

## **9.8 Local Control**

## **9.9 Local Sourcing**

## **9.10 Transparency**

## **9.11 Labor Unions**

## **9.12 Volunteering**

TLC is committed to demonstrating the nature and extent of our community volunteer involvement. Community volunteering is an investment in a community and its peoples. Volunteering provides valuable community services and strengthens a community in many ways such as supporting families, improving schools, supporting youth, and beautifying the community. Community volunteering is an important measure of the civic health of a community, a state, and a nation.

TLC provides paid time off for volunteer activities at 50% (2 hours volunteering = 1 paid hour volunteering) up to a maximum of 4 hours paid volunteering time annually (8 hours of volunteer activities). For a volunteer activity to qualify for paid volunteer time, the activity must be an Operating Unit group activity approved by the Operating Unit Director.

In addition, TLC provides up to 16 hours of unpaid time off work annually for each employee to participate in volunteer activities as a service to recognized charitable, non-profit, community, local, state, or Federal government, and religious organizations.