform the Great Place to Work® certification, and 85% said Chobani is a great place to work. Areas that stood out in the survey were positive feelings around the company's contribution to the community, a sense of pride in Chobani, and the ability to be oneself at work.

## Paid Parental Leave Policy

Chobani is always striving to do more for its families and communities and recognizes the importance of time spent with a new child. Effective in 2017, Chobani implemented a new paid parental leave policy, offering 100% paid parental leave for six weeks for all full-time hourly and salaried employees that have completed at least 12 months of continuous employment. The program extends to both mothers and fathers for the birth, adoption, or placement of a foster child into the home.

Chobani's paid parental leave policy reflects the company's guiding principle that benefits be extended to the entire workforce of a company, regardless of job title or function. The policy is an extension of the company's current programming and benefits, including full healthcare for all full-time employees; wages that far exceed state and federal standards and minimums; retirement planning; and the recently announced Chobani Shares, which gives each employee the opportunity to share in the growth of the company over time.

