

## **PROGRAM OVERVIEW: GENZYME INVESTS IN VOLUNTEER EFFORTS**



### **Overview of Genzyme and Genzyme Community Relations**

Genzyme is one of the world's top biotechnology companies, with over 11,000 employees in over 40 countries around the world and 2008 revenues of \$4.6 billion. Genzyme's products and services are focused on rare inherited disorders, kidney disease, orthopaedics, transplant and immune disease, cancer, and diagnostic testing.

Our philanthropic strategy offers a portfolio of in kind and financial contributions. In addition to a charitable giving program focused on program grants in the areas of science education and health, Genzyme funds corporate-sponsored and employee-directed volunteer programs, provides scholarships and internships, and opens its doors for public tours and community events at its facilities.

### **The Philosophy of G.I.V.E. – Genzyme Invests in Volunteer Efforts**

The G.I.V.E. program was designed to fulfill a number of objectives that we set as a result of benchmarking, employee surveys, and to complement objectives in other business functions:

- Recognize employee generosity worldwide
- Support team efforts in volunteerism and fundraising for eligible charitable organizations that address the issues most important to our employees worldwide
- Create long-term, sustainable connections to the charitable organizations for whom employees volunteer and fundraise
- Provide employees with leadership and professional development opportunities through volunteerism

### **The G.I.V.E. Process**

A team of at least two employees pre-registers their charity and event via an on-line form. The team leader may download a team captain kit, request free t-shirts for the event, and submit the G.I.V.E. application once the activity has been completed. The charitable organization with whom the team is volunteering is required to verify the submission.

Applications are reviewed quarterly and when approved, are awarded directly to the charitable organization as unrestricted funds. The award level is determined by an average rating of three parameters: total number of employee volunteers, total hours volunteered, and/or total dollars fundraised. Grants are between \$1,000 and \$10,000. In addition, a \$5,000 bonus can be attained if the team goes above and beyond.

Organizations must be registered charitable organizations (i.e. U.S. certified 501(c)) and cannot be religious, fraternal, veteran, political, labor, etc. Areas of interest may be anything from arts and culture to health and human services to conservation and environment, among others. Friends and family are encouraged to participate and t-shirts are provided to all, but only employees' time and fundraising count toward G.I.V.E. grants.

### **Community Relations Contacts**

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