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Employee Giving

Employees are the heart and soul of RBC Wealth Management's community involvement program. RBC Wealth Management supports and encourages employee involvement through the Employee Gift-Matching Program, the Employee Volunteer Grant Program and volunteerism in the community.

Gift-Matching

Monetary contributions on behalf of employees are made through RBC Wealth Management's Employee Gift-Matching Program. The RBC Wealth Management Foundation matches employees' monetary gifts to qualified non-profit organizations and educational institutions. In 2007, the company matched employee gifts totaling over \$516,000.

Volunteer Grant Program

The Employee Volunteer Grant Program supports employee involvement in the community. The program gives \$500 grants to charitable organizations where employees volunteer at least 40 hours during the fiscal year.

Volunteerism

Hands-on volunteerism is a valuable component of RBC Wealth Management's community involvement program. A recent survey showed that 70% of our employees volunteer in their communities.

The company strongly supports employee volunteerism both on an individual basis and through company-sponsored events. Habitat for Humanity is an ongoing favorite volunteer activity at RBC Wealth Management. RBC Wealth Management employees in Boston and the Twin Cities participated in company-sponsored builds in 2005.

A few of the many organizations supported in 2005 by RBC Wealth Management volunteers include:

- Back-to-School Backpack Projects
- Big Brothers Big Sisters
- Boy Scouts of America
- Communities in Schools
- Farm Workers Assistance Corporation
- Girl Scouts Councils
- Sharon Lynne Wilson Center for the Arts

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