



**CORPORATE SOCIAL INVESTMENT AWARD**  
*highlighting business and social responsibility*



ING U.S. constitutes the U.S.-based retirement, investment and insurance operations of Netherlands-based ING Groep N.V. ING U.S. helps people grow, protect, and enjoy their savings across major life stages.

ING U.S. has longstanding community involvement programs. There are four key components of the company's community service:

- 1) ING **Community Partners** is the name of the company's national employee volunteer program that connects its employees with volunteer opportunities, helping to ensure a rewarding volunteer experience. Locally, ING U.S. employees are involved in issues ranging from homelessness, poverty, special needs, domestic abuse prevention, and hunger prevention.
- 2) ING U.S. offers each employee **40 hours/year** of paid time off to volunteer in the community. The company encourages employees to use their time and offers incentives, such as raffle drawings for employees who have used all 40 volunteer hours, and awarding "casual tags" (the privilege of wearing jeans in the office!).
- 3) The ING U.S. **Employee Giving Campaign** encourages employees to donate to nonprofits by making a dollar-for-dollar matching gift up to \$5,000. Last year, 228 Chester County ING U.S. employees donated \$157,500 to local nonprofits. This amount was matched by the ING Foundation.
- 4) The **ING Foundation** focuses on helping people achieve financial independence and build more satisfying lives. The cornerstone of the Foundation's approach is empowerment – providing individuals with knowledge, tools, and opportunities to take charge of their financial lives and prepare for their future. ING Foundation's programming and partnerships focus on financial education, children's education and physical education.

ING U.S.' corporate social investment programs are models for other businesses to emulate.