

**CP's Giving Engine** - Our employees share the belief that it is important to give back to the communities in which we all live, work and play. With this in mind, we are proud to offer our employees the Giving Engine. The Giving Engine is our charitable giving website that puts all CP employees in the engineer's chair. Employees can donate to a registered charity of their choice and CP will donate an additional 50% - up to a corporate match of \$1,500/year. The Giving Engine: another way we're Driving the Digital Railway.

When an employee makes a donation using CP's Giving Engine the employee donation and 50% company match are sent out 45-90 days from the date that the employee makes the donation. This process is significantly quicker as our previous system which did not pay out until April/May of the following year.

Here is a quick breakdown of the donation & matching process:

- The funds go from CP (if it's a payroll deduction) or the merchant account provider (if it's by credit card) to a donor advised fund (Canadian Online Giving Fund). CP is invoiced once a month (at the beginning of the month) for the donations that were committed the prior month.
- Once received, the donor advised fund distribute the monies monthly to the selected charities (so long as the total amount donated by all users exceeds a threshold, which is \$100 for COGF and \$250 for AEF), either by manual cheque (if the foundation doesn't have a charity's banking information) or electronically by EFT/ACH (if they do have the charity's banking information).
- Funds are transferred by the employer monthly, so the precise timing depends upon the timing of a donation relative to pay cycles, and then it would depend when in the foundation's distribution cycle the monies would land.