



FORTUNE
WORLD'S MOST
ADMIRABLE
COMPANIES 2020

SellingPower
50
BEST
COMPANIES
TO SELL FOR
2020

FORTUNE
500

Forbes | 2020
THE BEST
EMPLOYERS
for DIVERSITY
POWERED BY STATISTA

CINTAS®
READY FOR THE WORKDAY®

CTAS

A Deep Dive into Cintas:

A Professional Services Company

INTRODUCTIONS



Mike Tennant

Fun Fact:
I am a Cleveland
Fan!



Paul Graves

Fun Fact:
I LOVE BBQ!



MEETING **AGENDA**

BUSINESS OVERVIEW

CINTAS CULTURE

MANAGEMENT TRAINEE PROGRAM

CINTAS HISTORY

In the late 1920's during the depression Doc and Amelia Farmer, former Circus performers, saw an opportunity to launder soiled rags factories were discarding and re-sell them back to the businesses. The foundation of what would become Cintas was formed.



Doc's son Hershell, takes the company to a new generation by offering shop towels, much like the ones we offer today. The company fully converts from selling a product to being a full service company.

← Edna, Hershell, Amelia and Doc with Joan and Dick, 1939





HEADQUARTERS

MASON, OHIO

Cintas is an industry-leading company, but we'll never lose sight of our humble beginnings and local roots. Our home base remains near Cincinnati but we're actively involved in all of the communities where we work and live.



**6800 CINTAS BLVD
MASON, OH 45040**

OUR EIGHT PILLARS

Start your workday with a trusted leader

1

SAFETY

Our quest for continuous improvement includes our world-class safety commitment. Every partner is involved in a multi-faceted safety training and performance program that moves us closer to an accident-free workplace.

2

DIVERSITY

A diverse workforce is a key characteristic the winning team at Cintas. Our partners come from countries around the world. We expand our network and deliver supplier diversity by supporting minority and women-owned businesses.

3

SUSTAINABILITY

We're continually seeking sustainable ways to run our business. Decisions, large or small, take into account the current and future environmental impact on our partners, communities, and customers.

4

CORPORATE CITIZENSHIP

We are engaged in meaningful volunteer efforts at a company level but also within our communities. We provide essential humanitarian aid and volunteer support to more than 400 charitable causes and events.

5

CORPORATE GOVERNANCE

We conduct business with the highest ethical standards, knowing that the way we accomplish our work is just as important as the work itself. We expect our suppliers, vendors and contractors to uphold our same legal, moral and ethical principles.

6

CORPORATE CULTURE

Our industry-leading products & services are paramount, but our culture and company character are just as essential. Being positive, motivated, caring and respectful thrives within each and every one of our partners.

7

SIX SIGMA

Through our strategy of continuous improvement, we streamline our processes and help customers reduce costs. Our company stays lean by leveraging the expertise of our Six Sigma team. We've trained more than 300 Black Belts and 4,000 Green Belts to date.

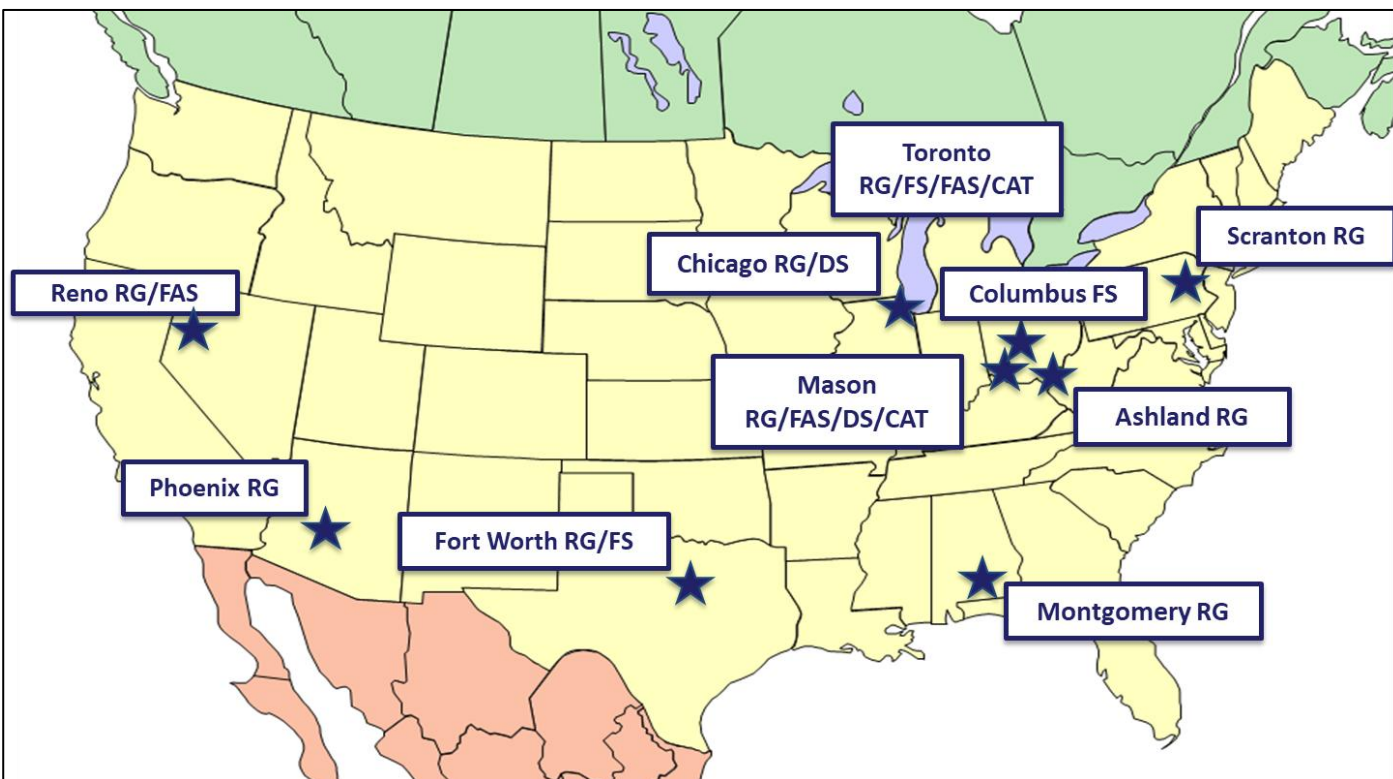
8

INNOVATION

We leverage our knowledge and customer feedback to provide products & services that help our customers stay ahead of the curve — and focused on the business of running their business.

GLOBAL SUPPLY CHAIN

DISTRIBUTION CENTERS



RIGHT PRODUCT

Not over or under engineered

Innovation of new products

Lowest landed price

Quality - Product matches the spec

RIGHT PLACE

Delivery accuracy

Correct DC

RIGHT TIME

Planning/forecast accuracy

Sourcing/manufacturing/distribution alignment

No backorders balanced with appropriate inventory

GLOBAL FOOTPRINT

North America: All divisional activities

Mexico and Caribbean: Garment manufacturing and Direct Sale

Europe (Continent Wide): Sales office in London for Direct Sale

Cruise line direct sale – World Wide

Global Supply Chain – World Wide





SERVICES

- Uniforms and Apparel
- Facility Services
- Fire Protection
- First Aid and Safety
- Deep Clean
- Training & Compliance Courses



450⁺ facilities in
North America

40,000⁺ employees

1⁺ Million
customers

12 distribution
centers

CORPORATE DEPARTMENTS

Business Strategy	Safety and Health
Corporate Affairs	Human Resources
Diversity and Inclusion	Information Technology
Engineering/Quality	Legal
Facilities – Corp Complex	Marketing
Finance/Accounting	Travel
Global Supply Chain	





READY FOR THE WORKDAY®



RENTAL



FIRST AID & SAFETY



FIRE PROTECTION



UNIFORM RENTAL SOLUTIONS

LOOK LIKE THE PRO YOU ARE

Cintas offers professional retail-inspired uniforms employees actually want to wear. Options for apparel range from Carhartt® Rental Workwear and Chef Works® Rental Culinary Apparel to uniforms designed exclusively for women. Our full-service rental program takes care of the laundry and repair with a weekly delivery service



More than **5 million** people go to work in a Cintas uniform



We're the largest manager of flame resistant rental clothing programs in North America



We offer unique retail-inspired garments through our exclusive partnerships with Carhartt®, Chef Works®, Zorrel performance polos and wrinkle-free dress shirts from TAL Fabrics



Classic Workwear



High Image



Flame Resistant



Carhartt®



Culinary



Cleanroom





FACILITY SERVICES SOLUTIONS

BE CONFIDENT AND READY™ TO OPEN YOUR DOORS

Get **ready™** from top to bottom with the Clean Zone program. Cintas offers a variety of solutions to help improve your image and protect your business.



All Cintas mats are certified high traction by the **National Floor Safety Institute (NFSI)**



A typical business can save **20+ hours per week** using our facility services program



Restroom
Supplies



Cleaning
Chemicals



Restroom
Cleaning



Mat
Services



Mop
Services



Tile & Carpet
Cleaning



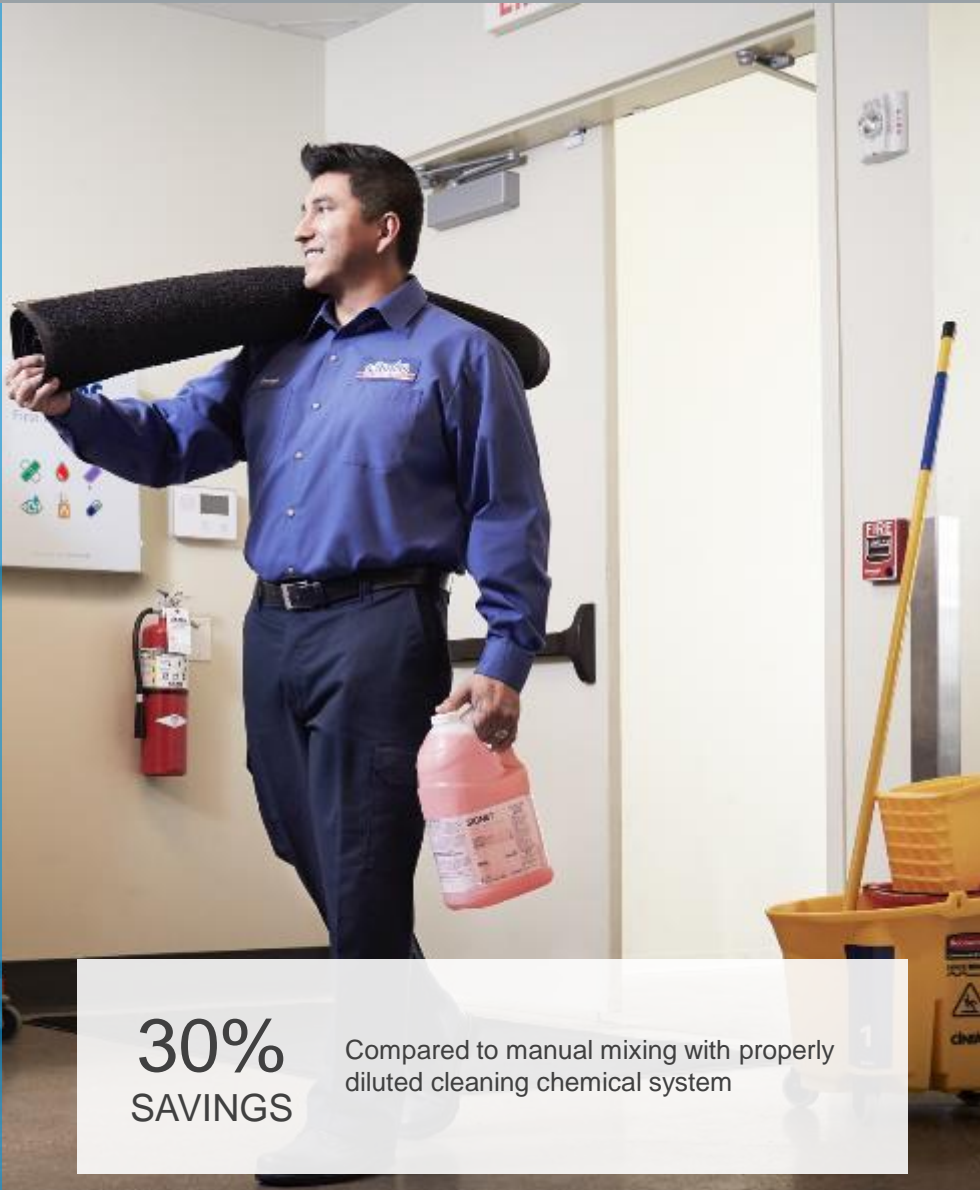
Towel
Services



Parts
Cleaner



Micro Fiber
Cleaning System



30%
SAVINGS

Compared to manual mixing with properly diluted cleaning chemical system

FIRST AID & SAFETY SOLUTIONS

HELPING YOU KEEP YOUR EMPLOYEES SAFE — EVERY WORKDAY



Cintas is the **largest van-delivered first aid supplier** in North America – with more than **200,000 customers**



We currently have more than **400,000 first aid cabinets** in circulation – helping employees stay safe on the job



We're the largest national provider of **American Heart Association CPR training**



Every year, we provide businesses with more than **6 million safety products and PPE equipment**

We offer **290+** **compliance training topics** – in the classroom, online, on-site and as written programs



Since 2005, our AEDs have **saved over 450 lives**



First Aid Supplies



Safety Supplies & PPE



AEDs & Emergency



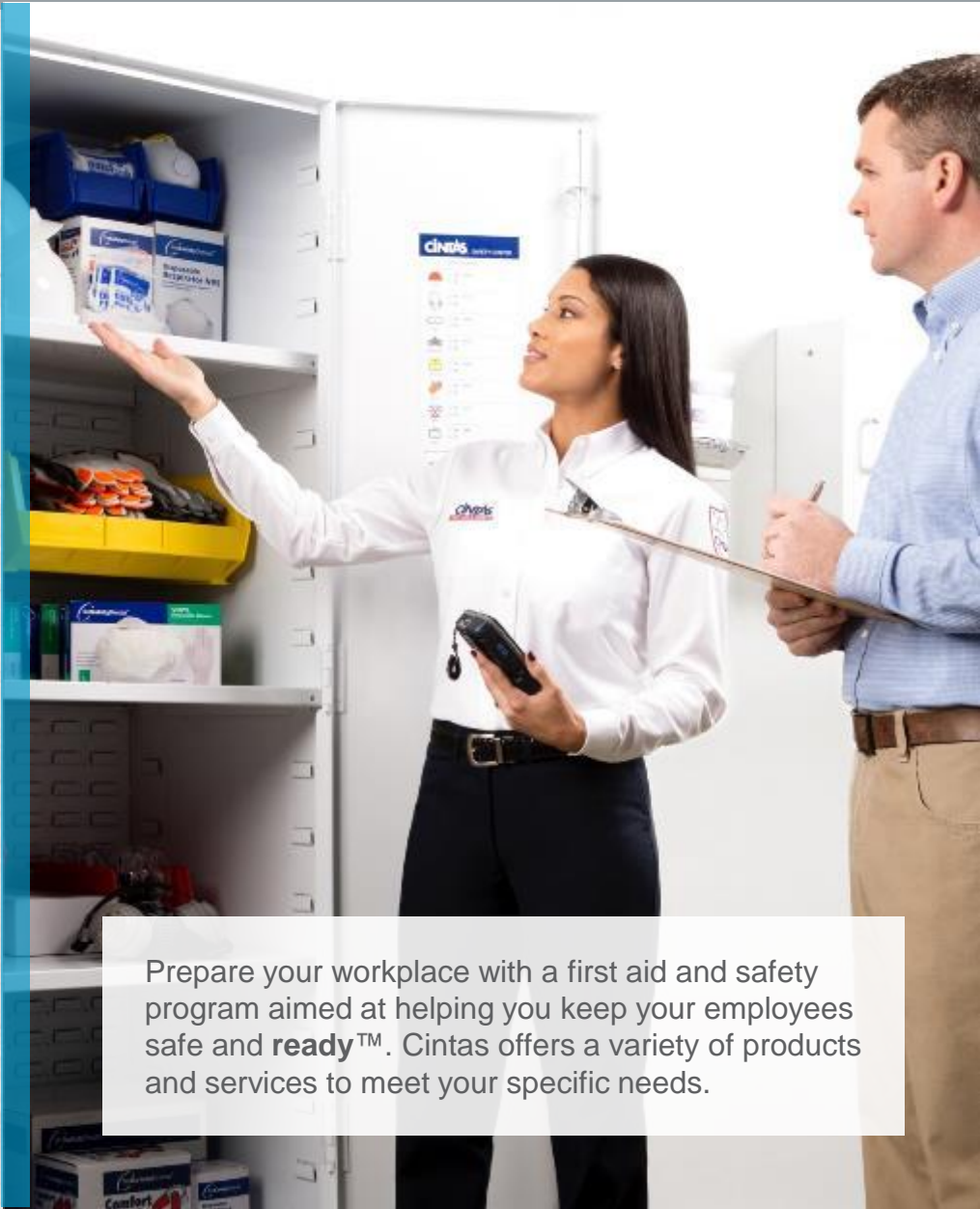
Eyewash



WaterBreak™



Compliance Training



Prepare your workplace with a first aid and safety program aimed at helping you keep your employees safe and **ready™**. Cintas offers a variety of products and services to meet your specific needs.

FIRE PROTECTION SOLUTIONS

HELPING YOU STAY PREPARED AND PROTECTED

Protection from fire starts with making sure your systems are **ready™** to go. We help you keep your employees and property prepared with professional testing, inspection and maintenance of these services



Portable Fire Extinguishers



Kitchen Exhaust Cleaning



Emergency Lights and Exits Signs



Kitchen Suppression Systems



Fire Alarm Systems



Fire Alarm Monitoring



Automatic Sprinkler Systems



Special Hazard Suppression Systems





VALUES

CULTURE



PRINCIPLE OBJECTIVE

We will exceed our customers' expectations to maximize the long term value of Cintas for its shareholders and working partners.



CORPORATE CHARACTER

We are professional, we live by the rules, we act with competitive urgency with everything we do, and we have a sense of positive discontent.



MANAGEMENT SYSTEM

At Cintas, we rely on a well-documented management system of policies and procedures to pursue our objectives.

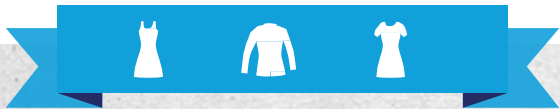


VALUES

COMMUNITY & CITIZENSHIP

FOR MORE INFORMATION
VISIT [CINTASCARES.COM](https://www.cintas.com/cintascares)

WE ARE GUIDED BY A SPIRIT OF GIVING



Cintas has donated more than \$100,000 to **DRESS FOR SUCCESS WORLDWIDE** to help empower disadvantaged women.



Since 2005, Cintas employee-partners have sent care packages to **ACTIVE SOLDIERS** and their families as a part of the company's **ADOPT-A-MILITARY PARTNER PROGRAM.**



Cintas commits to raising \$100,000 a year for the **AMERICAN HEART ASSOCIATION.** In 2020, Cintas began to increase its support to the **AMERICAN CANCER SOCIETY.**



Our years of supporting **MATTHEW 25: MINISTRIES**, an international humanitarian aid organization, has resulted in more than **15,000,000 POUNDS** of product donations to date.



Since 2003, we've donated more than **3 MILLION** articles of clothing to **CLOTHE THE KIDS.**

DIVERSITY & INCLUSION VISION

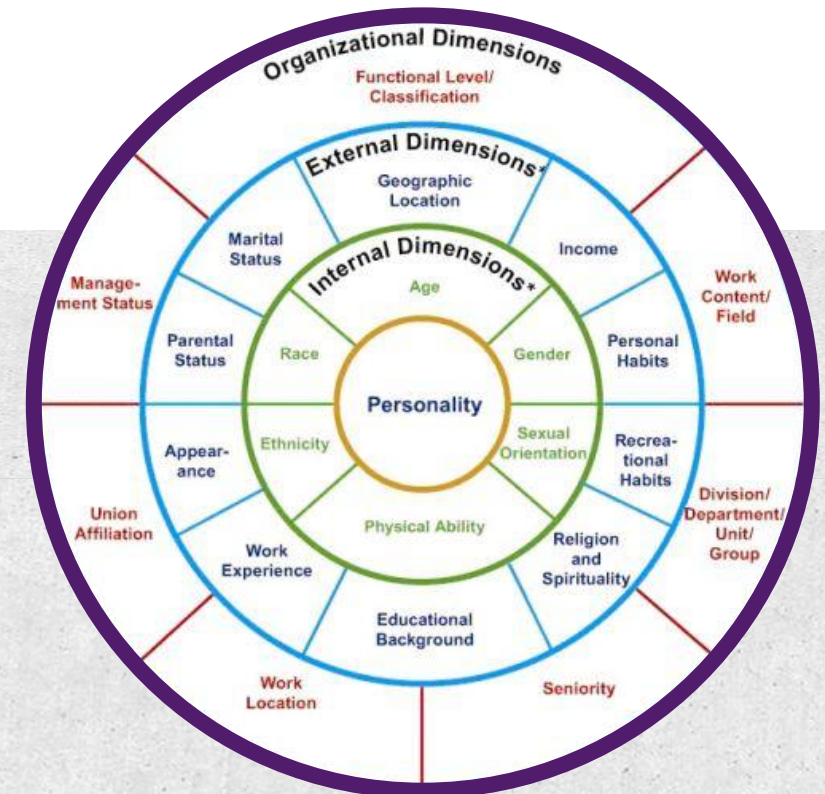
We are committed to creating and maintaining an inclusive work environment where individual uniqueness is sought, valued, and leveraged for the collective success of CINTAS and the communities we serve.

DIVERSITY Definition

Understanding similarities and valuing differences among individuals.

INCLUSION Definition

Realizing the advantages that come about by appreciating and leveraging the talents of an individual regardless of race, gender, religion, disability, sexual orientation, or any other dimension of diversity.



Diversity and Inclusion Video



VALUES

DIVERSITY & INCLUSION

CONTINUALLY GROWING OUR INCLUSIVE WORKFORCE AND DIVERSE SUPPLIER CHAIN

Cintas is a member of the
100,000 JOBS COALITION.



Cintas has been actively **RECRUITING**
members of **THE MILITARY FOR A**
QUARTER CENTURY.

CHAIRMAN and **CEO SCOTT FARMER**
chairs the **CINTAS EXECUTIVE DIVERSITY**
COMMITTEE and 17 executive-level members.



Cintas has been included
by **DIVERSITY PLUS**
MAGAZINE in their **TOP**
30 CHAMPIONS OF
DIVERSITY ranking.



Listed among GI Jobs' **TOP 25**
MILITARY-FRIENDLY employers
EVERY YEAR since 2005.



Honored by **AUTISM SPEAKS**
as the **2017 CORPORATE**
“INFLUENCER” AWARD winner.



VALUES

SUSTAINABILITY

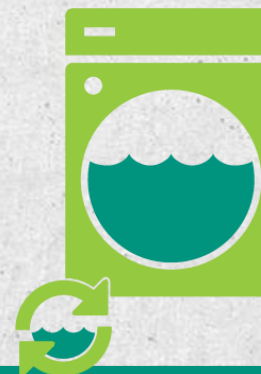
WE REMAIN DEDICATED TO IMPROVING THE LIVES OF THE COMMUNITIES THAT WE SERVE



Choosing Cintas **SAVES** enough **ELECTRICITY** to heat **5,719 HOMES** a year. That's approximately **1,898,000 GALLONS OF GASOLINE** every year.

Cintas **SAVES** up to **599 MILLION GALLONS OF WATER** every year over home **LAUNDRY**.

We've invested more than **\$4 MILLION** researching zero-discharge **WATER RECYCLING** technology.



We currently **RECYCLE** up to **50%** of the **WASH WATER** in our **LAUNDRY OPERATIONS**.

We were the first industrial launderer to use a **CHEMICAL-FREE** EPA-endorsed **DETERGENT** across **ALL** of our operations.



Cintas **INDUSTRIAL** laundry provides approximately **20%** water savings, **12%** energy savings, and **75%** soap savings, compared to home laundry.

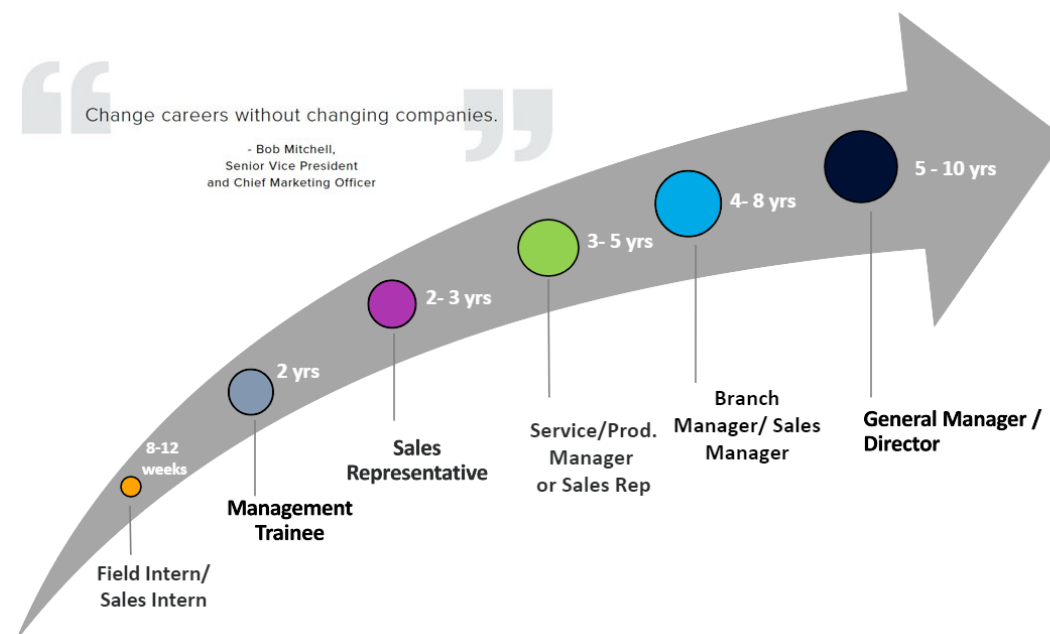
Many of our facilities claim and recycle up to **70%** of their waste water, and two facilities use **100% RECYCLED WATER**.

We offer more than **100 UNIFORM STYLES** made with recycled polyester as well as our **REGENERATION COLLECTION** made from textiles created with **PLASTIC BOTTLES**.



READY TO DRIVE YOUR CAREER FORWARD

The Management Trainee program is a 21-month, rotational program that gives you direct exposure to the key areas of our business. Through hands-on learning and project-based experiences, the MT program will provide you with the business knowledge and skills needed to excel in leadership roles at Cintas.





CTAS

Thank you!
