

TI Corporate Citizenship Topic Brief



Volunteerism

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Why it matters

We believe strong companies build strong communities, and strong communities build strong companies. From advancing education and giving to civic involvement and promoting volunteerism, our rich culture of citizenship dates back more than 85 years and continues to thrive throughout our company today.



We encourage our employees and retirees to contribute time and give back in the communities where we live and work. We are committed to the causes that matter in our communities. Our leaders and employees can be found serving on nonprofit boards, offering technical expertise to a group of robotics students or bringing their creativity and science, technology, engineering and math (STEM) skills to underrepresented schools.

Building stronger communities fuels our passion for problem solving and helps us make a real difference in the causes we support. When we give back, we see a strong sense of pride within our workforce, and the spirit of volunteerism is brought to life.

Our approach

With our philanthropic focus on STEM education, we pursue volunteer opportunities where we can make the biggest impact in cultivating and growing a strong STEM pipeline for the future.

We provide resources and training to help our employees engage with students through classroom presentations and hands-on activities.

Our employees are in the community as robotics coaches, science fair judges, mentors, tutors, college and career-planning advisers and camp coordinators. We also find ways for Tiers to help address the most critical needs of our communities, from supporting at-risk youth to working with local food banks to responding when disaster strikes.

To identify these critical needs, our global Community Involvement Teams collaborate with community leaders as well as members of our diversity initiatives, employees and retirees. Together, they work to plug Tiers into one-time and ongoing events or programs that are the most meaningful, effective and relevant. To provide additional support, the TI Foundation provides grants for the volunteer hours of active and retired employees to organizations where they volunteer.

In the U.S., we often coordinate volunteer projects with the United Way and its service provider agencies. In Dallas, our history with the United Way dates to the early 1960s, when TI Founder J. Erik Jonsson helped oversee the efforts of the American Red Cross and the Community Chest to create what was then called the United Fund.

See [Enriching communities](#) to learn about TI's:

- Management strategies
- Policies
- Grievance channels
- Governance and accountability
- Evaluation mechanisms

Our culture of citizenship, giving and volunteerism that began with our founders has continued since that time. Our employees have been involved with United Way at every level, from serving on the board of directors to volunteering on committees and in organizations. For more than 50 years, Tiers have been the largest corporate contributors to the United Way of Metropolitan Dallas.

We encourage community service if appropriate workplace approval is received and company guidelines are followed. Employees can access information about volunteerism on our internal website. We do not limit the number of hours they can volunteer and we strive to increase overall community service more every year.

Assessing our impact

While not formally assessed, we track volunteerism hours and the equivalent financial value so the organizations Tiers support have an appreciation for the impact being made. Since 2014, Tiers have volunteered 709,503 hours -- a value of \$19.3 million.

Community service does not end when employees retire from TI. Through the [TI Alumni Association](#), thousands of retirees also share business and project-management expertise and donate countless hours of their time to charitable, civic and educational causes important to them.

*2012-2016

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