

## Duke Energy In Action.

That's what we see on the t-shirts of Duke Energy employees who volunteer in regions across the company.

But Duke Energy In Action is so much more than merely an identifier on a t-shirt.

Duke Energy In Action represents our culture of giving and our dedication to community involvement.

It represents a spirit of doing.

Taking action.

That's what we're all about here at Duke Energy.

So get ready to be part of the action.

*Watch for new employee giving programs coming this fall!*



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**A PREVIEW OF NEW EMPLOYEE  
GIVING PROGRAMS**

**Be part of the action!**



**New programs coming  
in the fall of 2015**



## Hours4Good

In the fall of 2015, Duke Energy will introduce a volunteer program called **Hours4Good**.

Hours4Good will be an employee and retiree contribution program that will donate cash grants to qualified nonprofit organizations based on a level of employee and retiree involvement as volunteers or board members. The structure of this program will allow employees and retirees to donate their time to eligible organizations that are important to them while simultaneously “earning” cash donations for their volunteer hours.

The Hours4Good program will:

- Provide you with more community engagement opportunities
- Direct company dollars to organizations without it coming directly from your own pockets
- Recognize the value of contributing your time and energy for the benefit of the community
- Provide visibility for employees, retirees and Duke Energy at nonprofit organizations throughout the community



## Teams4Good

While Hours4Good will recognize volunteers on an individual basis, **Teams4Good** – also coming this fall – will allow employees to pool their hours together to support a common cause.

Based on the number of volunteer hours performed by a team, the company will make a financial donation to the eligible nonprofit supported. Projects will be led by project leaders whose teams employees will be able to join. Employee Resource Groups and organizational departments may find it especially helpful to leverage the Teams4Good program when organizing volunteer projects and events!

**Hours4Good** and **Teams4Good** will focus on directing employees’ time and using their many talents for the benefit of the community. The new programs will not require sweat equity and will replace the existing community improvement volunteer and leadership grant programs. *To allow time to transition to the new programs, grant requests for projects planned through the end of 2015 will be accepted through Aug. 31, 2015.*



## Dollars4Good

Duke Energy will continue to offer a matching gift program, including year-round matches for eligible one-time donations as well as matches for recurring donations made as employee-elected payroll deductions. Improvements to the match guidelines will be rolled out in the fall as part of a program called **Dollars4Good**.

## Volunteer Awards

To support the new employee giving programs, a new giving system will also be rolled out this fall. The system will allow employees to enter their volunteer hours and will create the opportunity for the company to establish a reward and incentive program to encourage volunteerism. Keep an eye out for more information to follow!