



Brightspeed Cares **Connecting to our communities**

At Brightspeed, we're committed to supporting the communities where we live and work. That's why we created Brightspeed Cares, our community impact program that focuses on bridging the digital divide and uplifting our communities. We believe that by channeling our resources to align with our company's core mission, we can have a greater impact and make a more meaningful difference in the world.

Charitable programs

To amplify the ways in which our employees give back to their communities, we launched employee giving and volunteer programs within our first year as a company. Each year, our employees can earn up to \$500 in matching gifts for their favorite charities, either through monetary donations or volunteer service. And, with access to thousands of charities through our Brightspeed Cares platform, they can easily track volunteer time, make online donations and earn corporate matches for their charitable efforts.

Philanthropic campaigns

We are dedicated to inspiring our people to engage with their communities. That's why each year, we recognize broader movements like National Volunteer Month and Giving Tuesday as powerful moments to drive philanthropic efforts. Whether it's offering double rewards for giving and volunteering or accelerating volunteerism, we're proud to offer special opportunities to make a bigger impact.

Spotlight awards

Recognizing our employees is a year-round practice. Through our Spotlight Awards program, we take time each year to celebrate team members for their exceptional contributions. Our Community Impact Award recognizes those who have contributed their time, talent and resources to positively impact their community. This program allows us to reward their achievements in meaningful ways — while also reinforcing Brightspeed's core purpose and beliefs.