

# WinterWyman

At WinterWyman, not only are we dedicated to helping our candidates and clients grow, but we are committed to being a good corporate citizen. We feel strongly that our firm and employees have been fortunate in their careers and educational opportunities and that we have an obligation to give back to those who have been less fortunate.

Our community development efforts are overseen by our Director of Community Development, Ruth Dufresne, who is supported by a committee of employees all working together to identify organizations and opportunities that support our philanthropic mission. They routinely survey the rest of the firm to ensure the causes most important to their colleagues are reflected in our offerings.



## The Community Impact

We are extremely proud that more than 90% of our 175 employees participate in company-sponsored community service activities or drives during work hours and personal time. Instead of backing one organization, we have chosen to partner with many. In a typical year, we participate in 50 community development events, fulfill the holiday wish lists of 50 area children, hold several drives (for clothing, toys and food), award eight educational and charity grants and put in 850+ volunteer hours. We also hold an annual Community Development Day where we close the office and all employees volunteer at area charities. And, we undertake a very special holiday initiative, WinterWyman's 25 Days of Giving, where we spread a little kindness and joy to charitable organizations and random strangers throughout the Boston, Waltham and NYC areas.

Some of the organizations we support through community service projects include:

- **Hope Lodge**—we serve dinner to the Hope Lodge residents on a quarterly basis
- **Franciscan Children's**—arts & crafts, pizza parties, wheelchair painting, Easter basket prep—we love hanging out with the kids at Franciscan's
- **Random Acts of Kindness**—several times a year you can find us on the streets of our communities handing out flowers, paying for groceries, covering coffee, leaving big tips... anything that will pay it forward
- **Birthday Wishes**—we support a monthly birthday party for children in homeless shelters by purchasing and wrapping gifts; additionally, we donate money on behalf of each employee's birthday to support a child in their honor
- **BottomLine, MSCPA, YearUp, Junior Achievement**—we support these learning and advocacy organizations with sponsorships, resume reviews, teaching and board membership
- **Catie's Closet**—we hold drives several times a year to gather clothing and basic necessities for kids that can't afford to hit the mall
- **Community Servings**—we prep meals for their homebound clients
- **Waltham Council on Aging**—we bake cookies for the Meals on Wheels recipients and volunteer at the senior center

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community-development

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- **Somerville Cambridge Elder Services**—we bag groceries for homebound seniors
- **Cradles for Crayons**—we participate in their backpackathon for school supplies and volunteer at their Learning Factory
- **Cystic Fibrosis, MSPCA, Run to Home Base, Thompson Island 4K Trail Run, JP Morgan Corporate Challenge, Angiosarcoma Awareness**—we like to walk and run for charities!
- **Travis Roy Foundation, Ed Walsh Foundation**—we support these local charities' wiffle ball tournaments

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## The Business Impact

From a business standpoint, our leaders embrace, and often drive, our philanthropic initiatives because they allow us to give back to the communities in which we are located, and support causes related to our business. It also builds goodwill and provides an outlet for employees who want to volunteer their time to causes that are near and dear to them. Employees are able to make a personal connection to those in need and have a genuine impact on their local communities, the nation and even the world.

Equally important, it gives our employees the opportunity to interact and partner with colleagues that they don't typically work alongside. People from different departments or offices, who wouldn't see each other during a workday, can serve a meal, volunteer in a classroom or work a water station, side-by-side. This promotes a greater sense of camaraderie and unity among employees as they work towards a shared mission and common goal.

Our community development program is also a powerful recruitment tool. Working for a company with a corporate conscience and a dedication to the community is appealing to employees. We've been fortunate to have been recognized for our community service and often highlight our volunteering and involvement with local charities on our social media pages. New employees regularly comment on how important giving back is and in a robust economy, we believe this helps reinforce us as an employer of choice.

For us, it's not about writing a check to a deserving organization, but more about giving our employees the opportunity to develop a personal connection to their communities, causes and colleagues by volunteering. With that said, we also donate to many causes and last year supported numerous charities with monetary donations totaling \$267,500.