

The Oregon Ethics in Business Awards honor those organizations and individuals who have demonstrated ethical business practice in its broadest interpretation: in the workplace, the marketplace, the environment, and the community. The recipients of these awards will have, by act and example, gone beyond the expected to achieve excellence in ethical business practices.

**Duckwall Fruit – An Ethical Company
2008 Oregon Ethics in Business Award Recipient**

Duckwall Fruit is a good employer because:

We let our employees know they are respected and appreciated beginning with the hiring process. We make an effort to get to know them personally and remember their names from the first day on.

We visit with employees on the line and make an effort to find out about what their concerns and feelings are and continue to reinforce that they are important and appreciated for what they do.

We recognize employee birthdays monthly and provide cake for them along with free coffee, teas and hot chocolate on a daily basis.

We provide paid additional time to extend lunch hours for special holiday celebrations, as well as provide the main course of turkey, ham or an entrée of their choice for a pot luck meal.

We provide services of an industrial nurse to help prevent illness and injury on the line. We provide free flu shots and the opportunity to have cholesterol testing for their own health information.

We have spearheaded fundraisers and provided matching funds for the benefit of employees who have personal and financial emergencies that individuals cannot deal with on an individual basis. We actually work on the projects with employees and also make personal, as well as corporate contributions.

Employees have an 80 hour work requirement to maintain their health insurance benefit, which we will waive if an employee is unable to quite meet the standard for any reason beyond their personal control.

If our employees are hospitalized for either work related and non- work related conditions, we always send them flowers and make personal visits if at all possible. We

want them to know we really care and will do all in our power to help them return to work.

We allow employees to donate sick leave to help other employees to do not have enough time accrued for their own needs. We provide an Employee Assistance Program that is well used by employees. We have an ergonomics team that actively evaluates different jobs to make sure we minimize physical stress requirements for each position.

One of our largest budget line items is for employee training – we try to help employees do a better job – they know we take care of them, and in return, they help take care of the company.

We provide season ending company picnics and dinners to thank our employees for a good season.

Duckwall fruit is a good corporate citizen because:

We actively participate in all industry organizations and encourage our employee participants run for office and allow them the time it takes to hold leadership positions: Pear Bureau Northwest, Northwest Horticultural Council, Northwest Horticultural Council foreign trade and science advisory committees, Hood River Grower Shipper Association, Oregon Washington Canning Pear Association, Oregon State University Mid-Columbia Agricultural Research and Extension Center Advisory Board, Associated Oregon Industry board of directors.

We have people serving in State of Oregon level boards and commissions: Wage and Hour Commission, Governor’s task force Committee

We have earned a reputation for integrity and ethical behavior within our industry. We have earned the highest achievable, independently awarded standards for performance and financial responsibility within the industry.

We are ethical and up front with all suppliers. We never encourage or allow a supplier to undercut competition or reveal bids we receive for a product or service. We only accept one price, one bid, and maintain our loyalty to suppliers who earn the right to do business with us.

We always notify suppliers if we are under billed or not billed for a product or service that we received and make sure they are accurately compensated. Likewise, because of this practice, if we notify suppliers in situations that we are over-billed, they accept our documentation as well as our word for the issue.

We acknowledge and settle legitimate complaints immediately and make sure the customer is satisfied with the results of our complaint resolution.

We work hard at and take seriously the issue of food safety. We are the only pear packer in the industry to meet the USDA food safety standards at the level required by national food distributor, Sysco Foods. We are the only approved pear packer supplier for Sysco Foods.

We have embraced plant safety for our employees and have used the OSHA Consultation Services liberally to develop a safer workplace. We were the only pear packer in Oregon to develop a Process Safety Management program of such exceptional quality that OSHA wanted to use it as a model for other firms. (We declined because of the financial investment involved)

Our product quality both nationally and internationally is unquestioned and we always try to provide the customer with a product that exceeds their expectations.

We encourage growers packing with Duckwall Fruit to participate in industry sampling and product demonstration programs to further industry goals

Duckwall Fruit is a good community citizen:

We encourage employees and provided time for them to participate in community activities and service clubs. We have employees who have been involved or are currently involved with and volunteering with: Rotary International, the SMART Reading program, local Christmas Project, Little League baseball and softball coaches, soccer coaches, and 4-H program.

We have staff members who have or currently hold elective offices in the community: Hood River County School Board of Directors, Hood River County Chamber of Commerce, and Hood River County Port Commission. School district local committees.

We help sponsor or help sponsor Little League Baseball and Softball teams, 4-H Soccer, and Hood River Valley Girls Softball.

We donate funds to help support many, many local, state and national activities and organizations just to identify a few: Lions 4th of July fireworks, senior class drug and alcohol free graduation parties, Special Olympics, safe Halloween parties, Oregon Ag Fest, Crop Walk, local school carnivals, Boy Scouts of America, Future Farmers of America, Portland Police Sunshine Division, Hood River Library Foundation, Providence-Hood River Memorial Hospital Foundation, scholarship dinners, Christmas baskets, Fish Food Bank and many, many others.