



## Hypertherm's Employee Volunteer Program, Submitted by Harry Mellott

### Challenge or Opportunity:

Enriching our community is a key part of Hypertherm's corporate mission. There is such high need in our communities and our Associates have a strong natural inclination to want to serve and help others. We wanted to meet the community needs and our Associate's desire to help with some kind of ongoing, durable program.

### Approach or Solution:

We want every Associate, no matter what job they do, to volunteer in the community for the organizations and needs of their choosing. Every Hypertherm Associate is now given 24 hours of paid time each year to volunteer in the community. Volunteering builds compassion and a sense of personal fulfillment. Because of our diverse population and the diverse needs in our community, we do not limit when or for whom our Associates can volunteer. Hypertherm associates can choose to volunteer anywhere between 1 hour or 8 hours at a time. Some choose skill-based volunteering so they can use their business expertise, such as mock-interviewing, strategic planning, maintenance work, or carpentry. Others some want to do anything but the same type of work that they do during a normal work day, and choose to read to children, clear trails, repair roofs, or stock shelves as food banks. Associates also get to choose if they want to volunteer in or near the town they work or can choose to volunteer close

### Impact:

By making the program simple to participate and very flexible we have increased volunteering participation to nearly 80% of all Associates volunteering. We continue to build a culture of philanthropy where on any given day there is likely an Associate volunteering somewhere in the world. In 2012 we collectively volunteered 14,550 hours in the community for over a hundred different organizations.