



Large Firm Winner
Crowe Horwath LLP



Number of organizations impacted – 400+
Total hours volunteered – 60,292

Crowe believes it's important for our people to be involved in their communities, both for the virtue of helping others and for the added benefit of personal growth and development. Additionally, we encourage our people to take on volunteer leadership/board roles to develop personal and professional skills. They can contribute thought leadership and experience to strategic community organizations while also networking with community leaders and taking on a leadership role. To support involvement, Crowe's community service policy helps our people pursue volunteer activities. Individuals in specific volunteer roles may participate in up to eight hours per month of community service activities without being required to take paid time off. Over FY18, the foundation, local offices and the firm made charitable contributions totaling \$1.65 million. In addition to financial support, we supported our communities with our time and expertise, reporting 32,000 hours of community service. That's equivalent to the work of more than 18 full-time employees provided to organizations. Additionally, Fortune recently named Crowe one of the Best Workplaces for Giving Back. 2018. Here are some of the ways Crowe invests in our communities:

- **CROWE HORWATH FOUNDATION:** The firm's overall charitable giving is managed through the foundation, which aligns contributions with the volunteer efforts of our people. The foundation only accepts grant requests from our people on behalf of the not-for-profit. Our giving is based on the importance of our funding dollars directly supporting the passions of our people. In 2016, Crowe marked the 10-year anniversary of the foundation, which is summarized in the attached video.
- **75TH ANNIVERSARY CHALLENGE:** Last year, Crowe marked its 75th anniversary in business. As part of our celebration, we launched a firmwide community service challenge with a goal of completing 75,000 hours of service. Our CEO challenged each individual to complete at least two hours of service each month and, since launching last July, we've tracked more than 54,241 hours.
- **VOLUNTEER INVESTMENT PROGRAM (VIP):** A "dollars for doers" program, a VIP grant awards \$250 to qualified 501(c)3 not-for-profit organizations based on submitted requests where a Crowe individual has volunteered at least 30 hours over the last year (maximum of \$1,000 per person and \$1,000 per organization per year).

- **BOARD MEMBER MATCH (BMM):** For individuals serving on eligible 501(c)3 not-for-profit boards, the firm makes a \$3-to-\$1 match for any personal contribution up to \$250 in the board member's name. For example, if an individual serving on a board personally contributes \$250, the foundation will match the contribution for \$750. In FY18, the Crowe Horwath Foundation awarded 108 VIP and 90 Board Member Match awards totaling \$91,504.
- **PAID TIME OFF TO VOLUNTEER:** With the permission of their career coach, individuals in volunteer roles may participate in up to eight hours per month of community service activities without being required to take paid time. This translates to up to 96 hours of community service per year.
- **HIGHER EDUCATION SUPPORT:** Over FY18, Crowe contributed more than \$250,000 toward higher education, assisting 70 institutions through charitable contributions and funding 72 scholarships. The firm also matched contributions made by our people to academic programs at their alma mater colleges and universities. People participating in the program contributed nearly \$22,000, which the firm matched.
- **MATCHING DONATION PROGRAMS:** Crowe has a long history of helping support disaster relief efforts during times of natural disasters, such as tornadoes, hurricanes and earthquakes, or to support a national cause. To date, Crowe and our people have donated more than \$700,000 through firm-sponsored matching disaster relief donation programs, dating back to our first official program following the 9/11 terrorist attacks in 2001. Other matching donating programs include one by our African American People Resource Network, which holds an annual United Negro College Fund (UNCF) fundraiser campaign in conjunction with Black History Month. Our people donated \$7,000 during last year's campaign, which ran from February – March 2017. Combined with the \$2,500 Crowe match, we donated \$9,500 to support the UNCF emergency relief college fund. Over the past six years (not including 2018 as the program wraps up at the end of March), Crowe people and the firm have donated more than \$46,000 through the annual UNCF fundraiser, helping students overcome financial hardships and realize their education dreams.
- **CROWE VOLUNTEER EVENTS:** Colleagues regularly get together outside of work to participate as a Crowe team in community service events, such as local Habitat for Humanity builds, the American Heart Association Heart Walk, bowl-a-thons for Junior Achievement and Big Brothers and Big Sisters and Certified Public Accountants' Day of Service, just to name a few.
- **TEAM MEETINGS:** Additionally, we use team meetings and events as more opportunities to tie in a community service activity. Some examples include:
 - Risk Consulting Summit: More than 940 attendees from 10 countries, including Risk's international offices in Canada, France and the UK and guests from Crowe Horwath International offices, took part in this week-long training event. One of the days featured a community service activity where participants built nearly 100 bikes which were donated to needy children in the greater Chicagoland area through the Boys and Girls Club of Elgin.

- People Resource Network Day of service: Last spring, our African-American, Asian, Latino and Gay and Lesbian Allies People Resource Networks (PRNs) joined forces for a day of service. Overall, more than 300 PRN members across 25 Crowe offices volunteered at local Boys & Girls Clubs as well as few additional not-for-profit organizations. The Crowe Horwath Foundation also made a donation of \$500 to the not-for-profit for each office participating, resulting in a total donation of \$12,500.
- Intern Day of Service: We acclimate our interns into our culture of giving through our Crowe Serves day of service. Last year, more than 430 summer interns and Crowe personnel volunteered an estimated 2,100 hours as part of our event. They did various jobs at local nonprofits, including building homes for families, tutoring children, serving and packaging food for food banks and shelters and helping with landscaping and cleanup efforts at local parks.