



# FARR ASSOCIATES

## COMMUNITY VOLUNTEERING POLICY

As a member of the *1% Program*, Farr Associates pledges to provide 1% of our collective time (or 16 hours per employee annually) to support pro-bono efforts related to the greater good of society. Through skills-based volunteering, Farr Associates seeks to use our experience and expertise as design professionals to create positive change in the built environment. We demonstrate this commitment through annual reporting of our progress against our 1% goal, to be included in our publically available annual Benefit Corporation report.

Farr Associates will sponsor one paid volunteer day per year for all employees. This volunteer day will require the attendance of all employees, with no exceptions.

Cristine M. Perez-Olson, Operations Manager