“During fiscal year 2016-17, we wrapped up our 90th anniversary festivities with a celebration of giving that involved all of our operations and locations. Employee teams across the company identified giving projects to support their local communities and DUDA matched their giving efforts up to $1,000 per project. It was wonderful to see our values expressed through our employees in such a tangible way. Throughout the rest of the year, we multiplied and shared our blessings in many other ways. This report is a summary of how DUDA lived our values as a company and as an employee team.”

David J. Duda, President and CEO
Duda Farm Fresh Foods partnered with the popular media and entertainment firm The Price is Right® to launch a promotional campaign and to help fund youth baseball and softball programs. The company/brand marketing and promotion campaigns were developed to raise funds for young, aspiring baseball and softball players nationwide while promoting classics in high school and college baseball. A special basketball tournament, for a team from Arkansas, California, and New Hampshire, was held at the Duran Development Center.

Since the average adult learns best from short, informative videos, DUDA launched a new learning tool for employees called Thinkzoom. The learning platform allows employees to access short videos and modules that are engaging, interactive, and informative. The platform also tracks and reports employee engagement and compliance with instructions that include the education and training of employees in a variety of topics, such as ethics, safety, and compliance.

In January, Duda family members joined together for their biennial visit to a UK farm to learn more about the business they own together. This special business trip included visits to UK-based family-operated, global farming operations, the Team Duda Foundation, and the headquarters of the company's parent company. The visit also included a special, one-time donation to two Belle Glade organizations: Lighthouse Café, which feeds people in need, and Ella’s Closet, that offers families parenting support.

Since 2016, the Duda family has gathered for its annual Duda Family Meeting each January to focus on the company’s business operations. In June, the Duda family gathered for its annual Duda Family Meeting to learn more about the business they own together. This special business trip included visits to UK-based family-operated, global farming operations, the Team Duda Foundation, and the headquarters of the company’s parent company. The visit also included a special, one-time donation to two Belle Glade organizations: Lighthouse Café, which feeds people in need, and Ella’s Closet, that offers families parenting support.

Since 2016, employees of DUDA have volunteered their time and talents in the role of Chairmen for the Western Growers Association.

Employee funded Duda Farm Fresh Foods participated in several local outreach activities to improve the local community. These volunteer activities included providing financial assistance to local schools and organizations, as well as participating in community events to support local businesses and organizations.

In June, Duda Farm Fresh Foods volunteered a Master Chef’s session with Chef Shawn O’Neill, who presented a Spicy Salmon Crudo that featured Dandy® celery and other fresh vegetables. The event was held at the club’s Tradewinds Restaurant and included a special brick laying ceremony for each DUDA employee who participated in the event.

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A Christmas Toy Drive for 126 children who live at the on-site Belle Glade employee housing complex or attend the nearby RCMA Daycare Center was hosted once again by the Belle Glade location. Oviedo and Wellington employees also joined in the giving with donated and wrapped gifts delivered to Belle Glade before Christmas.

- The company’s food safety team was recognized in American Vegetable Grower for their use of mock recalls as a best practice for continuing improvements to its food safety program for Duda Farm Fresh Foods. Training is another best practice employed by the team. In June, employees from Florida and California attended Vulnerability Assessment courses put on by the Global Food Defense Institute to help strengthen location security measures.

- The Salinas, California, team adopted two families for the holidays, donating gifts and goods to ensure the families had a merry Christmas.

- Expanding DUDA’s Wellness Program was the main topic for a new committee formed by the human resources department. The results from their research will be rolled out in fiscal year 2018.

- During the company’s annual open enrollment meetings, employees were introduced to a new retirement option with the addition of a Roth 401(k) investment alternative.

- Oviedo employees and friends participated as a top fundraising team again this year at the “Fight for Air Climb” to raise funds and awareness for the American Lung Association.

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- Duda Farm Fresh Foods sponsored the 2017 Tour de Fresh—providing snacks and refreshments for cyclists who were riding to raise funds to install salad bars in public schools. Salinas employee Shane Flynn participated in the event, raising $3,000 in support of the San Bruno Park School District. In total, $168,491 was raised—enough to provide salad bars for 50 schools.

- A Christmas Toy Drive for 126 children who live at the on-site Belle Glade employee housing complex or attend the nearby RCMA Daycare Center was hosted once again by the Belle Glade location. Oviedo and Wellington employees also joined in the giving with donated and wrapped gifts delivered to Belle Glade before Christmas.

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• The company’s employee development program was strengthened with the introduction of Individual Development Plans for salaried employees whose supervisors have recommended them as potential future leaders.

• For the fourth year in a row, Duran Golf Club was recognized by the Golf Range Association of America (GRAA) as one of the top 50 Practice Ranges in the country. As such, Duran was once again featured in Golf Range Magazine as one of the 50 Best Public Courses.

• Annual Communication Meetings are held at locations across the country to offer salaried employees an opportunity to hear a state of the company address from executive leadership. At the 2017 meetings, employees were taken on a video journey across the company to learn about the variety of jobs at DUDA.

• For the second year in a row, Todd Pobrywa, senior vice president of land use planning and development for The Viera Company, was invited to serve on the Orlando Business Journal’s Doing Business in Brevard Luncheon panel where local county business issues are discussed and future opportunities forecasted.

• Last October, a team of Duda Farm Fresh Foods employees joined a reported 856 runners to participate in the Produce Marketing Association’s Fit 5k race held in Orlando. The race raised more than $80,000 for the Center for Growing Talent by PMA, which provides scholarships and resources for future generations within the produce industry.

• In August, Amy Duda Kinder, vice president of food safety and sustainability, and Jean Hamil, manager of food safety and environmental compliance, hosted a food safety sharing session with a team from Cambodia who were visiting the United States through the Cochran Fellowship, which sponsors the development of more sustainable and effective agricultural methods in middle-income countries and fosters positive trade relationships.

• In July, DUDA realized the second segment of its Project GROW initiative with a “go-live” launch on the new Enterprise Resource Planning (ERP) system for Duda Farm Fresh Foods.

• During its 28th year as a community, Viera continued its growth with the addition of another 6 new neighborhoods that are now home to new residents.

• DUDA was recognized once again in the Top 10 category for earnings by privately held, central Florida-based businesses at the 2016 Orlando Business Journal’s Golden 100 Awards.

• After replacing the roof on Duda Farm Fresh Foods’ 166,000 square-foot packinghouse complex in Belle Glade, Florida, marked and positive energy efficiencies have been achieved over the past year, which equate to a cost savings in the triple digits.