



## Spectra Energy Employee Programs

*Spectra Energy strives to be a good corporate citizen and neighbor of choice recognizing the importance of our employees' partnership in achieving this mission. To encourage community involvement of our employees and retirees, Spectra Energy is pleased to offer the following programs:*

### Matching Gifts Program

To support the generosity and community involvement of employees and retirees, Spectra Energy offers The Spectra Energy Foundation 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 US\$5,000/CAN\$5,550 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 and retiree chapters 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 US\$1,000/CAN\$1,550 grants per calendar year.

### Spectra Energy Scholars Program

The Spectra Energy Scholars 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 US\$5,000 each year that may be awarded for up to four consecutive years, for a maximum of US\$20,000. 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 through the Spectra Energy Foundation.

## Spectra Energy Focus Areas

*Spectra Energy strives to be a good corporate citizen and a neighbor of choice. We believe we can accomplish this status by investing in the communities where we have operations and our employees live. Spectra Energy has developed focus areas to ensure that our contributions are strategic and have maximum benefit on our communities.*

### **Educational Attainment:**

- Programs that help ensure at least a high school education or equivalency for at-risk students.
- Pre-K thru 12 education that meets the company/communities' professional needs, including math, science, technology and business acumen.

### **Community Vitality:**

- Health and human services, through federated campaigns (i.e. United Way).
- Environmental conservation, education and research.
- Community leadership development.
- Targeted arts giving.

### **Competitive Workforce:**

- Job entry skills for the new economy.
- Retraining of unemployed and underemployed workers.
- Research needed to retool industries and create opportunities that fit the potential of each community's workforce skill pool.
- Higher education that meets the company's professional needs.

*Inclusiveness/diversity initiatives underpin all three areas of focus.*

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