

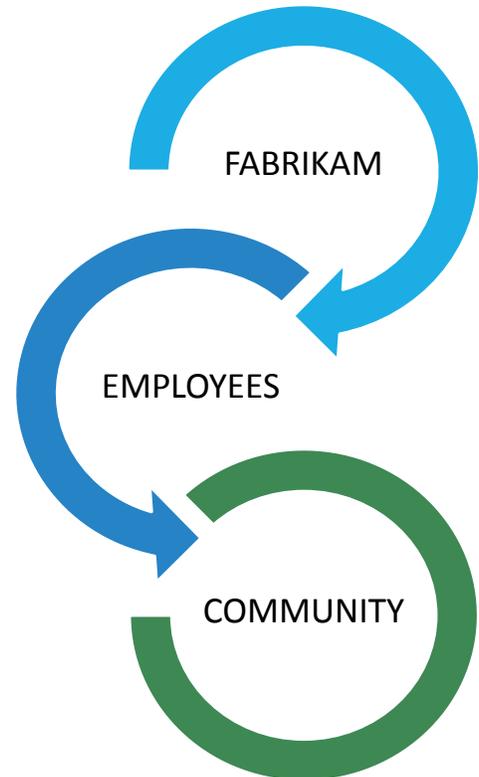


## EMPLOYEE GIVE PROGRAM

Here at Fabrikam, we never cease to be amazed by the spirit of volunteerism in our employees. Last month marked the five year anniversary of our Employee Give Program and after tallying all hours logged by our employees, we've reached our first milestone of over 500,000 hours of service to our local communities!

The Employee Give Program is mutually beneficial to our company, the employees, and our local communities. Since starting this campaign we've seen an increase in job satisfaction, morale, and communication across our regional offices. More employees have been promoted to leadership roles within the Fabrikam corporation and our need to bring in new leaders from outside our company has greatly diminished. And as a result of our job skill training programs, the majority of our newly hired employees come from our local communities.

Don't forget to mark your calendars for our annual Employee Give Program recognition dinner in January. For the specific date and time for your location, please see your region's SharePoint site and watch for local postings and announcements.



# NEW WOMEN'S SHELTER

The Meadville woman's shelter acquired an additional structure to provide assistance to women and their children on the city's west side. Arlene Huff from our central office pulled together a team of employees to convert two large rooms into bedrooms and expand the dining area. Along with the volunteers for extensive remodel project, women and children from the east side women's shelter volunteered their time as well and helped with cleaning, painting, and yard work.



The new shelter is still in need of several items. If you're willing to donate any of the following items please contact Arlene Huff at [Arelen@FabrikamO365.onmicrosoft.com](mailto:Arelen@FabrikamO365.onmicrosoft.com) or 971-555-0123.

- Cleaning supplies (laundry soap, trash bags, glass cleaner, all-purpose cleaners, etc.)
- Toiletries (all sizes including travel size)
- Kitchen supplies (utensils, flatware, plates, cups, etc.)
- Sheets and blankets (twin and queen size)
- Ironing board and iron
- Television

Fabrikam and the woman's shelter would like to thank Kai Axford, Ed Banti, Arlene Huff, Petr Karásek, Jeff Phillips, Charlotte Weiss, Joanna Yuan, and Amr Zaki for all of their hard work. We'd also like to thank Litware, Inc., for their donation of construction materials and Margie's Travel for their donation of lawn bags.

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*I don't know how we could've pulled together our new shelter in such a short time without the help of Fabrikam employees. Thanks to you we now have living quarters for another five women and their families. — Tali Roth*

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# DOG WALKING FOR FITNESS & CHARITY



After discovering his local animal rescue in Chestnut Ridge was in need of dog walkers, Laurent Penisson contacted our corporate Fabrikam offices and pitched his plan for a new Employee Give Program that offers employees the opportunity to help a dog, get fit, and give to charity.

We've partnered with local animal shelters throughout the US and together we've created the Dog Walking for Fitness & Charity Program. All program participants will be given a Fabrikam-sponsored pedometer and for every 50 miles of logged dog walking, Fabrikam will donate \$25 to the charity of the participant's choice.

Orientation for this program will be held the first Saturday of the month starting in November. Attendance does not obligate you to participate in the program.

For more information about the Dog Walking for Fitness & Charity program for your area, visit the volunteer wiki.

# FABRIKAM'S FIRST COMMUNITY KITCHEN

Greenville is set to launch our pilot Community Kitchen program starting in November. The first phase of the program is to offer low-cost healthy eating classes to the local community. The Eating for Health series is created to increase healthy food preparation skills and knowledge. Our goal is to involve the community in local and sustainable food practices and start developing farm-to-table relationships with area growers.

When classes aren't in session, the kitchen will be available to those in need of commercial kitchen space certified by the Health Department for retail food-related business such as catering services, Farmer's Markets, and local shops. We'll initially provide kitchen space as a rental service but we hope this will change as we receive more donations to offset the overhead costs.

Phase two of our pilot community kitchen program is to develop a curriculum with volunteer chefs and offer culinary classes to help increase job skills within the community. The culinary program will also provide students with real-life experience working in a commercial kitchen. Students will plan and prepare meals that will be served in the community center and for organization fundraising events. Along with determining cost and nutrition analysis for each meal, students will also be responsible for cooking, expediting, and food service for each dinner. All dinner proceeds will benefit the culinary program.



# ANNUAL EMPLOYEE RECOGNITION EXCURSION

September marked our 10<sup>th</sup> annual Employee Recognition Excursion. A total of 185 employees and guests enjoyed an all-expense paid 4-day trip to Venice, Italy, one of the most beautiful cities in the world. Along with the 5-star



hotel on the Grand Canal near the Rialto Bridge that provided Fabrikam employees with a memorable stay, they participated in several extraordinary activities.

Those activities included meals at charming high-end restaurants, a Baroque concert during the Monteverdi Vivaldi Festival, and a day touring Saint Mark's Square, known as Piazza San Marco, famous for its stunning architecture, street cafés, and live music.

One of the most extraordinary events was Partita a Scacchi, a human-scale chess game which is acted out by players dressed in full medieval costume. This event

takes place only during even numbered years in the main square of Maròstica.

Along with planned activities, employees also took advantage of plenty of free time which was spent in a variety of ways, from gondola rides through the enchanting canals of Venice and shopping at the Rialto Market to relaxing at the hotel spa.

## NEXT YEAR'S DESTINATION IS...

Next year's destination is Hawaii! Fabrikam employees of the month and the top Employee Give Program participants will take a magnificent private luxury cruise to exotic ports including Hilo, Kahului, Nawiliwili, and Kona. From tours of active volcanoes and deep lush canyons to relaxing on endless beaches, this trip is packed with exhilarating shore excursions.

Don't forget to nominate deserving employees for this prestigious award and yes, you can nominate yourself! Forms received by the 23<sup>rd</sup> of the month will be considered for the following month's recognition.



And don't forget -- the more volunteer hours you log for the Employee Give Program the better your chances of being one of the top 10% of participants who are eligible for our annual Employee Recognition Excursion program.

Note that eligibility rules for the recognition program have changed in order to give more employees an opportunity to share in our one-of-a-kind excursions. To view the full list of eligibility rules, see the Human Resources area on our company SharePoint site.