

Community

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Pitney Bowes is dedicated to investing in the communities we serve. Through the Pitney Bowes Foundation and corporate contributions, we provide grants and matching gifts to worthy causes. We align our philanthropic giving with our corporate mission, with a focus on supporting literacy and education. We encourage employee involvement, and our employees donate thousands of hours each year in support of literacy programs and other community initiatives.

Literacy and Education

We provide funding to non-profits working on literacy and education. Our special focus is on programs designed to help close the achievement gap and strengthen the future workforce. Programs include after-school and summer reading programs, mentoring and job training.

Employee Involvement

Our employees dedicate time and money to support causes they care about and help transform our communities. We support their charitable efforts in several ways:

- *Matching grants*—We conduct annual giving campaigns in the United States, the United Kingdom and Canada that permit employees to make charitable contributions via payroll deduction.
- *Volunteering*—We support employees' volunteer efforts through grants to the organizations where they volunteer, and through grants to volunteer project teams to cover materials and supplies.
- *Local community support*—We support our communities where we live and work through grants made by teams of Pitney Bowes employee volunteers.
- *Disaster relief*—The Pitney Bowes Relief Fund, financed by employee contributions and company matching funds, helps to ensure that employees have access to essentials in times of catastrophic need.

Performance 2008

We report on total giving through the Pitney Bowes Foundation and corporate contributions.

Literacy and Education

Literacy and education are essential for everyone's success and vital to the economic well-being of communities. Having built a global business on improving the effectiveness of written communication, Pitney Bowes has a vital interest in literacy and education. We also believe that by supporting literacy and education programs, we can improve countless lives and strengthen the fabric of communities everywhere we are involved. Each year we grant \$1.4 million to organizations working on these issues, with a particular focus on programs aimed at closing the achievement gap and preparing the workforce of tomorrow.

Our employees are equally passionate about this commitment and apply their energy and experience to help children, families, schools and related charities through thousands of hours of volunteer time every year.

In the United States, we make 60-80 grants each year, focused on communities where we have a presence and where the population is underserved or at risk. Many of the programs we support focus on children from the pre-kindergarten level (about age three) up through elementary and middle school (about age twelve). We support school-year enrichment initiatives such as Head Start, mentoring and after-school homework support, as well as summer learning opportunities to help consolidate gains made during the school year and minimize losses over the summer vacation. We also support programs at the high school level and beyond, including mentoring, job training and GED courses.

Some of the organizations and programs we support:

- **Reading Is Fundamental** — Care to Read, book distributions programs and help for young children and their caregivers.
- **Network For Teaching Entrepreneurship** — Summer Biz Camps, global organization that helps young people from low-income communities build skills and unlock their entrepreneurial creativity.
- **National Urban League** — youth education programs
- **ProLiteracy**— initiative to build workforce readiness
- **National Literacy Trust (U.K.)** — Pushing the Envelope initiative
- **Everybody Wins! USA** — Power Lunch literacy and mentoring program

Case Study

Reading is Fundamental (RIF) helps motivate young children to read by working with children, their parents, caregivers and community members to make reading a fun and beneficial part of everyday life. For several years we have supported RIF in a number of ways, from having one of our senior managers serve on its Executive Committee to funding and volunteering. From 2006 through 2008, the Pitney Bowes Foundation provided support for Care to Read "train the trainer" programs in five states, reaching 290 childcare employees. We have also supported RIF book collections for kindergarten classrooms and reading programs to support summer learning.

Case Study

NFTE provides entrepreneurship education to young people from low-income communities to enhance their business, academic and life skills. Pitney Bowes has supported the NFTE since 2004 by helping to fund Entrepreneurship Clubs in Connecticut, Greater Boston and Washington, D.C. Entrepreneurship Clubs provide a strong enrichment curriculum taught by NFTE-certified teachers with support from business volunteer coaches and mentors. Participants create businesses, apply for bank accounts, develop products and marketing strategies and learn about business licensing and recordkeeping

Employee Involvement

We know that responsible corporate citizenship helps us to attract and retain good employees. We also recognize that our people can develop useful skills outside the workplace. And we believe that encouraging greater engagement in our local communities reinforces employees' engagement in our company. For all these reasons, we encourage employees to get involved as volunteers and supporters of community organizations. In fact, in a recent employee survey, 89% of respondents indicated that it is important to them that Pitney Bowes supports employees' charitable giving and volunteer interests.

Match funding for employee contributions

We encourage employees to make charitable donations, and we support their efforts by matching their contributions to eligible charities in the United States, Canada and the United Kingdom. We conduct annual giving campaigns and allow employees to contribute through payroll deduction. We match their contributions to eligible charities 100 percent.

Grants for volunteerism

We provide grants to non-profit organizations in recognition of the hours individual employees contribute, and to cover the costs of supplies and materials needed for team volunteer projects. Our recognition grants start at \$125 for 25 hours of service and progress up to \$500 per year per employee for 100 hours or more of volunteering. Our team project grants support the volunteer activities of groups of three or more employees.

Volunteering that supports personal development

In keeping with our strategic philanthropic focus, we offer employees structured volunteering opportunities linked to literacy and education initiatives. At the same time, we see volunteer service as an opportunity for employees to develop their skills. We encourage employees to serve on local committees and non-profit boards, and our community investment and Human Resources teams work together to match employees' personal development goals with available volunteer opportunities. We also honor employees who contribute to volunteering through our employee recognition program, the Pitney Bowes Impact Awards. In 2009 we will introduce new online resources to improve access to volunteer opportunities.

Local community support

In addition to making contributions at the national level, we encourage individual Pitney Bowes facilities to contribute at their local level. In the United States, we also provide central funding for certain local initiatives selected by employee volunteer committees. Typically, these committees allocate 70 percent of the available funds to local literacy and education programs, with the remainder used to meet other community needs.

Case Study

In 2008 Pitney Bowes teamed up with the Women's National Basketball Association (WNBA) to raise awareness and funding for literacy across the United States. Six WNBA teams—the Chicago Sky, Connecticut Sun, Los Angeles Sparks, New York Liberty, Seattle Storm and Washington Mystics—participated in the season-long initiative to engage fans through special seating at designated games and one-on-one "Reading Time Outs" with players and volunteers. The program reached over 1500 children at 30 events with the help of 108 Pitney Bowes employee volunteers

Case Study

Pitney Bowes' annual Pushing the Envelope charity auction raises funds for the UK's National Literacy Trust in 2008. Now in its fifth year, the event auctions on eBay envelopes designed by some of the world's top artists, writers, illustrators, musicians and personalities.

Disaster relief

The **Pitney Bowes Relief Fund** was established in 1992 to provide for colleagues and others whose lives are disrupted by natural disasters or personal misfortune. Financed by employee contributions and a dollar-for-dollar company match, the fund gives recipients access to food, shelter, clothing and medical care in catastrophic situations. Pitney Bowes bears the fund's administrative costs and the Salvation Army manages its operations, ensuring that all donations directly benefit those who need assistance and that it is distributed as efficiently as possible. So far the Relief Fund has distributed more than \$1.8 million in assistance, including help for 330 families in the wake of Hurricane Katrina and more than 100 following Hurricane Gustav.

This Disaster Matching Program provided support following an earthquake in the Sichuan province of China in May 2008. The Foundation provided grants to the Red Cross, Mercy Corps and World Vision to help clear debris and reconstruct homes for more than five million people displaced by the quake.

Case Study

For nearly 20 years, employees at our headquarters in Stamford, Connecticut have tutored local neighborhood students in the third through fifth grades. Once a week, children arrive by school bus and are met by Pitney Bowes volunteers who bring them to our cafeteria for a snack and who then work with the students on homework assignments.

Case Study

More than 1.4 million holiday cards were received for members of the U.S. armed services, veterans and military families last year through Holiday Mail for Heroes, a joint initiative of Pitney Bowes and the American Red Cross. Messages of thanks, support and holiday cheer from all over the United States were collected, sorted and sent to service men and women at more than 300 locations around the world. The year's total of 1.4 million cards was more than double that of 2007.

Performance 2008

Total Giving (Pitney Bowes Foundation & Corporate Contributions) : \$4.3 million

Literacy & Education (by focus area)	
Achievement Gap	47%
Workforce Preparedness	38%
Other	15%

Employee Volunteerism

Employees volunteered over 50,000 hours in 2008.

Case Study

In March 2009, 40 headquarters employees volunteered for Junior Achievement's Job Shadow Day, an event designed to help students make a stronger connection between the workplace and their schoolwork. Each student shadowed an employee in a chosen work area, discovering what the job was actually like, what the employee had studied in school and how it had helped. Students also received educational recommendations based on their current interests. A study by the Kravis Leadership Institute in Southern California shows that students who job-shadow are more likely to finish high school and obtain a four-year degree.

Additional Case Studies

FireLocator

Through innovation and living our values of integrity – ‘doing the right thing’ – and Collaboration, Pitney Bowes Advanced Concepts & Technology group in Canada and Pitney Bowes Business Insights in Australia have made a web-based wildfire tracking application available, free of charge, to communities faced with environmental and personal disaster.

After the tragic 2007 fire season in California, PB AC&T analysis identified an opportunity to use our technology and expertise to help save lives. The resulting application, FireLocator, uses Location Intelligence to provide a complete picture of wildfire activity, combining live video and audio feeds with dynamic tracking of each fire’s footprint.

A new opportunity to apply this technology arose in early 2009 as wildfires swept through the Australian bush over a weekend, cascading through the treetops and causing fatalities as people scrambled to escape without knowing which routes were safe. On the following Monday, PB AC&T in Toronto joined forces with our Business Insights group in Sydney to make FireLocator available in Australia at no charge. Having the system in place promises to make future emergencies less costly in lives and property – while boosting the profile of Pitney Bowes technology throughout Australia.

2008 Impact Award

Shelton, Connecticut employee Seema Winsor was the 2008 winner of the Pitney Bowes Impact Award, in part for her work in the community. Seema, who works on new product development, sits on the Board of the Stamford Public Education Fund (SPEF) and is also a longtime volunteer with the FIRST Lego League, helping local girls’ teams competes in this largely male science and technology competition. Two years ago she brought the two organizations together, setting up a Junior FIRST Lego League with SPEF funding and enlisting additional support from community centers, the local YMCA and the boys and girls club. In 2009, 22 teams and 120 children participated in the Junior expo. Pitney Bowes has supported Seema’s efforts through match-funding of her volunteer hours, team grants and contributions to SPEF.

Local grants

In Chesapeake, Virginia, Pitney Bowes provided a grant to the Great Bridge Primary School in 2008 to fund a Lucky Learner Club for first and second grade students who are not making satisfactory progress in reading and comprehension skills. The Club meets four times a week to provide extra help before and after school.

In Shelton, Connecticut, we supported the United Way of Eastern Fairfield County to develop its iMentor Program. The program provides in-person and online mentoring to help students improve their relationship-building skills and academic performance and thereby encourage college enrollment.

Flood relief

In 2007, an unusually heavy rainstorm flooded a Pitney Bowes employee's home in Stamford, Connecticut, damaging the house and destroying most of the family's furniture, appliances, electronics and personal belongings. When the homeowner's insurance carrier refused to cover the flood loss, Pitney Bowes came through. "We were devastated. A generous check from the PB Relief Fund allowed me to pay two months of my mortgage. We were struggling to take on the expense of repairing our house and replacing all our possessions. I can't tell you how grateful I am to all the PB employees who contributed to this fund. It made all the difference in the world to us."



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