



Spectra Energy Employee Programs

The spirit of employee philanthropy and volunteerism is strong at Spectra Energy. We support our employees and retirees as they give back to their communities through employee directed giving to eligible charitable organizations, by supporting their sweat equity of volunteerism and by matching their contributions to the United Way.

Matching Gifts Program

To support the generosity and community involvement of employees and retirees, Spectra Energy offers the Spectra Energy Matching Gifts Program, which provides matching funds to the qualified charitable organizations employees and retirees personally support.

To maximize the impact, Spectra Energy matches, dollar for dollar, donations made by eligible participants, up to \$7,500 per donor per calendar year.

Volunteerism

Spectra Energy values its employees' active engagement in our local communities and recognizes that the time and talent of our employees can enhance the communities where we have operations and our employees live. Volunteer projects are encouraged throughout the year as well as during our month-long, concentrated volunteer effort – *Helping Hands in Action*.

Volunteer Grant Program

Spectra Energy offers employees the opportunity to apply for *Community Improvement Grants* to cover expenses associated with necessary supplies for Spectra Energy sanctioned volunteer projects.

Spectra Energy employees that are involved with a charitable organization in a leadership capacity can apply for a *Leadership Grant*. The Leadership Grants are reserved for volunteers who have made a dramatic improvement in the organization's operations or programs.

An organization can receive a maximum of two \$1,000 grants per calendar year.

Scholarship Program

The Spectra Energy scholarship program was established to provide scholarships for qualifying high school senior dependents of our employees and retirees.

The program provides 10 scholarships of up to \$5,000 each year that may be awarded for up to four consecutive years, for a maximum of \$20,000. We also award two one-time \$2,500 scholarships annually. The scholarship is for undergraduate study at accredited, two-year technical schools or community colleges and/or four-year colleges or universities in the U.S. and Canada.

The scholarships are merit-based with consideration given to academics, personal references, community service and demonstrated financial need.

United Way

Spectra Energy is proud to provide a dollar-for-dollar corporate match for our employees' contributions to our annual United Way campaign. This match serves as Spectra Energy's support of health and human service organizations in our communities and recognizes the generosity of our employees to the company campaign.

Because of the corporate investment in the health and human service community via the United Way, we do not directly fund health and human service agencies.

Spectra Energy Focus Areas

In alignment with our vision of becoming the Partner of Choice for our communities and the Employer of Choice, Spectra Energy invests in three primary areas of focus in communities where we live and work. Spectra Energy invests in qualified organizations and programs that promote:

Community Vitality

Spectra Energy contributes to healthy, successful communities where we live and operate by supporting organizations dedicated to:

- Environmental education, conservation and research
- Targeted arts/culture giving
- Safety
- Health and human services (primarily supported by our annual United Way campaign)
- Community enhancement

Education and Workforce Development

We help provide youth the broadest options for their future and build a highly skilled employee base for our communities by investing in:

- Programs focused on education for at-risk youth to ensure success in life
- Pre-K through 12 education with an emphasis in math, science, technology and business acumen
- Post high school / secondary school education
- Technical and professional accreditation

Employee Support and Volunteerism

The spirit of employee philanthropy and volunteerism is strong at Spectra Energy. We support our employees and retirees as they give back to their communities through employee-directed giving to eligible charitable organizations, by supporting their sweat equity of volunteerism and by matching their contributions to the United Way. Employee programs include:

- Matching gifts
- Volunteer grants, including community improvement and leadership grants
- Volunteerism, including Helping Hands in Action
- United Way, through the dollar-for-dollar match of our annual employee-run campaign

Inclusiveness/diversity initiatives underpin all three areas of focus.

While an organization might be a good fit for our focused philanthropy, we cannot support all requests received.