

Company Name	Name of the Best Practice	Description of the Best Practice
<b>3M Canada</b>	3M Impact	3M Impact is a global community engagement program that encourages and supports 3Mers who want to share their talents to help solve some of the world's most pressing problems. In response to growing demand, particularly from millennials, 3M deploys diverse teams of 3Mers to address issues and improve lives in communities around the world. 3M Impact Teams spend two-weeks immersed in local communities collaborating with non-profit organizations, social enterprises, and government agencies – developing solutions for social and environmental issues in markets with high social needs. 3M Impact provides an opportunity for 3Mers to have a positive impact on the world while also developing critical professional skills.
<b>AbbVie</b>	Leave for Change	Employees at AbbVie can participate in a once-in-a-lifetime experience volunteer experience. Called Uniterra's "Leave for change", this international volunteer program provides up to three weeks of paid time-off (not vacation time) allowing participants to do meaningful service working in a developing country in one of six different sectors: HIV/AIDS, Agriculture and rural development, Basic education, Health and nutrition, Youth programs, or Private sector development. The total cost per person is \$6,000 CDN and Abbvie contributes \$4,500 towards the cost of the program.
<b>ARI Canada</b>	Community Give Back Team Building	Through the Community Give Back Team Building Program at ARI Canada, employees from two different departments volunteer at a charity/organization of their choice and then participate in a fun activity together. The program not only gives back to the local community, it builds relationships between departments. ARI provides \$100 per employee (at least 33% must be donated to the charity) to cover expenses and the post-volunteer activity can be anything from dinner to Paint Nite to an Escape Room - anything that brings the employees together and fosters greater interaction and camaraderie across departments is welcomed.
<b>Ashfield Healthcare Canada</b>	Ashfield Cares	Ashfield Cares is a global initiative that relies on committees comprised of employees at all levels who have a passion for partnering with and helping others. These committee members have an energy for fundraising and giving time to worthy causes and they focus on supporting healthcare, community development and education. They are involved in initiatives like limited life charities for children, homeless support and prevention and student mentoring programs.
<b>Astellas Pharma Canada, Inc.</b>	Changing Tomorrow Day	Astellas provides five paid days off throughout the year for employees to participate in charitable activities. To encourage employees to use their volunteer days, Astellas posts upcoming volunteer opportunities on their Intranet. They also invite employees to participate in Changing Tomorrow Day each year, an opportunity to participate in organized, local corporate social responsibility activities.

<b>ATB Financial</b>	ATB Cares	Created by ATB to directly support the causes that are important to their people, their customers, and all Albertans, ATB Cares allows people to donate to any Canadian registered charity online through ATBcares.com. ATB matches 15% of every dollar donated to non-denominational Alberta charities and covers all transaction and administrative costs of the program. In the fiscal year ending March 31, 2018, \$4.8 million was donated to charities throughout Canada, including the donations matched by ATB.
<b>Beedie</b>	Beedie - Built For Good	Built For Good' is Beedie's social responsibility promise. They collaborate with community partners to create opportunities, and they share their success by giving back. From corporate giving to volunteering, everyone at Beedie cares for the communities where they work and live. Beedie employees support local non-profit organizations and every year they collectively select four to six organizations to work with that align with their 'Small Dollar, Big Impact' mandate to help children, seniors and families.
<b>Beyond Technologies</b>	School Santa Claus	Since 2014, Beyond Technologies has adopted the school École Baril in Hochelaga Maisonneuve where they act as "Santa Claus" during the Christmas period to buy gifts for children who would otherwise not have any and organize a celebration with food and treats right before the holidays. Through employee donations and company matching, they raise close to 20K and employees get together in the fall to purchase, wrap, and deliver the gifts to the children. This initiative was brought to their attention by one of their employee's whose mother works at the school and Beyond Technologies' employees love the experience.
<b>Ceridian</b>	Giving Where We're Living	Ceridian Cares is an employee-driven charity that supports people and improves the communities where they live and work. Employees donate their time, resources, or money to help. Each Ceridian Cares chapter is made up of employee volunteers who help get the word out on how Ceridian Cares can help. During their annual giving campaign, employees donate through payroll deductions, purchase cool "swag", and participate in raffles. The swag is a year-round reminder of their charity and 100% of the funds go directly to those in need. This year they ran a "selfie" contest where employees took photos of themselves wearing the swag.
<b>Cisco Systems Canada</b>	Matching Gifts Program	At Cisco, when their employees give their time and money to a cause, the company backs them up. Cisco offers upward of \$10,000 matching employee donations and volunteer hours (at \$10 an hour) to approved non-profits. Employees at Cisco nominate charities for approval in the matching gifts program. Through a rigorous, third-party vetting process, they evaluate the nominated organizations to ensure they meet the highest standards of financial stability and impact on underserved communities. Once approved, all of Cisco's employees are encouraged to generate matching funds by donating and volunteering. Through the giving and volunteering program, employees gave to 3,600 charities
<b>COBS Bread</b>	Dough Raiser	COBS Bread is committed to supporting local charities. Schools and community groups can partner with their local COBS Bread bakery in their Dough Raiser program. Whenever a customer mentions the organization's name at the time of purchase, 5% of the amount of the sale is donated to that organization. Additionally, COBS donate all leftover product at the end of the day to local charities.

<b>Credit Counselling Society</b>	Helping Where It Impact Clients	As a non-profit charity, Credit Counselling Society provides most of their services for free and unfortunately during some of their counselling sessions they end up referring clients to a local food bank. To give back even more they fundraise themselves for the food banks in their community. They raise money in three ways: 1) Jeans Day Fridays - team members who want to participate in Friday Jeans Day pay \$10/paycheque; 2) during their May BBQ they raffle some awesome prizes that have been donated; and 3) ad-hoc fundraisers (hotdogs, burritos, ice cream etc).
<b>Doctors of BC</b>	Scholarship Program	One very special scholarship at Doctors of BC is named after a long-time receptionist who passed away from cancer in 2007. The funding is covered by the company, but over the year's employees have held events to raise additional funds for the scholarship. The family of this receptionist then chooses one or two high school students to receive the annual scholarship.
<b>Eagle Professional Resources</b>	Dynamic Giving Back Program	From the very beginning, Eagle has been a strong advocate for giving back to our communities across Canada. Eagle's Giving Back Program includes paid time off for volunteering, organized volunteer days of service to local charities, a disaster relief fund to help local and international communities affected by major disasters and emergencies, as well as a payroll deduction program where employees designate the recipient of their charitable donation. Eagle hosts many fundraising events throughout the year, all driven by employees. Every year they add something new to their Giving Back Program and continuously look for new ways to have a positive impact.
<b>Equium Group</b>	Triple Bottom Line	Since their inception, Equium Group has placed a high priority on contributing and giving back to the communities in which they operate. As an example, they recently introduced a furniture recycling program in support of Habitat for Humanity's ReStore, among other initiatives. Equium tracks the impact of their community investment activities both internally (i.e. employee morale, retention and productivity) and externally (i.e. financial contributions, carbon footprint), emphasizing their Triple Bottom Line (TBL) approach to doing business.
<b>Explorance Inc.</b>	Supporting Education for Girls	At Explorance, they are proud to support organizations that work to provide education to those who cannot access it and need it most. Explorance continues to work with 60 Million Girls - a foundation dedicated to girls' education in developing countries. An Explorance employee dedicates 4-5 hours per week monitoring and updating the charity's AdWords campaign as needed and Explorance matches employees' donation to the 60 Million Girls foundation. Employees also attend the 60 Million Girls annual conference to hear firsthand how their efforts have helped.
<b>G Adventures</b>	Children's Christmas Party	G Adventures sponsors an annual Children's Christmas Party each year for at-risk children in a local Toronto community. Employees enthusiastically participate by volunteering to cook turkeys, serve food, run activities and crafts, hand out presents and dress up as Santa Claus. Christmas in the Community extends to their other offices/regions globally, where employees volunteer their time to create something special in their local communities.

<b>Geotab</b>	Community Counts	Geotab encourages and supports community involvement through a wide range of company-sponsored programs and initiatives. These efforts positively impact their communities by working to create a better place for everyone to live. At Geotab, they understand that community counts. Which is why they choose to lead by example! Employees are involved in choosing the charities supported and suggestions are openly accepted. Their geographic scope of charities assisted include local, national and international organizations.
<b>Grant Thornton LLP</b>	Volunteer tax clinics	The Grant Thornton team right across the country organizes volunteer tax clinics during January and February each year, for those in the community who need assistance and can't afford to pay for professional support. It's a great way for their people at all levels to work together to make a difference.
<b>Group IN-RGY Consulting</b>	Paid Volunteer Days	Group IN-RGY Consulting is committed to giving back to their local communities. As such, they offer employees two paid days off to volunteer. They also provide financial support to various charities.
<b>Ian Martin Group</b>	Stewardship Council	The Stewardship Council at Ian Martin Group has evolved into an integral part of their cultural fabric. Employees apply from across the country and the governing executive of the team selects the strongest applicants. They meet monthly and decide how the company moves forward on philanthropic endeavors. Using "Benevity", employees track their volunteer hours, access company supported volunteer events, and give to charities of their choosing. Ian Martin matches every dollar raised (100%) for the two main charities they focus on over the year. Ian Martin matches 25% when employees prefer to give to a charity of their own choice.
<b>Intuit Canada</b>	Week of Service	At Intuit, "We Care and Give Back" is not only a key company value, it's a practice all of their employees are encouraged to undertake in both their work and home lives. As a company, Intuit helps communities directly while they also have policies in place that empower their talent to support causes that matter most to them. Every year select teams participate in a "Week of Service", an entire week where employees participate in prearranged volunteer opportunities. Intuit also provides all full-time employees with 32 paid hours per calendar year to participate in volunteer causes of their choice.
<b>Isaac Operations</b>	CSR Committee	Isaac Operations launched a Corporate Social Responsibility committee that works to implement changes every month, changes that really make an impact. New initiatives, suggested by employees or clients, are implemented, then followed up to assess their impact. Community impact is shared monthly with all employees to keep this commitment top of our mind and remind employees that they can make a difference in this world.
<b>Key Assets Newfoundland and Labrador</b>	Broadening The Scope of Impact	Due to the nature of their work at Key Assets, they are involved daily in philanthropic and social responsibility initiatives with young people and families. That said, they do endeavor to broaden their impact on the community beyond the scope of the clients they serve. Where possible, they try to involve the young people in these initiatives as well. A program to feed the homeless is one of the initiatives they get involved with. They meet at Key Assets' office to make sandwiches and soup (paid for by Key Assets) and then deliver it, on foot, to people in need.
<b>Klick Inc.</b>	Annual Holiday Video	Every year Klick creates an epic Holiday video to raise money for charity, using in-house talent, animation, creative design and videography. Last year, their "You Make Winter Warm" collaboration with YouTube star and songwriter Andrew Huang went viral with over 2.6m views! For every song download,

		Klick donated \$1 (up to \$10,000) to Operation Warm, to buy new winter coats to kids in need.
<b>Lakeside Process Controls Ltd.</b>	FIRST Robotics	Lakeside Process Controls works with FIRST Robotics Canada Program to, 'Inspire young people to be science and technology leaders. FIRST Robotics allows Lakeside to extend its vision from customers, through employees to its community. By inspiring young people to pursue further studies and careers in the fields of science, technology and engineering Lakeside contributes to improving the capabilities of its potential future recruiting pool. Supporting FIRST Robotics helps Lakeside become more active in local communities while also supporting the future of technology in Canada and around the world.
<b>LoyaltyOne Co.</b>	Not-for-Profit Board Program	In partnership with an external partner, associates at LoyaltyOne receive a half-day of training on how to be effective non-profit board members. They are then matched with board opportunities that suit their skills and passions. Once an associate serves one year on the board of a non-profit, LoyaltyOne donates \$1,000 to that organization on the associate's behalf.
<b>Mastercard Canada</b>	Startup Canada	Mastercard dedicates philanthropy resources to help small businesses and start-ups grow, scale and stay in Canada. They are the national, exclusive partner of Startup Canada, Canada's rallying cry for entrepreneurs and the largest non-profit dedicated to providing resources to the small business community. They work with Startup Canada chapters to deliver Master Your Card, our educational program, to thousands of business owners from coast to coast. Mastercard employees deliver the course, speak one-on-one with business owners, participate in podcasts, host Twitter chats, and attend a 1200-person conference in Ottawa to act as speakers and business mentors to small business attendees.
<b>Online Business Systems</b>	From Work Placement to Employment	The Calgary office of Online Business Systems supports the Calgary Immigrant Women's Association (CIWA) through administrative non-compensated work placements. CIWA's Employment Services Department runs several programs designed to bridge experienced, foreign trained professionals into the Canadian workplace. Online Business Systems chooses participants with the hope that, with a successful placement, the participant has the opportunity to gain Canadian work experience, garner a professional reference, and widen her network – all contributing towards a successful transition to life in Canada. CIWA participants often become Onliners making the program all that more rewarding.
<b>PACE Technical Inc.</b>	Paid Time to Volunteer	At PACE Technical Inc., employees are encouraged to volunteer on company time. Employees can take up to 10 paid hours each year in volunteer time, and they support causes including Movember and Big Bike Ride for Heart and Stroke.
<b>Plenary Group</b>	Employee-Driven Charitable Initiatives	Taking employee input, Plenary Group has elected to support some exceptional and diverse causes, including hospitals and health facilities, at-risk youth, mental health initiatives, library foundations, arts councils, veteran & military family associations, community food banks, local schools, fire relief and community safety groups. Plenary also contributes by supporting volunteer work (including 2 employee volunteer days annually to contribute to a cause of personal choice) and monetary donations to employee driven charitable initiatives.

<b>RBC</b>	Recognizing Employees who give back	Rewarding employees for their volunteering and fundraising efforts is one of the distinct ways RBC lives its commitment to community and social impact. RBC employee can earn money for their chosen charities through the Volunteer Grant Reward (for volunteering outside of work time); the RBC Day of Service Grant (for short-term, team-based volunteering projects); and the RBC Team Action Grant (for participation in pledged events). Additionally, RBC's Global Citizenship Award recognizes employees who have gone above and beyond in serving their communities with an immersive WE trip to learn about on-the-ground initiatives in Kenya.
<b>Ryan ULC</b>	Recognizing Leadership in Community Outreach	To recognize individuals at Ryan who either champion one cause or are always there to champion a number of causes, Ryan introduced their annual Community Outreach Heroes recognition. Ryan employees that best embody Ryan's Core Value of "Generosity" are recognized for their leadership and commitment of time and energy to Ryan's Outreach efforts across the country. These men and women are nominated by their peers and selected by a team of Ryan's Community Outreach Liaisons. The selection committee reviews the nominations and selects six employees from around the globe to recognize at the Annual Firm Meeting.
<b>Salesforce</b>	Earthforce Green Team	The green team, Earthforce, at Salesforce helps them lead the sustainability charge. More than 5,000 passionate employee volunteers promote and celebrate environmental responsibility at Salesforce. Earthforce members help employees live green at work and at home while inspiring their networks to do the same. Members lead in-office education campaigns to conserve energy, save water, and minimize waste. Earthforce members also organize community volunteer events on a quarterly basis. At their flagship annual conference, Dreamforce, which attracts 170,000 attendees, Green Angels from the Earthforce group help conference attendees to properly sort their trash, recycling, and food waste.
<b>SAP CANADA</b>	Month of Service	Month of Service (MOS), is SAP Canada's signature corporate-led volunteering initiative. Every October, employees volunteer with local non-profits or support causes of their choice. Globally they log tens of thousands of hours. To keep employee participation high and have some fun, SAP held a "Caption This" contest. Employees caption a photo of an SAP colleague engaged in a volunteering; their co-workers then vote for their favorite. The top-liked caption wins a \$1,000 donation from SAP for the non-profit of their choice. "Caption This" was a resounding success, with more than 200 submissions and nearly 3,200 views.

<b>SAS Institute (Canada) Inc.</b>	Data for Good	As part of the Data for Good movement, SAS Institute helps organizations use data in meaningful ways to solve humanitarian issues around poverty, health, human rights, education and the environment. From tackling opioid addiction and safeguarding vulnerable children to protecting fragile species through enhancing conservation efforts, SAS is actively changing lives through their software, knowledge and expertise. Projects include: planning for weather-related disasters; analytics to protect at-risk children; supporting indigenous communities; and predicting suicide risk among Canadian youth. They are currently working with WildTrack using their software to help monitor and protect endangered species in the wild.
<b>Sklar Wilton &amp; Associates</b>	Focused Contributions	At Sklar Wilton & Associates, they have a deep sense of social responsibility and a goal to make a difference with their contributions. Eleven years ago, their team realized that they could have a greater impact by focusing charitable efforts on a single cause. As a group they selected the Leukemia & Lymphoma Society of Canada in an effort to show gratitude for the fact that one of their Partners is a leukemia survivor. This was an important heartfelt decision that involved the full company, and they are now a leading corporate fundraiser for this cause.
<b>Sleep Country and Dormez-vous</b>	President Champions Giving Back	Nationally, Sleep Country/Dormez-Vous, led by their CEO, champion social, community and environmental programs and campaigns. The organization shares a tremendous amount of information and opportunities with their associates, to support and encourage their involvement, internally and within the communities where they live and work. Departments are encouraged to find various local charity organizations that they can support in addition to larger, national programs. More than anything else, they love supporting local charities that focus on helping children and families in need.
<b>Smart Dolphins</b>	Do More	At Smart Dolphins, we have established our Do More team with the purpose of directing and driving altruistic activities. This team helps us focus our intrinsic desire to make a significant and positive impact on the world. We establish an annual budget for our Do More team and meet regularly to strategically plan how best to utilize our funds, time and energy. We discuss what our team feels passionate about and then leverage our resources to support these causes as a company. It's all about maximizing impact.
<b>Softchoice</b>	Softchoice Cares	Softchoice Cares enables our employees to volunteer and generate positive change in the communities we serve. Guided by the employee-led Softchoice Cares board, our people are empowered to support charities of their choosing through: two paid volunteer days each year, fundraising programs in which Softchoice Cares matches the total donations raised, and dozens of local employee-run activities each year that raise money and awareness for worthy causes. The key to Softchoice Cares' continued impact and success is the tenant upon which it was created: for employees, by employees, to unleash the potential of people.

<b>Stryker</b>	Equipment for Humanitarian Missions	Stryker supports humanitarian missions with people, products and funds. They donate millions of dollars' worth of medical devices and equipment to overseas humanitarian missions to help children and adults in disadvantaged countries. Our goal is to provide access to procedures and care these people could not get at home. Stryker also loans or donates equipment for their surgeons to take on their aid visits to third world countries. They encourage their sales team to promote to the surgeons that Stryker is happy to provide equipment so that they are able to perform the procedures that the patients require.
<b>The PEER Group Inc.</b>	Donate Above Your Weight	With 110 employees, The PEER Group aims to hit above their weight when they donate and every year they survey their people asking which causes they would like to support in the coming year. That gives them a chance to be responsive to the current ideas within the group. Although, they're always open to creating a new fundraising event when the opportunity and need arises. They raise funds internally and then PEER Group matches employee donations. They tweet about their corporate giving and cover it on the website letting everyone know how proud PEER Group is of their generous spirit.
<b>TJX Canada</b>	Ecofootprint	TJX empowers Associates to understand their individual environmental impacts through the Ecofootprint program. Using the 10-minute Ecofootprint quiz that calculates one's carbon impact with a focus on the four highest impact areas: housing, transportation, diet and goods and services, TJX encourages Associates to make pledges to adopt behaviours that will reduce their environmental impacts in the most significant ways. Since the beginning of their pledging programs, Associates have made over 65,000 pledges to reduce their environmental impacts and look forward to growing this in the coming years!
<b>Traction On Demand</b>	Philanthropy for Kids	Traction on Demand Traction hosts 'Intro to Philanthropy' sessions for Mini Tractionites. The kids learn the definition of philanthropy, compassion and volunteerism. They then receive three toonies to donate to one of four causes: environment, family, health or animals giving each of them an opportunity to become a real philanthropist. At the first session, the kids then worked alongside Backpack Buddies to package 200 bags of food for children in the KidSafe program. After, they finished the afternoon by removing invasive species at Burnaby Lake.
<b>Trico Homes</b>	Chiniki Trico Partnership	The Chiniki Trico Partnership began as a request from the Chiniki Nation to help restore 159 homes on the Nation that had been badly in the 2013 Calgary flood. Initially, Trico involved the Chiniki Nation by providing employment opportunities to the Nation's members throughout the project. This collaboration has evolved into an inspiring vision to create long-term, positive economic impact and prosperity for the people of the Chiniki Nation. They are also involved in a Renewable Energy Project that will create employment, skills development, and revenue for the Nation and the Chiniki Cultural Centre, which is positioned to be a major tourism destiNation.

<b>Ultimate Software</b>	Mentor in Technology Camps	Canadian 'Peeps' at Ultimate Software participate in Mentor-in-Technology Camps hosted by Girls Learning Code. Volunteers spend two days supporting the campers with their learning and assisting them with their projects as they progress. The mission of Girls Learning Code program is designed to help girls see technology in a whole new light – as a medium for self-expression, and as a means for changing the world. They provide workshops, camps and after-school programs that cover a variety of topics from HTML & CSS and Ruby to image editing and blog creation, to 3D printing to hardware hacking with Arduinos and more.
<b>Urban Systems Ltd.</b>	Urban Systems Foundation	Urban Systems has a long-standing tradition of giving back to community through the Urban Systems Foundation. Formalized in 1999, the Foundation has its own board of directors and each branch has a core Foundation team. Employees volunteer to champion initiatives (often in pairs or smaller committees) and are primarily accountable for the stewardship of Foundation resources, fundraising, and liaising with partner organizations. The Urban Systems Foundation is an important aspect of their culture and community and a point of pride for Urban to see how employees are motivated to do it because it's the right thing to do.
<b>Viva Naturals</b>	Making the World a Better Place	One of Viva Naturals' core values is to make the world a better place, which is lived out in their approach to business, each other and their community. Viva Naturals has an ongoing relationship with multiple charities and not-for-profits. Not only do they provide cash donations, but they engage their team in supporting these organizations with their time as well. Whether they are decorating shoeboxes for homeless women or removing trash from a local park, giving back to community is essential to the heart of Viva Naturals and continues to be one of the driving factors in everything they do.
<b>Whirlpool Canada</b>	Hammering With Habitat For Humanity	Every year Whirlpool Canada sponsors a Habitat for Humanity home. Employees volunteer one day to help build the home. They find this to be a memorable and enriching experience. It provides them with an opportunity to learn and practice a new skill and it also allows them to feel much more directly involved in Whirlpool's partnership with Habitat for Humanity.
<b>Wynford/Event Simple</b>	School Partnerships	Wynford/EventSimple has a long history of giving back to their local neighboring schools. They participate year round in fundraising initiatives to raise money for new gym floors, purchase technology tools such as 'smartboards' and support the beautifying of these urban spaces. They also support all-inclusive recesses, which gives employees time off work to attend school recesses and facilitate fun activities for the students.