

Hours of paid time off for volunteering: 40

What the company is saying: Cadence, like other companies listed above, offers employees five paid days of volunteer time. Tina Jones, a senior vice president for global human resources, explained that the company has seen an evolution in its volunteer program over the years. First, Cadence hosted a global fundraising effort called Stars and Strikes, a "festival" that was part team building and part fundraising for charity. The event got its name for initially starting as a bowling tournament for charity.

"Employees are really telling us that they want the freedom and flexibility" to do something meaningful to them, explained Jones. So after 2008, the company decided to begin allowing employees to use their paid volunteering time to do different sorts of projects beyond Stars and Strikes.

Leah Verhoeven, a program manager in HR, uses her volunteer time to work with Project Cornerstone, which works to make "Silicon Valley a better place for young people to thrive." Verhoeven explains its helpful that Cadence supports for volunteering, especially when she needs to take a meeting during lunch. "It's very important to me that each is supportive of the other," she said.