

Community Impact Report

Fluor Community Impact Report – Q4 2016

Feature Story: Annual Employee Giving Campaign Raises \$5.5 Million



Fluor Employee Giving Campaign

The Employee Giving Campaign is an annual effort by Fluor employees to transform lives and bring long-lasting change to the communities where they live and work. Through the campaign, employees are able to give to the health and human service causes and organizations that they care about most, and Fluor magnifies their gifts through a 50 percent company match.

In total, 51 Fluor locations created a fun, engaging, education-based campaign that invited employees to make a difference by giving back and volunteering their time. This year, Fluor and its employees in North America joined efforts to raise \$5.5 million. The U.S. campaign raised nearly \$4.7 million, and the Canadian campaign raised more than \$820,000.

"Through volunteerism and donations, Fluor employees provide much needed resources to help address challenging social issues throughout our communities," said Mark Landry, senior vice president of Human Resources. "Each year, our employees graciously combine efforts to help enhance the quality of life for local families. The agencies we support during the annual campaign are working to build and grow strong, sustainable communities, and we are happy to support the effort."

Since 1949, Fluor and its employees have partnered with United Way, raising more than \$87 million to improve communities and enhance the quality of life where employees live and work.

Partner Profile: Volunteers Take Part in 4th Annual Global Shore Cleanup



Fluor Volunteers Clean River Shore

Litter in our oceans and rivers, one of the most serious pollution problems of our time, affects the health of people, wildlife and economies. This year, more than 200 Fluor volunteers, in partnership with local environmental organizations, took to shorelines and parks around the globe to help in an effort to conserve our environment for generations to come.

Volunteers helped restore miles of shoreline, removing more than 4,600 pounds of garbage and nearly 500 pounds of recyclable waste. Each site coordinated events that best suited the needs of their local communities.

"It truly is amazing to see volunteers come together from different parts of the world to work toward one goal," said Tanya Aguilar, Southern California Community Relations coordinator. "The collective impact made on our environment and local communities is huge, and we couldn't do this without the support of all involved. I look forward to working with our global teams to continue this great initiative."

Fluor is committed to responsible stewardship of the environment and continues to invest in programs that preserve and/or enhance natural resources and habitats throughout communities.

Fluor Cares Profile: Volunteers Join Forces to Repair Local Veteran's Home



4th Annual Global Shore Cleanup



Fluor Volunteers at the Mendez House



Before Renovation



After Renovation

Fluor employees at the Dow Gulfstream project in Freeport, Texas, joined forces to repair a local area home. With the support of project contractors, staff and project leadership, volunteers helped restore the Mendez family home. This family did not ask for help, but were identified as a family that would truly benefit from support within the community.

Henry Mendez, the family's patriarch, is a veteran of the 82nd Airborne Division, retired firefighter, former EMT for Dow, and currently is employed as an EMT at a local hospital. He lives in the home with his family, including his son who was disabled in a car accident 17 years ago. During this time, the family was met with economic challenges that did not allow them to provide handicap-accessible home modifications and required Henry to continue working to provide the necessary medical care for his son.

Employees wanted to give back to the local community, and a home refurbishment allowed employees to use their professional skills to help a family in need. Contractors provided monetary donations and manpower for cleanup and painting, and more than 30 Fluor employees provided over 1,000 hours of volunteer work to complete the project. The collaborative team was instrumental to the project's success.

Volunteer work and repairs to the home included ensuring all proposed work was stamped for approval by a professional engineer for the building permits, a major cleanup effort at the rear of the house, handicap modifications and repairing and replacing various structures of the home.

The project ran from Oct. 10 to Nov. 1, and total in-kind contributions to the project totaled approximately \$50,000.

Kat Oldham, Mendez's granddaughter, expressed the family's gratitude.

"The refurbishment of our home means more to us than you can imagine. We are overwhelmed by the improvements that have been done, and the employees truly went above and beyond. The best news is that Adrian has gotten out of the hospital, and he is smiling all of the time," she said. "This whole experience has lifted his spirits, and his change in personality is phenomenal. I grew up in that house, and I've been crying every time I go there, because I watched every little thing fall out of shape, and it's now a new home."

Fluor and its employees work to create resilient, sustainable communities wherever they live and work, and the company invests in community-building strategies and programs that strengthen society and encourage lasting change. For more information about Fluor's efforts in the community, visit www.fluor.com/sustainability/