



# BandwidthCares

Offering Bandwidth.com Employees 3 Ways to Care

We believe we have one of the best workforces in the Triangle. Our team is made up of outstanding individuals who care about their jobs and their communities. We want to make it easy for us all to be able to participate as a group and as individuals to area charities so that we can lend our passion, vision and execution to causes that are often greater than our own. You'll see from the below there are 3 ways to participate in the BandwidthCares program. It is our distinct desire that you will find a program (or 2 or 3) which works well for you.

 <h2>Mission</h2> <p>We Serve Together</p>	 <h2>Volunteer</h2> <p>You Serve On Your Time</p>	 <h2>Fundraiser</h2> <p>You Attend/Organize Event, We Donate</p>
<p><b>2 = Paid</b></p> <p>serve days                      work time</p>	<p><b>32 = 1</b></p> <p>volunteer hours                      vacation day <i>(up to 3 vacation days / year)</i></p>	<p><b>10 = \$1K</b></p> <p>bandwidth.com employees at your charity event                      donation from bandwidth.com</p>
<p><b>THE DETAILS:</b></p> <p>Each employee will be able to take two days a year during working hours to volunteer at a charity alongside other Bandwidth.com co-workers. Charities and programs will be chosen based on their ability to offer a structured program that encourages events which can be attended by a large team from Bandwidth.com, thereby building teamwork as well as adding value to the charity. It is contemplated that only a handful of charities will be included in BandwidthServes due to the planning and logistical challenges.</p>	<p><b>THE DETAILS:</b></p> <p>Employees are encouraged to volunteer at their own initiative, on their own time, and with or without other Bandwidth.com employees. For every 32 hours volunteered, Bandwidth.com will give the employee one full vacation day (8 hours of PTO) up to a maximum of 3 additional vacation days per calendar year. This program is for folks who wish to volunteer during non-work hours such as weeknights or weekends. This program will be able to involve a larger pool of charities with a defined approval process.</p>	<p><b>THE DETAILS:</b></p> <p>Employees are encouraged to band together to participate in charity fun runs, bowl-a-thons and other community fundraising events. Bandwidth.com will provide matching funds up to \$1,000 (up to \$1,000 per month, \$12,000 per calendar year) for each event in which at least 10 Bandwidth.com employees participate. Each BandwidthEvent will have an employee coordinator who will organize the team, oversee fundraising and fund disbursement, and generally serve as the central point of contact.</p>