

# Community

“Volunteering is a win-win for me. It helps my community, and it’s one of the most fun things I do.”

**Piyush**  
Engineering, India



Sudoku



embroidery



cooking

Share the Message

Read volunteer

data  
development

## Community

Pitney Bowes is strongly committed to investing in the communities we serve. We believe such investment is most effective when it is aligned with our corporate mission of helping customers grow through better communications. For this reason, we focus our philanthropic giving on support for literacy and education. Through the Pitney Bowes Foundation and corporate contributions, we provide grants and matching gifts to worthy causes. We also encourage direct employee involvement, and every year our employees donate thousands of hours in support of literacy programs and community organizations.

### Literacy and Education

We provide funding to nonprofits working on literacy and education initiatives, with a special focus on programs designed to help close the achievement gap and strengthen the future workforce. Programs funded include national and regional after-school and summer reading programs, school system education investments, and mentoring and job training initiatives.

### Local Community Support

We support communities where we live and work through grants from Local Community Leadership Teams driven by Pitney Bowes employee volunteers. Each team receives a budget, which they allocate in support of local community organizations. At least 70 percent of the funding supports local literacy and education programs, with the remainder available to support other priority community needs.

### Employee Involvement

Our employees dedicate time and money to causes they care about. In doing so, they 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' community service efforts through grants to the organizations where they volunteer, grants to cover the cost of materials and supplies for employee volunteer projects, and guidance on volunteering as an aspect of career development.
- **Disaster Relief** — The Pitney Bowes Relief Fund, a U.S. 501(c)(3) charity, financed by employee contributions and Foundation matching funds, helps to ensure that employees and others have access to essentials in times of critical need. Outside the U.S., we launch global employee fundraising appeals when a disaster impacts a Pitney Bowes community.

### Performance 2010

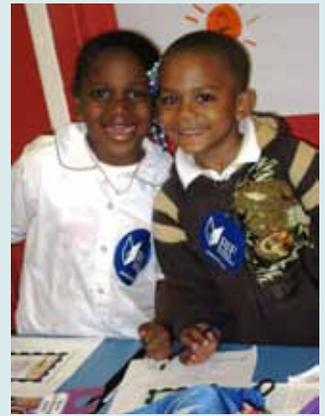
We report on total giving through the Pitney Bowes Foundation and corporate contributions,

## Literacy and Education

Literacy and education are essential for individual success and vital to the well-being of communities. As a global leader in helping businesses communicate more effectively, 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 approximately \$1.4 million to organizations conducting such programs, with a particular focus on closing the achievement gap and preparing individuals for successful employment.

Our employees are 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 aged 3-12 from the pre-kindergarten level up through elementary and middle school. 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 summer vacation. We also support programs at the high school level and beyond, including mentoring, job training, ESL and GED courses.



### **“Share the Message: READ!”**

*Pitney Bowes' long partnership with Reading Is Fundamental (RIF) continued in 2010 with a series of Family Literacy Nights in Corona, California; Atlanta, Georgia; Dallas, Texas; and Washington, D.C. More than 100 Pitney Bowes employees volunteered at these events, joining 2300 children and parents for evenings of reading, crafts, games and fun, at the end of which the Pitney Bowes Foundation donated books for the children to take home. Atlanta City Councilman Michael Julian Bond, who attended the Atlanta event, said, “To see this many parents at an event during the after-school hours is unheard-of.”*

*The Foundation also sponsored a communication resource guide and accompanying book collection for 50 RIF sites in Indianapolis and New York City. In 2011 the collaboration will be expanding internationally, with events in Australia, Canada, India and the United Kingdom as well as the U.S.*

Our major philanthropic partnerships include:

- **Everybody Wins! USA** — Project LEAP (Literacy Enhancement Action Plan), supporting local and regional affiliates as well as national mentoring programs for low-income elementary students.
- **National Center for Family Literacy** — programs that help parents and children learn together
- **National Literacy Trust (U.K.)** — the Pitney Bowes Pushing the Envelope Campaign, an annual auction of artwork designed by celebrities and executed on envelopes
- **National Urban League** — youth education programs
- **Network For Teaching Entrepreneurship** — middle school summer camps and a high school competition to help young people from low-income communities build skills and launch businesses.
- **Reading Is Fundamental** — early literacy support for children and caregivers through family literacy events, activity guides, lending libraries, and book distribution.

## Local Community Support

In addition to making contributions at the national and regional levels, we encourage Pitney Bowes facilities to support their local communities. We provide central funding for certain local initiatives identified by employee community leadership teams in 10 U.S. states and the District of Columbia. Teams allocate at least 70 percent of their budgets to local literacy and education programs, with the remainder available to meet other community needs. In 2010 we strengthened our support of the teams by providing them with detailed toolkits and internal websites to facilitate collaboration internally and with other teams. Teams also expanded their scope of responsibility to include driving volunteer initiatives in their communities.

## Employee Involvement

We know that good 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 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.

### 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.

### Global grants for volunteerism

We provide grants to nonprofit 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 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, and we provide employees with guidelines that map core competencies against specific volunteer opportunities.

### Nonprofit board service program

We encourage employees to serve on local committees and nonprofit boards. We work with grantee organizations and other charities whose missions support our philanthropic goals to identify volunteer leadership opportunities, and our Corporate Philanthropy and Human Resources teams work together internally to match employees' personal development goals with the opportunities available. We also recognize outstanding volunteer initiatives through our company's highest employee honor, the Pitney Bowes Impact Award.

### Disaster Relief

The Pitney Bowes Relief Fund, U.S. 501(c)(3) charity, was established in 1992 to provide for colleagues and others whose lives are disrupted by natural disasters or personal misfortune.



### Reading Corner at Ontario's Mississauga Waterfront Festival

*For four years in a row, Pitney Bowes Canada has hosted a Reading Corner at this popular Toronto-area summer festival. A team of Pitney Bowes volunteers reads classic stories to children from the ages of two to eight. In addition, each child receives a goody bag with a gently used book, balloon, bookmark and bracelet with a message celebrating literacy.*



### Connecticut Science Center KidSpace Gallery

*In just two years, the Connecticut Science Center in downtown Hartford has established itself as one of the state's top three tourist destinations as well as its premier institution for informal science learning. As sponsor of the Center's KidSpace Gallery, the Pitney Bowes Foundation has enabled thousands of toddlers and small children to share in the excitement with interactive exhibits including a hands-on water room, a variety of Search and Find activities and a Reading Nook.*

Financed by employee contributions and a Foundation match, the Relief Fund gives recipients access to food, shelter, clothing and medical care in catastrophic situations. Pitney Bowes bears the Relief Fund’s administrative costs and the Salvation Army manages its operations, ensuring that all donations directly benefit those who need assistance and leverage community-based resources. So far the Relief Fund has distributed nearly \$2.6 million in assistance.

In addition, the Pitney Bowes Foundation launches special matching appeals following natural disasters that impact Pitney Bowes employees, customers and communities. In 2010, these efforts led to contributions of nearly \$70,000 following the January earthquake in Haiti. In 2011, we launched a similar effort in the wake of the earthquakes in Japan and New Zealand. As a result, \$37,000 in donations and matching funds were distributed to the Red Cross, AmeriCares, International Rescue Committee and Save the Children.

## Community: Performance 2010

**Total Giving (Pitney Bowes Foundation and Corporate Contributions): \$4.4 million**

### Literacy and Education Contributions (by Focus Area)

Achievement gap 62%

Workforce preparedness 38%

	2009	2010
Students Served	21,774	30,461
Student Hours	625,661	987,935

### General Charitable Contributions

Total match of employee charitable contributions \$1.6 million

### Employee Volunteerism

Employees volunteered over 70,000 hours in 2010

Aggregate value of employee volunteerism: \$1.3 million (based on combination of hands-on and skill-based volunteer activities and nonprofit board service.)



### Community Leadership in Appleton, WI

*Pitney Bowes was the proud sponsor of the Appleton Book Festival Children’s Event held at the Appleton Public Library in April 2010. Members of the company’s Appleton Community Leadership Team organized, led, and volunteered at the event in support of Pitney Bowes’ philanthropic focus on literacy and education. Children’s author Robert San Souci and his brother Daniel, an author and illustrator, enthralled parents and children alike with a combination of reading, drawing and storytelling. Books by the two include vividly illustrated children’s stories such as Feather Top and Sootface.*



### **Holiday Mail for Heroes**

For the fourth year in a row, Pitney Bowes teamed up with the American Red Cross to deliver hundreds of thousands of holiday cards to U.S. service members and veterans in the U.S. and abroad. Pitney Bowes employee volunteers contributed more than 470 hours creating hand-crafted cards and heartfelt wishes in eight events at Pitney Bowes locations in Appleton, WI, Troy, NY, Irving, TX, and Fairfield County, CT. Meanwhile, the company contributed free screening, packaging and shipping of cards to more than 200 Red Cross locations for distribution

### **Collaborating Around the World**

Everywhere Pitney Bowes operates, we encourage employees at every level to contribute to the life of their communities. Here are some of their achievements in 2010.

### **Innovative Public Safety Program in Harlow, UK**

Public safety and family entertainment coincided in a special event organized by Pitney Bowes employee volunteers in Harlow Town Centre in March 2010. The theme: "Prison No Way." Exhibits included a mock Victorian prison officer and artifacts from Victorian prisons as well as contemporary prison vans, displays from a Prison Riot Team and an exact replica of a prison cell. It was an engaging event with an education component and all proceeds were used to benefit crime victims and their communities.

### **Inspiring Young Entrepreneurs at BizCamps**

Network For Teaching Entrepreneurship offers innovative programs that help low-income middle and high school students stay in school, recognize opportunities and plan for successful futures. NFTE's curriculum teaches the fundamentals of entrepreneurship and financial literacy in ways that are connected to core academics. Current programs span the United States, Europe, Asia, the Middle East and Africa. Helped by grants from the Pitney Bowes Foundation, NFTE has recently expanded its popular one- and two-week summer BizCamp program. In addition, many Pitney Bowes employees volunteer for NFTE as board members, guest speakers, mentors or competition judges



### **From Building Skills to Building Schools**

Pitney Bowes is proud to partner with buildOn, [link to [www.buildon.org](http://www.buildon.org)] a nonprofit organization that empowers urban high school students through service programs ranging from tutoring younger children to renovating community centers and serving meals at homeless shelters. buildOn also runs an ambitious international school construction program that has yielded nearly 400 new schools in developing countries over the last 20 years. Pitney Bowes volunteers have worked closely with buildOn both locally and globally. In May 2010, a team in Stamford, CT supported beautification of the local Haitian community center while also collecting school supplies and clothing for use in Haiti. Then in September, they joined forces for a back-to-school event that included a book giveaway for 150 children from local elementary schools.

### **PBBI Helps in Australian Flood Relief**

Early in 2011, flooding in northeastern Australia devastated an area the size of France and Germany combined, causing the loss of 30 lives as well as thousands of homes and businesses. By mid-January, Pitney Bowes Business Insight had responded with an offer of technical assistance and support services at no charge to affected businesses. It also instituted a company match to employees' individual charitable contributions in support of the relief effort.



### **Triple Award from Pitney Bowes at World Innovation Forum**

In 2010 Pitney Bowes celebrated its 90th year of innovation by renewing its sponsorship of HSM's World Innovation Forum, an internationally renowned gathering of thinkers and innovators held annually in New York City. At the Forum, the company announced that it had awarded three simultaneous \$9000 gifts to leading nonprofit organizations that foster student innovation and empower young people to make a difference; buildOn, FIRST, and the Network for Teaching Entrepreneurship. All three had originally been contenders for a single grant determined by an online vote promoted via social networking.