

VMWare Volunteering:

Hours of paid time off for volunteering: 40

What the company is saying: At VMWare, volunteering is called "citizen philanthropy," with two goals in mind: "The power of choice and collective impact." The company continues: "At VMware, our focus area is on our people and living our values."

Although the company declined to give the number of volunteer hours contributed by employees, VMWare said that in 2014, over 12,900 employees played a part in volunteering. "This speaks to our focus on our people and our grassroots approach to building a culture of service," according to a company spokesperson.

The company also offers donations to charity in a number of different ways. For instance, in 2014, all VMWare employees received a \$100 "Gift of Giving" donation for a charity of their choice. The company also celebrates a person's 12-year work anniversary with a \$12,000 grant to a non-profit of their choice.