

A background image showing several volunteers wearing masks and high-visibility vests, working at a food bank. They are sorting through boxes of food, including potatoes, water bottles, and canned goods. The scene is brightly lit, with a warm yellow glow in the upper right corner.

THE CALM IN THE *storm*

**OUR UNWAVERING
COMMITMENT TO TEXAS**

2020 Community Affairs Report

TexasMutual[®]
WORKERS' COMPENSATION INSURANCE
WORK SAFE, TEXAS[®]

Our work in *action*

\$875,000

Workforce

Development Grants

\$213,643

Scholarships



\$9.063 M

Given Across Texas



705

Grants
Delivered
Across
Texas

\$500,000

Firefighter Grants with
VFIS of Texas

\$246,853

Raised by Employees
for *nonprofits*

\$1 M

Community
Sponsorships

\$4 M

COVID-19
Grants for
Frontline
organizations



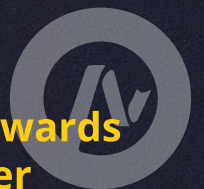
Recognizing our work for a stronger, safer Texas



Governor's Volunteer Award
for Corporate Community Impact

Greater Austin Business Awards
Austin CEO/Site Leader

Richard Gergasko, CEO and President



RecognizeGood
Ethics in Business & Community Award
Large Employer Category

PR News CSR & Nonprofit
Corporate Partnership Award

PR NEWS



Stepping up for the *resiliency* of Texas

Through our strategic partnerships with nonprofits across the state, our team was able to provide unwavering support in response to the unique challenges our communities faced in 2020.

Supporting frontline organizations

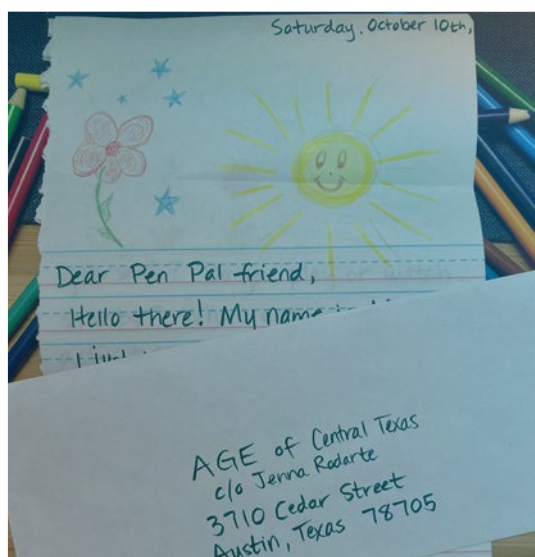
When the pandemic reached Texas in March, nonprofits were strained to support their communities and serve those experiencing hardships like food insecurity and access to personal protective equipment. To start, we committed \$2 million to 47 organizations across Texas that are vital to COVID-19 relief and recovery, including food banks and other organizations on the frontlines. By December, we delivered an additional \$2 million to 62 organizations working to mitigate the impact of the pandemic.

Stepping up for the Gulf Coast

In fall 2020, Hurricanes Laura and Delta devastated Orange County, Texas, leaving many without power while already facing the effects of the coronavirus pandemic. In response, we donated \$50,000 to the Orange County Disaster Rebuild to support ongoing recovery efforts. We also worked with our agent partners to identify policyholders whose businesses were affected and delivered \$95,000 to those businesses.

Standing by our commitment

With the widespread cancellation of programs and events, we made a commitment to our longtime partners, many of which are nonprofits, to continue funding sponsorships like rodeos, galas or luncheons. This commitment represented \$1 million in funding to our partners across Texas.



Steadfast in our *commitment* to Texans

Taking care of people is at the heart of what we do,
and the uncertainty of 2020 didn't deter us from
delivering on what we do best.



Caring for those who care for us

Together with Volunteer Firemen's Insurance Services (VFIS) of Texas, we awarded a total of \$500,000 through two separate grant programs for volunteer first responders and nonprofit emergency service organizations. \$200,000 was designated for a financial relief grant program to help provide funding assistance to organizations affected by COVID-19 and \$300,000 went toward health and wellness grants.



Strengthening the Texas workforce

As the state's leading workers' comp provider, we know the importance of a strong workforce. To support our mission of building a stronger, safer Texas, we delivered \$875,000 to organizations making an impact on workforce and economic development across the state. We also delivered \$1.1 million to 11 colleges to provide free or discounted safety training for their local communities.



Stepping in when it matters most

The Texas Mutual scholarship program, exclusive to injured employees of a Texas Mutual policyholder or the dependents of a covered employee who experienced a catastrophic or fatal accident, offers support through education and opportunity. In 2020, we awarded \$213,643 in scholarships to 32 students to help mitigate the generational impact of critical on-the-job injuries.

Helping Texas businesses prepare

In 2020, we launched Be Ready Texas, a 12-episode podcast series featuring experts discussing timely topics to help Texas businesses prepare for the unexpected. Guest experts joined each episode to share their insight and lessons learned on topics such as cyber security, what to do after a disaster strikes, how to navigate the COVID-19 pandemic and more.



"Texas Mutual is committed to the well-being of all Texans. The grants that they are delivering across the state, including here in El Paso, are **helping nonprofits do critical and necessary work** to ensure the economic resiliency of our communities."

- Don Margo,
President of HUB
International's
El Paso operation

"Through this grant to Child Care Associates, Texas Mutual is directly supporting Texas children at scale. The business tools we have developed specifically for child care have been distributed to **every licensed child care program in Texas. THAT is an impact!**"

-Kara Waddell, President and CEO
of Child Care Associates

"Texas Mutual's support is **essential in our efforts to provide every student in the Permian Basin** area with crucial resources. Their funding of organizations that are fighting the effects of the coronavirus pandemic, including here in the Permian Basin, sets a strong foundation for community resiliency."

- Eliseo Elizondo, Executive Director
of Communities in Schools of the
Permian Basin

"COVID-19 has brought even more light to health care disparities in the Austin community. With this valuable community support, we're able to address that head on and begin to **recognize our responsibility to the most vulnerable populations.**"

- Dr. Clay Johnston,
Dean, UT Dell Medical School



Charitable Giving Recipients

4Refuel US LLC
980 North VFD
989 North VFD
A & A Ideal Welding LLC
A-1 Sheet Metal & Air Conditioning Inc.
A&B Sheet Metal & Roofing of Taylor Inc.
AAA Elevator Inspection & Testing LLC
Aaron's Rental Purchase Limited
ABBA Services
Air Force Villages Charitable Foundation
Air Innovations LLC
Akrotex Inc.
Alamo Auto Supply
Alamo Workforce Development
All American Worldwide Inc.
Alliance of Community Assistance Ministries
Alliant Insurance
Alzheimer's Texas
Amarillo Chamber of Commerce
Amarillo Junior College District
American Heart Association
Angelina Alliance for Children Inc.
Angelina County Junior College
Angleton Area Emergency Medical Corps
Apple Springs VFD
Aquila VFD
Arbala VFD
Archer Construction & Design
Arlington Convention & Visitors Bureau
Arp VFD
ASSIST Texas
Associated General Contractors - CompGroup
ATC Construction
Austin Area Urban League Inc.
Austin Explore Inc.
Austin Hispanic Chamber of Commerce
Austin LGBT Chamber of Commerce
Austin Parks Foundation
Austin Public Education Foundation
Austin Regional Manufacturers Association
Austin Young Chamber of Commerce
Avance Inc.
Avant Garden Landscape
Backwoods 2.0 LLC
Bacliff VFD
Baird Hampton & Brown Inc.
BakerRipley
Ballet Austin
Bardwell Area VFD
Bastrop County Emergency Services District Number 1
BCS Chamber of Commerce
Be Ready Texas
Bear Creek VFD
Beasley Community VFD
Beeville Fire Department
Bellevue VFD
Ben Bolt VFD
Bergheim VFD
Bethany House of Laredo Inc.
Bigfoot VFD
Black Stone Minerals LP
Bonick Landscaping Inc.
Borderplex Bi-National Economic Alliance
Boy Scouts Sponsorship
Boys & Girls Clubs of Greater Houston
Boys & Girls Clubs of the Austin Area
Briar-Reno Fire Department
Brinker Volunteer Fire Rescue Dept.
Brookshire Fire Rescue
Bruceville Eddy Volunteer Fire & Rescue
BucDays Corpus Christi Rodeo
Buckner Children and Family Services Inc.
C C Zamora Construction LLC
C-5 VFD
Caddo Mills Fire & Rescue
Café Momentum
Cal Farley's Boys Ranch
Callisburg VFD
Calvert VFD
Cameron University
CAMS eSPARC LLC
Capital City Chamber of Commerce
Caritas of Austin
Carlisle VFD
CASA
Cass County Emergency Services District #2
Cass County Emergency Services District #3
Cat Spring VFD
Catholic Charities Archdiocese of San Antonio Inc.
Catholic Charities of Corpus Christi Inc.

Catholic Charities of Dallas
CCI Fixtures & Components
Center for Transforming Lives
Center Hill VFD
Central Emergency Medical Service Inc.
Central High Rural Vol Fire Department
Central Texas Chapter RIMS
Central Texas Community Health Centers
Central Texas CPCU Society Chapter
Central Texas Food Bank Inc.
Central Texas Refuse Inc.
Change Happens Community Development Corporation
Chatfield VFD
Child Care Associates
Child Inc.
Children's Advocacy Center of VZC
Children's Home of Lubbock
Childress Fire Department
China Grove Fire & Rescue
Citizens for Educational Excellence
City of Joshua Fire Department
Clark Constructors LLC
Clements Fluids Management LLC
Clovis Community College
CMC Foundation of Central Texas
Coastal Automation Services Inc.
Coastal Kitchen & Bath
Coke/Pleasant Grove VFD
College of Southern Nevada
College of the Mainland
Collin College
Commercial Ice Machine Co
Communities Foundation of Texas
Communities in Schools of Central Texas
Communities in Schools of Laredo Inc.
Communities in Schools of the Permian Basin Inc.
Communities in Schools of the South
Complete Lawn Service LLC
Con Mi Madre Central Texas
Concho Valley Regional Food Bank
Congregation Beth Yeshurun
Control & Equipment Co of El Paso Inc.
Costal Bend Food Bank
Cottonwood Shores VFD
Council on Regional Economic Expansion and Educational Development
Covenant Health Foundation
Crimms Chapel VFD
Crowell VFD
Cystic Fibrosis Foundation
D Grimm Inc.
D L Brandy Constructors Inc.
Dale VFD
Dallas Foundation
Dallas Regional Chamber
David H Arrington Oil & Gas Operation LLC
DCBE-Acton Volunteer Fire Department
Deaf Smith Electric Co-Op
Deep East Texas Electric Cooperative Inc.
Deerwood Construction Inc.
Del Mar College Foundation
Deroma USA
Dickinson VFD
Digestive Health Management LLP
Displays LLC
Dixie Iron Works LTD
Double Oak VFD
Dream-A-Dream Dachshund Inc.
Easley's Crane Service
Economy Insulation
Educational Leadership
El Paso Community College District
El Paso Community Foundation
Elkhart VFD
Elmo VFD
Emergence Health Network
ESA Mechanical & Electrical Engineering
Eula VFD
Everman EMS
Excel Construction Company
Exxene Corporation
Fairchild VFD
Family Center IGA
Faught Community Center VFD
Federation of State Medical Boards
Fellowship of Christian Athletes
First Tee Greater Austin
Fish Window Cleaning
Flint-Gresham VFD
Focusing Families

Food Bank of Abilene Inc.
Food Bank of the Rio Grande Valley Inc.
Fort Bend Chamber of Commerce
Foundation Communities Inc.
Fresh From Texas LLC
Friends of the ABC Kite Festival
Friendswood VFD
Friona VFD
Frisco Chamber of Commerce
Frontera Produce LTD
Frost VFD
Furlough Kitchen
FWT LLC
Gamma Iota Sigma
Garrett Area Rural VFD
Garth House Mickey Mehaffy Childrens Advocacy Program Inc.
GBMB Insurance Agency LLC
GDC Technics LLC
General Structural Development LP
Girls Incorporated of Metropolitan Dallas
Global Lighting Perspectives LLC
Goodwill
Goodwill Industries of Ft Worth
Goodwill Industries of Lubbock Inc.
Goodwill Industries of Southwest Oklahoma & North Texas Inc.
Graftech International LTD
Grand Saline VFD
Grapeland VFD & EMS
Greater Austin Chamber of Commerce
Greater Houston Partnership
Green Kingfisher Landscape Services LLC
Greenforce Pest Solutions LLC
Groves Seafood Market LLC
Gulf Coast Industry Forum
Gulf Coast Valve Inc.
Hall County EMS
Hannon Cup Association
Hardin County Emergency Service District 5
Hardin-Simmons University
Harlingen Chamber of Commerce
Haven for Hope of Bexar County
Hays County Food Bank Inc.
Heal the City Free Clinic
Heart of Texas Community Health Center Inc.
High Plains Food Bank
Hill College
Hillsborough Community College
Hilltop Lakes VFD
Homeport Sign Service & Lighting
Honghua America LLC
Hoover Valley Volunteer Fire And Emergency Services
Hope Hospice
Housing Channel
Houston Area Urban League
Houston Association of Realtors Inc.
Houston Baptist University
Houston Hispanic Chamber of Commerce
Houston Industrial Tradesman LLC
Houston Livestock Show and Rodeo
Houston Zoo Inc.
Howell Furniture
Hubbard VFD
Hudson VFD
Hungry Souls
Huntington University
I Live Here I Give Here
IIAA Corp Team
IIAA Golf
IIASA Golf
Imagine A Way
Independent Insurance Agents of Dallas
Independent Insurance Agents of El Paso
Independent Insurance Agents of Houston
Independent Insurance Agents of Longview
Independent Insurance Agents of San Antonio
Independent Insurance Agents of Tarrant County
Independent Insurance Agents of Texas
Independent Insurance Agents of Tyler
Independent Insurance Agents of West Texas
Indian Creek VFD
Indian Harbor VFD
Innovation Event Management
Innovative Outcomes Inc.
Institute De Belleza Y Arte Cosmetology
Insurance Industry Charitable Foundation
Interfaith Ministries for Greater Houston
Iowa Park VFD
Irving Schools Foundation
Irving-Las Colinas Chamber of Commerce

Island Famous Hospitality No. 1 Inc.
Itasca VFD
J Small Investments LC October Storms Relief Grant
Jackson Heights VFD
Janssen Lease Service Inc.
Jarvis Christian College
Jema Logging LLC
Jewett VFD
Jobs for Texas
Johnson & Sons Inc.
Jordan Staffing LLC
Judson Metro VFD
Kalin's Center, Houston and Trinity Counties
Kids' Chance of Texas Inc.
Kilgore College
Kimrad Transport LP
Kingtown VFD
Kirby Fire Department
L'Oca d'Oro
La Coste Lions VFD
La Joya Volunteer
Lake Coleman VFD
Lake Palo Pinto VFD
Lakes Regional MHMR Center
Lamar Institute of Technology
Laredo College
Laredo Independent School District
Latino HealthCare Forum
Leadership Austin
Lee College Foundation
Legacy Community Health Services Inc.
Lifegift Organ Donation Center Inc.
Liftfund Inc.
Liquidpower Specialty Products Inc.
Literacy Now
Littlefield VFD
Loco-Valley VFD
Lone Star VFD
Lubbock Area United Way
Lubbock Children's Health Clinic
Lubbock County Junior Livestock Association
Lydia Patterson Institute
MacDonald & Associates
Machicek Services Inc.
Madisonville VFD
Magnum Fabrications
Massoud Furniture Manufacturing Co Inc.
Materials Transportation Co
McGregor VFD
Meador Staffing Services Inc.
Meadows Mental Health Policy Institute for Texas
Meals on Wheels & More Inc.
Meals on Wheels Inc of Tarrant County
Meals on Wheels San Antonio
Melrose VFD
Menard VFD
Merkel Fire Department
Mertens VFD
Meyer Oilfield Services
MFES Food is Love Inc.
Mico VFD
Midland Chamber of Commerce
Midland College District
Midwestern State University
Mobile Loaves & Fishes
Moro Volunteer Firefighters Association
Movability
Mr Handyman of Midwest Collin County
MSC Insurance Agency of Tennessee
Murchison VFD
Murray Construction
Myers Concrete Construction LP
National Federation of Independent Business
Nesbitt VFD
New Ulm VFD
Nocona Rural VFD
North Texas Food Bank
North Zulch VFD
Northeast Texas Casa Inc.
Notley
Novice VFD
Nueces County ESD#2
Odessa College
Omega Enterprises Inc.
Overton VFD
Parenting Cottage Inc.
Paso Del Norte Community Foundation
Payne Springs Fire Rescue
Pecan Plantation VFD & EMS
Peoples United Summit
Permian Basin Area Foundation
Permian Basin Rehabilitation Center
Permian Basin Road Safety Coalition LLC
Permian Power Tong Inc.
Perryton Home Design Center
Petrolia VFD
Pioneer Contract Services Inc.
Pipe Creek VFD
Point Blank VFD
Ponderosa VFD
Potosi VFD

Potter County Fire-Rescue
Powderly VFD
Prairie View Volunteer Firefighting Association
Principal Led LLC
Prodigy Learning Center
Professional Janitorial Service of Texas Inc.
Promontory Park VFD
PTSD Foundation of America
Punkin-Evergreen VFD
Pursley VFD
Quality of Life Foundation of Austin
R Builders LLC
Rainbow Days
Raisin VFD
Randolph VFD
Ravenna VFD
Ray Mart Inc.
Recovery Resource Council
Regal Staffing Services
Regional East Texas Food Bank
Rhyme Fire Rescue
Rice University Emergency Medical Services
Richard Milburn Academy Texas Inc.
Rio Grande Electric Cooperative
River Oaks Properties LTD
Roberts Body Shop Inc.
ROCK - Ride on Center for Kids
Rodeo Austin
Ronald McDonald House
Ronald McDonald House of Dallas
Round Mountain VFD
Rubber Lining Specialists LLC
S Goodwin Roof Service LLC
SA Talent Inc.
Sabinal EMS Inc.
Salado VFD
Sam Houston State University
San Angelo Chamber of Commerce
San Antonio Area Foundation
San Antonio Food Bank
San Antonio Hispanic Chamber of Commerce
San Antonio Housing Authority
San Antonio Livestock Exposition Inc.
San Antonio Zoo
San Felipe Frydek VFD
San Leon VFD
Sandy Harbor VFD
Seamless Solutions
Sechrist-Hall Company
Sentro Technologies USA LLC
Seven Acres Jewish Senior Care
Shallowater Fire Department
Sharing Hope Ministry
Shelby County Children's Advocacy Center
SIP Services
SMW Industrial
Snooper's Paradise
South Anderson County Emergency Volunteer Corps Inc.
South Plains College
South Plains Food Bank
South Polk County VFD
South Texas Food Bank
South Texas Laundry Equipment
South Van Zandt VFD
Southeast Texas Food Bank
Southeast Texas Industrial Services Inc.
Southeastern Oklahoma State University
Southern Careers Institute
SouthWest Bell County VFD
Southwestern Exposition and Livestock Show
Spicewood VFD & EMS
Spindletop Oil & Gas Co
Springwood Marketing
St Mary's University of San Antonio
Star of Hope Mission
Steele Creek Acres VFD
Sterling Mechanical and Boiler Services LLC
Strong Tower Ministries
Sugar Hill VFD
Sundown Ranch Inc.
Sunset VFD
Sunshine Center Inc.
Superior Alarms
Susan G. Komen Austin, Greater Central & East Texas
Taft VFD
Tanglewood VFD
Tarleton State University
Tarpley VFD
Tarrant Area Food Bank
Tarrant County College
Tay-Burn Industries Inc.
TEAMability Inc.
Tejas Research & Engineering LLC
Tennessee Colony VFD
Texans Credit Union
Texarkana College
Texas A&M Kingsville
Texas A&M University
Texas Agency Alliance Inc.
Texas Apartment Association
Texas Association of Business

Texas Chiropractic College Foundation
Texas Civil Justice League
Texas Conservative Coalition Research Institute
Texas Electric
Texas Health Presbyterian Hospital Rockwall
Texas Heritage Songwriters Association
Texas Oil & Gas Association Inc.
Texas Restaurant Association Education Foundation
Texas South Plains Honor Flight
Texas Tech University
The Argyle
The Backyard Company Exterior Designs
The Bridge
The Bridge Over Troubled Waters Inc.
The Center for Pursuit
The Christian School at Castle Hills
The Community Foundation of West Texas
The Houston Food Bank
The Johnson Companies Limited
The Post Oak School
The Safe Alliance
The Salvation Army - Temple
The University of Texas at Arlington
The University of Texas at Austin
The University of Texas Health Science Center at Tyler
Thinkery
Tige Boats of Texas
Tolar VFD
Top Deck Inc.
Travis Association for the Blind
Travis County Emergency Services District #7
Tri County Emergency Medical Services Inc.
Tri-County Electric Cooperative Inc.
Trinidad VFD
Trio Education LLC
TSTC Foundation
Turner Environmental Resources LLC
Tyler Area Chamber of Commerce
UMC Foundation
UMC Gala
United Cooperative Services
United Way of Galveston
United Way of Greater Austin
United Way of Greater Houston
United Way of Metropolitan Dallas
United Way of San Antonio & Bexar County
United Way of the Brazos Valley
United Way of Waco-McLennan County
University of North Texas
University of St Thomas
University of Texas at Tyler
Valley View VFD
Vashti VFD
Vernon College
Vertex Construction LLC
Victoria Chamber of Commerce
Vita Living
Vital Earth Resources Inc.
Volunteer Fire Department of North Shore
Volunteers of American Texas Inc.
Waller County Volunteer EMS
Walton Plumbing Company
Waterfront Apartments
Weatherford College
Weisinger Inc.
West Carlisle VFD
West Texas Food Bank
Western Technical College
Westminster VFD
White Oak VFD
Whiteface VFD
Wichita Falls Area Food Bank
Wichita West VFD
Wild Peach VFD
Wildlife Association of Texas
Wilkinson Center
Williams Refrigeration & Air Conditioning
Williamson Burnet County Opportunities
Willow City Volunteer Fire & Rescue Inc.
WilsherCo Inc.
Wilson County Emergency Services District #2
Winnie Stowell Volunteer Emergency Medical Service
Wise County Sand Flat VFD
Wolfe City VFD
Women's Center of East Texas Inc.
Woodlake Outdoor Inc.
Woodsboro Fire Department
WorkCompCentral Inc.
Workforce Solutions Borderflex
Worksource Greater Austin Area Workforce Board
World Technical Services Inc.
Wortham VFD
Xtreme Crane & Rigging LLC
Yantis VFD
YMCA of Greater El Paso
Young Women's Christian Association of Lubbock



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