UPS is purpose-driven by its values. Our legacy of inclusive and sustainable business practices illustrates a strong commitment to our people and the global society. Arising from our founder Jim Casey’s belief that everyone deserves equal opportunities, The UPS Foundation has been dedicated to creating strong, inclusive and more resilient communities for 67 years.

Every day, UPS harnesses our smart logistics network and the expertise of our people to deliver on this commitment. Working closely with civil society organizations, we look beyond surface-level fixes to create public-private partnerships and invest in long-term solutions to many of society’s most complex challenges by focusing on four areas: Community Safety, Diversity & Inclusion, Environmental Sustainability, and Volunteerism.

The UPS Foundation responds to the world’s most pressing humanitarian needs. We provide aid following increasingly destructive natural disasters; deliver medical supplies to remote clinics in Rwanda through a first-of-its-kind drone program; collaborate
with cross-sector partners to address the ongoing Global Refugee Crisis; and enhance road safety around the world through innovative training programs. We help build resiliency in communities hit by these disasters or other humanitarian crises by investing in preparedness and helping them “build back better”.

At UPS, we believe that inclusive societies are the cornerstone of strong communities. Through investments in economic empowerment, education, and mentorship for the underserved among us, we help them find their voice and footing to seize opportunities.

From protecting and planting trees to funding landmark research that advances sustainable business practices, our Environmental Sustainability initiatives promote innovative solutions to protect and preserve our forests and the vast habitats they sustain. We are also focused on energy, conservation, carbon reduction, and mobility - issues with important ramifications for UPS and our stakeholders.

We recognize the crucial role volunteers play in creating strong and sustainable communities. That’s why UPS works with leading nonprofit organizations to strengthen their capacity. Inspired by the tireless efforts of UPSers who make a difference in their own hometowns, we continue to encourage and support volunteerism throughout our global network. In 2017, UPSers contributed 2.9 million volunteer hours through our Neighbor-to-Neighbor program, supporting our pledge to complete 20 million hours by 2020 and advancing our support of the United Nations’ Sustainable Development Goals (SDGs). UPSers also generously contributed more than $57.4 million to the United Way.

The stories told in our 2017 Social Impact Report illustrate the many ways The UPS Foundation and UPSers are making a difference in communities around the world. It’s more than a good business practice for us - it is inherent in our values and purpose to improve the world today and for generations to come.

On the cover:
Rohingya refugees arrive in Bangladesh after fleeing violence in Myanmar. The UPS Foundation worked with UNHCR and other partners to offer relief for refugees in 2017, providing more than $2.6 million in cash and in-kind support. Photo ©UNHCR/Roger Arnold.
Driving progress toward achieving the Sustainable Development Goals by investing in our 4 focus areas

The United Nations established the Sustainable Development Goals (SDGs) to act as a framework for governments, businesses, and civil society to work together to address the world’s most pressing needs. The UPS Foundation, with the support of UPSers worldwide, helped to drive progress toward achievement of these global goals in 2017 by contributing more than 2.9 million hours of community services and $118.3 million in global philanthropy across 171 countries in our areas of focus.

Community Safety

We are committed to building resilient communities through humanitarian action and global road safety. From addressing natural disasters to road traffic fatalities, The UPS Foundation leverages the UPS smart logistics network and the expertise of UPS employees to make communities stronger, safer, and more resilient.

Diversity & Inclusion

We are committed to investing in programs that drive economic empowerment and create meaningful educational & professional opportunities that strengthen underrepresented and underserved members of our community. We know that our different backgrounds, experiences, and perspectives propel growth, innovation, and inclusion in our communities.
We are committed to preserving the environment for generations to come. We invest in technologies and innovations that drive more sustainable practices throughout our enterprise value chain and in programs that reduce carbon emissions and increase global reforestation and environmental research & standards.

Volunteerism

We are committed to leveraging our global workforce to accelerate the culture of volunteering worldwide. We know that the contribution of the volunteer is the fundamental building block in the advancement of our communities and attainment of the sustainable development goals, which is why we challenged ourselves to volunteer 20 million hours of volunteer service by 2020.
Invested $118.3 million

**Community Safety**
- **$16 million** in funding, in-kind, and technical support for pre-eminent humanitarian organizations to support preparedness, response & recovery programs, and global road safety
- **546** humanitarian relief shipments across 53 countries
- **10,000+ teen drivers** trained in the UPS Road Code® program
- **24 countries** utilized UPS logistics expertise towards public health strengthening

**Diversity & Inclusion**
- **$7.8 million** in funding to 39 agencies advancing workforce and educational diversity
- **700+ scholarships** to benefit underserved and underrepresented students

**Environmental Sustainability**
- **$2.6 million+** in funding for environmental research education and the development of best practices
- **2.7 million trees** planted toward reforestation programs across 54 countries
Volunteerism
- $2.3 million+ to lift the service movement around the world
- 2.9 million volunteer hours by UPSers around the world

Community Investment Grants
- $5.2 million+ to local community safety initiatives across the globe
- $8.7 million+ to local programs advancing diversity and inclusion
  - $1.1 million+ to advance local environmental sustainability
- $6.2 million+ to volunteer programs where UPSers live and work
- $2.3 million+ to fund local scholarship programs across the nation

United Way
- $66 million in contributions from UPSers and The UPS Foundation
- $1.5 billion donated since 1982, helping fund United Way’s network of 1,800+ global chapters in 43 countries

supporting 4,300 organizations
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Community Safety
UPS shares its logistics expertise to help build stronger, safer, more resilient communities around the world. The UPS Foundation supports these efforts through its focus on humanitarian relief & resilience and global road safety.

$21.2 million+ in global support
Humanitarian Relief & Resilience Program

The UPS Foundation’s approach to humanitarian relief fosters community safety for the long-term. From preparing vulnerable areas for catastrophe to rebuilding after disaster strikes, The UPS Foundation’s Humanitarian Relief & Resilience Program helps strengthen communities through key strategies: preparedness and capacity building, urgent response, post-crisis recovery, and public health strengthening.
Preparedness

Strengthening Haiti’s Public Health Supply Chain

The UPS Foundation operates under the guiding principle that emergency response should begin before crisis ever strikes. In 2017, UPSer Dale Herzog contributed his logistics expertise to create a more efficient emergency response system and enhance overall preparedness in Haiti.

A Caribbean nation, Haiti is particularly susceptible to natural disasters. This vulnerability was exposed in 2016 when Hurricane Matthew struck the country’s southwestern peninsula. The storm’s impact was devastating: over 500 people were killed, and more than a fifth of Haiti’s population lost their homes or were left without access to food and potable water. Communication and infrastructure networks were destroyed, rendering many areas in need of humanitarian aid temporarily unreachable.

Dale traveled to Haiti as part of the Logistics Emergency Teams (LET), a unique partnership facilitated by the World Economic Forum in which the world’s largest logistics and transportation companies come together to provide pro bono support for the humanitarian sector. Working with the Haitian government, the World Food Programme (WFP), and other LET representatives, Dale’s mission in Haiti was to pave the pathway for a smoother recovery process in the future.

Partners prepare for disaster response

Acting as liaison to develop a multi-sector approach to preparedness, Dale ensured that government, private-sector, and nonprofit partners could implement a coordinated plan of action during future emergencies. He connected Haitian relief organizations with local private-sector companies who could efficiently and cost-effectively supply relief materials, facilities, and support opportunities during disaster response.

Dale also collaborated with the United Nations Office for Project Services to develop and test preparedness software. This new data collection tool streamlines key supply chain data in real time, making it possible to identify and visualize gaps and risks in the supply chain.
As a result of Dale’s work, Haiti will be able to recuperate more quickly and effectively from future disasters.

When preparedness is personal

A UPS manager with more than three decades of logistics experience, Dale originally hails from New Orleans. During Hurricane Katrina in 2005, he witnessed the storm’s devastation and realized the importance of having a proper disaster relief plan.

“After living through Katrina and seeing first-hand the impacts on my own community, I believe that families and communities must do more to prepare for disasters,” said Dale. “By planning ahead and pooling resources in Haiti, we’re reducing the impacts of the next storm.”

“We should do everything we can to help communities be ready for the inevitable and better prepared to deal with what follows.”

- Dale Herzog
UPS Humanitarian Expert on Mission
In one of the most destructive and expensive hurricane seasons on record, Hurricanes Harvey, Irma, and Maria wreaked havoc across the Gulf Coast, Florida, and the Caribbean in 2017. These storms caused more than 100 deaths and $200 billion in damage. The UPS Foundation immediately pledged more than $3 million in cash and in-kind support to its humanitarian partners, and deployed its own logistics experts. But it was individual UPSers who identified unique needs in their own communities and then took action to help rebuild.

After Hurricane Harvey’s devastating floods displaced an estimated 30,000 Texans, more than 20 UPSers from Information Technology (IT) departments around the country traveled to Houston to help their Red River District colleagues restore normal business operations. From working with delivery operations to handing out relief supplies, the IT team saw first-hand Hurricane Harvey’s impact on South Texas communities.

“It’s clear to me, more than ever, that UPS truly helps folks rebuild,” said Andrew Bergen, who traveled to Texas from Wayne, NJ. “We see
people’s belongings from their houses littered throughout the street, in giant trash piles. The items that we deliver are renewing their hope and lives, allowing them to start over.”

**Spirit of volunteerism boosts relief efforts**

Nearly two thousand miles away in Puerto Rico, three UPSers volunteered to ensure that relief supplies were delivered to the island, which was left without electricity and potable water following the destruction of Hurricane Maria.

Mark Wilson, Spencer Pickering, and Pat Maloney left their desks in Texas to act as “voluntary loadmasters” for flights traveling to San Juan. They helped load and unload more than 250,000 pounds of cargo including water, generators, gas cans, medical supplies, vaccines, and ready-to-eat meals.

“I could not have thought of a better way to spend a Sunday than helping get basic amenities to those most in need,” said Mark.

From Houston to the U.S. Virgin Islands, UPSers logged hundreds of volunteer hours assisting relief and recovery efforts following the 2017 hurricane season. The UPS Foundation is proud to foster the company-wide spirit of volunteerism that amplifies the impact of its humanitarian relief efforts.
UPS and UNICEF Form Powerful Partnership for Puerto Rico Relief and Recovery

UPS and UNICEF, who have long partnered to support children, joined forces with New York Governor Cuomo’s office to meet the urgent relief and recovery needs of families in Puerto Rico impacted by Hurricane Maria. In the days following the storm, UPS expedited clean water and UNICEF hygiene kits via charter flights. These essential items were disseminated by local UPS and UNICEF volunteers to distribution points throughout Puerto Rico.

“When a crisis occurs, chances are that the supply chain is either broken or ineffective,” said Eduardo Martinez, president of The UPS Foundation. “That’s where we can engage people, using our philanthropy and the resources of the company to build back those supply chains and save lives.”

Leveraging its global logistics network, UPS facilitated a total of 30 flights with humanitarian supplies from various points around the world. As relief turned to recovery, UPS delivered more than 60 ocean containers and over 5,000 pallets of essential supplies to people across Puerto Rico, as well as the island of Vieques.

“We’re honored to work side-by-side with UNICEF and other UN agencies,” said Martinez. “Through collaboration, we can help our partner organizations reach those most in need.”

“Through collaboration, we can help our partner organizations reach those most in need.”

- Eduardo Martinez
President, UPS Foundation
Rebuilding disaster-stricken communities is an essential element of The UPS Foundation’s humanitarian relief program. This year, we partnered with Good360 and Eight Days of Hope to help Lafayette, Louisiana, recuperate from record-setting flooding in August 2016.

After more than two feet of rain struck Lafayette over the course of a single weekend, the floods claimed 13 lives and left 149,000 homes damaged or destroyed. The resulting $15 billion worth of damage promised a daunting recovery period for Lafayette.

Ten months later, homes were still in dire need of repair, with many households still living without basic furniture and living goods. The UPS Foundation’s Humanitarian Relief and Resiliency Program helped jump-start long-term recovery efforts by joining forces with Good360, which led an initiative to collect donations of furniture, mattresses, pillows and blankets. The UPS Foundation picked up the donated goods from Good360 warehouses across the country and delivered them to Lafayette.

Building Hope in Lafayette

From there, more than 2,400 volunteers recruited by Eight Days of Hope—a faith-based organization that coordinates large-scale volunteer events in the aftermath of a disaster—stepped in. They distributed the vital home supplies transported by UPS to more than 300 of the most at-risk families and began restoration and rebuilding of Lafayette’s most depleted homes.

Ron Melone, an Eight Days of Hope volunteer, described the enormous impact that the project had for the people of Lafayette. “Every family I met told me that they felt like giving up before we arrived,” said Ron. “Now, they have a safe place to sleep because of the partners and volunteers who came together.”

Though recovery is ongoing, this massive volunteer effort gave the long and difficult rebuilding process in Lafayette a boost and provided families affected by the floods their first opportunity to get back on their feet.
Humanitarian Innovation
Using Drones for Public Health System Strengthening

UPS is no stranger to innovation. The company routinely uses groundbreaking technology paired with creative problem solving to enhance performance. The UPS Foundation looks for opportunities to bring that same mindset to solving humanitarian problems such as delivering aid to the world’s most remote and insecure places.

In 2016, The UPS Foundation announced a ground-breaking partnership with drone manufacturer Zipline; Gavi, The Vaccine Alliance; and the Rwanda Ministry of Health to launch the world’s first national medical drone delivery network. The UPS Foundation contributed more than $1 million in cash and in-kind support to this inaugural program, which uses drones to bypass infrastructure challenges such as washed-out roads to deliver blood to doctors in rural Rwandan hospitals.

In its first year, the Rwanda medical drone network delivered more than 3,250 shipments containing more than 6,000 pints of blood – and approximately 900 life-saving emergency pints of blood. After this marked success in 2017, The UPS Foundation and its partners announced a significant expansion of the program. In 2018, the drone network will expand service to the entire country of Rwanda,

The Rwanda Drone Delivery Network, the world’s first national drone delivery network, delivered more than 3,250 units of blood in 2017. Nearly 900 of those were life-saving. The drone delivery network will expand in 2018 to deliver blood, medical supplies, and vaccines to all 12 million Rwandans.
Hurricane Harvey caused more than $200 billion in damage, displacing more than 30,000 people. The UPS Foundation’s innovative partnership with the American Red Cross used drones to help expedite recovery funds going to families whose homes were damaged or destroyed.

**Drones expedite disaster response in Houston**

The UPS Foundation is also bringing innovative approaches for integrating drone technology during disaster relief and recovery efforts. In 2017, it formed a unique partnership with the American Red Cross and drone manufacturer CyPhy Works to pilot new tethered drone technology in areas of Texas devastated by Hurricane Harvey. The tethered drones use a 30x zoom camera to quickly identify communities and neighborhoods damaged due to flooding, before volunteers can access flooded areas. This technology has the potential to expedite the recovery, and allow the Red Cross to provide recovery assistance more quickly to families in need.

New ideas and leading-edge technology are hallmarks of UPS operations. The UPS Foundation is proud of its efforts at enabling innovative solutions that address life-affecting challenges around the world.

“It’s essential that public-private partnerships drive innovative solutions during humanitarian response efforts.”

- Joe Ruiz
Director, UPS Humanitarian Relief & Resilience Program
Thought Leadership
Addressing the Global Refugee Crisis

In approaching the world’s most complex challenges, sometimes the simplest logistical solutions can make an immense difference. UPS’s thought leadership acts as a catalyst in the humanitarian sector by repurposing and adapting its best business practices to address complex societal issues – including the worst refugee crisis in modern history.

There were more than 65.6 million refugees and displaced people worldwide in 2017, an all-time high according to the United Nations High Commissioner for Refugees (UNHCR). Since 2012, The UPS Foundation has contributed more than $6 million in cash, in-kind contributions, and volunteer support to provide relief for refugee communities and displaced people around the world.

In 2017 alone, The UPS Foundation completed more than 54 shipments of vital relief supplies on behalf of CARE, UNICEF, UNHCR, MedShare International, The Salvation Army, and the Global Humanitarian Lab (GHL). From airlifting 47 metric tons of high-energy biscuits to Mogadishu, Somalia, to shipping an ocean container filled with medical supplies to Turkey to aid Syrian refugees, The UPS Foundation helped ensure that life-saving shelter, food, and medical supplies successfully reached displaced people.
UPSer’s logistics expertise delivers relief for refugees

Automotive Fleet Manager Will Alterman worked with UNHCR in Kenya to support a fleet of trucks that would deliver supplies to refugee camps across eastern Africa. Will leveraged UPS best practices in vehicle maintenance, and helped to enhance training programs and practices with fleet mechanics to ensure that both drivers and trucks were equipped to deliver supplies safely and quickly.

At the Bidibidi refugee camp in Uganda, which acts as a temporary home to more than 270,000 refugees from South Sudan, Will saw first-hand the difference that those supplies made.

“The South Sudanese arriving there fled from civil war and unbelievable violence,” said Will. “Making sure that these people have basic comforts like a place to sleep, food, and potable water might seem small, but it’s a crucial first step toward fixing the overarching problem.”

Will’s mission helped translate UPS’s logistics expertise in automotive fleet management into a humanitarian strategy. UPS is committed to reimagining its everyday solutions as tools to pave the path for safer and more resilient global communities.
Global Road Safety

UPS supports the five-pillared approach of the United Nations Decade of Action for Road Safety. Through the UPS Road Code® program and partnership with organizations focused on road injury prevention, UPS and The UPS Foundation are improving road safety and promoting the belief that all people have a right to travel safely.
Since 2009, Boys & Girls Clubs of America (BGCA) and The UPS Foundation have teamed up to address teen safe driving through the UPS Road Code program. Over the course of the past nine years, the program’s reach has extended from 17 Boys & Girls Clubs in its launch year to 57 Clubs in 2017. The goal is to grow to 63 Clubs in 2018.

UPS volunteers teach the safe driving program to teens, and address different safety principles – from basic instruction to the consequences of risky behaviors such as talking on cell phones, texting or drinking while driving. Teens even have the opportunity to test their driving abilities on simulators. To date, there have been approximately 125 UPS volunteer instructors who have impacted the more than 29,000 teens nationwide who have graduated from the program.

To continue their efforts to “Drive Change,” BGCA and The UPS Foundation created the UPS Road Code Ambassador program in 2016. This program allows teens in local Clubs to serve as the face of the UPS Road Code program to support peer recruitment and promote safe driving in their communities. This year, the two national ambassadors were Jaylen, representing Boys &
Girls Clubs of Benton Harbor, and Carrea, from the Boys & Girls Club of Metro Denver. Jaylen is the first male in his family to obtain a driver’s license. “Whenever I get into the car, I remind myself that I’m in charge of the choices I make on the road,” he said. Carrea was featured on a Denver TV station during National Teen Driver Safety Week, where she discussed how the program has helped to make her a better and safer driver.

**UPS Road Code program’s global impact**

In addition to the nationwide training, Road Code has an extended global reach in nearly every continent. UPSers in Canada, Germany, China, the United Kingdom, Mexico, and the United Arab Emirates have volunteered their time to teach these safe driving skills internationally. Globally, the program has trained 9,760 teens since its inception, with 4,279 of those being trained in the past year.

The UPS Foundation, alongside our domestic and international nonprofit partners, is committed to continuing to positively impact teens and ensure safety while driving on the roads through the UPS Road Code program.
Together for Safer Roads
Using Data to Reduce Dangerous Driving

Together for Safer Roads (TSR) is a coalition of global, private-sector companies that are collaborating to improve road safety. Through TSR’s Safer Roads Challenge, UPS and the other member companies partnered with the city of Atlanta in the United States, the state of São Paulo in Brazil, and the city of Shanghai in China to understand local road safety challenges and develop appropriate strategic interventions.

“TSR’s focus on private-sector solutions to save lives on the world’s roads matches the passion and desire from companies to prioritize social good,” said TSR President David Braunstein. “As an organization dedicated to a critical global economic and public health challenge, it’s humbling to see companies such as UPS adopt a leadership role to combat road safety challenges and save lives.”

In Atlanta, TSR combined private-sector data, including real-world insights from UPS drivers, with public data to analyze root causes of crashes within the city’s bustling North Avenue Corridor. The project helped the city identify technologies that address the key risk factors. As a result, the North Avenue Corridor is well on its way to becoming one of the nation’s most advanced “smart” corridors.

In Brazil, TSR provides road safety education to help reduce road crashes and fatalities.
As a strategic advisor to São Paulo State’s Vida dê Preferência: Movimento Paulista de Segurança no Trânsito (MPST), TSR’s critical support enabled MPST to create action plans in 64 cities across the state to improve road infrastructure, traffic education, and traffic supervision. In 2016, MPST reported a 6.5 percent reduction in road deaths in São Paulo compared to 2015, and MPST is estimating a 5.2 percent reduction in crashes with victims in 2017.

In Shanghai, TSR participated in a cross-sector partnership to develop the “Safety Education Manual for Commercial Vehicle Drivers Based on Behavioral Based Safety” for the Shanghai Municipal Transportation Commission. Other educational campaigns and action plans have led to a reduction of crashes on the specific highways and intersections ranging from 15 to 33 percent, and a reduction in fatalities ranging from 80 to 100 percent on the targeted road segments.

TSR and UPS are looking forward to expanding our work into new localities in 2018 and beyond.

“It is humbling to see companies such as UPS adopt a leadership role to combat road safety challenges and save lives.”

- David Braunstein

President, TSR

Since 2011, The UPS Foundation has partnered with The Asia Injury Prevention Foundation (AIP Foundation) to foster a culture of road safety in Asia. AIP Foundation is a nonprofit organization which aims to prevent road traffic fatalities and injuries by providing life-saving traffic safety knowledge, skills, and tools in Vietnam, Cambodia, and Thailand. AIP Foundation also distributes high-quality, affordable Protec-brand helmets to reduce death and serious injury in these areas, where motorbikes are the predominant means of transportation. In 2017, The UPS Foundation provided a $1,000,000, 2-year grant to AIP Foundation’s Safety Delivered program, which will expand education, public awareness, and helmet distribution campaigns.
UPS understands that embracing the dynamics of differing backgrounds, experiences, and perspectives spurs growth and innovation.

The UPS Foundation provides support for organizations promoting access to higher education, economic opportunity, inclusiveness, and mentorship for youth. Our stories from 2017 focus on using these strategic initiatives to expand access to education and career growth, ultimately building inclusive – and inherently stronger – communities.

$18.8 million+ in global support
Disability Inclusion
National Organization on Disability Promotes Workforce Inclusion

When Justine Weatherman was starting to search for a career, she found certain aspects of the traditional hiring process intimidating. As a student pursuing a joint Bachelor and Master of Business Administration degree at Purdue University, Justine was no stranger to working hard to achieve her goals. However, navigating the job search experience with a disability presented new hurdles.

Justine has Stargardt disease, which severely affects her vision. She was one of the estimated 1.5 million college students with a disability, and she knew that only 25 percent of people with disabilities who hold a college degree are employed. She was understandably concerned.

To combat this persistent employment gap, the National Organization on Disability (NOD), with support from The UPS Foundation, launched Campus to Careers, an innovative program that prepares students with disabilities for meaningful jobs and internships. Based on the successful career fairs pioneered by our partner, Career Opportunities for Students with Disabilities (COSD), Campus to Careers expanded the event model into a holistic program offering wrap-around services over three years.

Cultivating a diverse workplace

It was at an NOD-COSD job fair where Justine learned that many employers offer accommodations to employees with disabilities and are actively recruiting those candidates. Moreover, she became more comfortable disclosing her disability and learned how to request assistive technology that can help her succeed on the job. Justine also gained unique opportunities to meet one-on-one with employers who value a diverse workforce.

Justine connected with one recruiter who, like her, had a non-apparent disability. After the job fair, he followed up personally and encouraged her to apply to his company. “The fact that he reached out to say, ‘I did meet you, I remember you, I think you’re valuable,’ provided me with a big confidence boost,” Justine recalled.

Ultimately, Justine landed her first internship with Defense Finance and Accounting Services (DFAS).
and went on to secure a fulltime position with a global aerospace manufacturer. Her experience with Campus to Careers encouraged Justine to pursue her career with confidence—and introduced her to employers who value her talents and contributions to the workforce.

“Advancing diversity and inclusion strengthens our society, making the world a better place for generations to come.”

- Laura Johns
  Director, UPS Corporate Relations

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2017 DIVERSITY & INCLUSION RESULTS

$7.8 million in Foundation-directed funding to 39 agencies propelling workforce and educational diversity

More than 700 scholarships to benefit underserved and underrepresented students
Economic Empowerment
UnidosUS Empowers Latinos through Escalera

Yaret didn’t see herself as a college student. Lacking self-confidence and unsure of the college application process, she didn’t see how she could be successful. Then she joined the local Escalera: Steps to Success college and career-readiness program.

More than 15 years ago, UnidosUS developed the Escalera program as a way to improve the economic stability of Latinos by increasing the Latino high school graduation rate, postsecondary enrollment and completion rates, and advancement into careers with opportunities for upward mobility.

Through support from The UPS Foundation, UnidosUS has expanded its program to affiliates such as Para Los Niños (PLN), located in the heart of skid row in Los Angeles. PLN operates the Escalera model in seven public high schools throughout East and Northeast Los Angeles. The majority of participating students are Latino, low-income, and first-generation college students. The vast majority of these students have never participated in a program that develops college and career skills.

Yaret was one of those students. And after being actively involved in Escalera, Yaret became more comfortable with the college enrollment process. She was exposed to several universities through college campus field trips, and she had a better understanding of the benefits of a college degree. Yaret decided to challenge herself and apply to several universities.

Throughout the process, her mother was actively engaged. She attended every monthly parent engagement meeting that was held. Through these meetings, she met other parents who were learning about the college process. She also learned how to support her daughter as she transitioned from high school to college.

After many months of waiting, Yaret and her family were thrilled to learn she was accepted to California State University, Los Angeles. After her high school graduation, Yaret secured a paid summer internship that increased her motivation to pursue a career in public health and childhood development.

Yaret’s story is one of many that UnidosUS can point to as powerful examples of how Escalera’s transformative experiences are delivering student success.
Mentorship
Strive for College Mentors Make College Application Possible

Born in the Philippines, Frances moved to the U.S. with her family when she was five years old. In school, Frances was fascinated by biochemistry and dreamed of becoming a biomedical researcher. But she didn’t see a clear path to achieve this goal. This is where her Strive mentor came in.

Strive for College is a national nonprofit organization that helps students like Frances and the nearly 500,000 academically-qualified high school graduates who do not apply to college. Through its online platform and dedicated volunteer mentors, Strive provides one-on-one mentoring and college guidance to students who don’t have assistance at school or home.

Mentors assist students with college-related tasks such as reviewing essays, reviewing schools’ many pros and cons, and searching for scholarships. When Strive students have a college question, they have a dedicated point of contact to call.

“Neither of my parents attended college in the United States, so I never had that person who was always there to answer my college questions, said Frances. “Strive was the type of program that I had been searching for.”

“My mentor was the best. He believes in me and was always there to answer my pressing questions about college and my future.”

Making college dreams reality

Frances got into her dream school with a near-full ride scholarship. She can’t wait to live out her dream of becoming a biomedical researcher.

“Finding out I got in was one of the happiest moments of my life,” said Frances. “I’m so excited and grateful to be attending a university that resonates with who I am at my core and who I want to become during my undergraduate years.”

UPS is proud to partner with Strive to help students like Frances find the mentorship they need to get to college. Not only does their financial support help to sustain and grow the Strive program, UPS is also mobilizing employees to volunteer with Strive as online mentors.
Higher Education
Council for Independent Colleges and UPS Expand Access to Higher Education

In 2017 and 2018, UPS and the Council of Independent Colleges (CIC) helped 551 first-generation, low-income, minority, and new American students attend the college of their choice. Since its inception in 1985, the Scholarships Program has helped make private colleges accessible and affordable for more than 19,600 students, many of whom could not have otherwise considered a small, student-centered college.

An additional grant from UPS extends the impact of scholarship support by tackling retention and career preparation issues to help underserved students gain the support they need to overcome risk factors that can derail a college career. Through the Associated Colleges of Illinois’ Peer Mentoring Program, for example, first-year students are paired with sophomores, juniors, and seniors who are trained to help them sort through first-year challenges and develop the skillsets they need to reach graduation.

Meya Angeles can speak to the program’s importance. A sophomore at Dominican University in Illinois, Meya is a first-generation college student whose peer mentor at Dominican helped her find resources and participate in many university happenings during her freshman year. “She was a guide that I needed to survive my freshman year,” said Meya. “She reminded me I was not alone. If I didn’t have this mentor, I wouldn’t be the person I am today and maybe not even a college student anymore.”

Higher education matters

Meya is majoring in architectural engineering, and wants to be a licensed architect. Given the program’s impact on her, Meya is now a peer mentor to incoming students.

Private colleges and universities have been shown to excel at helping low-income students graduate at higher rates than large public institutions. Among students who start out majoring in STEM fields, 41 percent studying at non-doctoral private colleges and universities end up with STEM degrees compared with 23 percent of similar students at non-doctoral public institutions. By helping new students afford access to higher education and then helping them to navigate in a right-sized college environment, CIC and UPS are making a significant impact on the hopes and dreams of today’s rising generation.
About six months ago, Alessia Injoque overcame her biggest fear—coming out as transgender. The 35-year-old industrial engineer never imagined that embracing her true self would not only help eliminate her shyness, but also free her to speak eloquently and publicly about her gender identity.

With the support of her wife and friends, Alessia was able to speak her truth in front of her colleagues at one of Chile’s major employers. She shared her story in a moving presentation at work that opened a new chapter in her professional career. And recently, Alessia was a featured speaker at the launch of HRC Equidad CL, the Human Rights Commission’s groundbreaking survey that promotes LGBTQ-inclusive practices and policies in workplaces across Chile.

“When you deny who you are every day, you begin to believe that you don’t deserve to be accepted or loved,” said Alessia. “My life seemed complete from the outside, but the truth is that I was an insecure person who used to rely on achievements to gain self-acceptance. I could not share who I really was.”

The UPS Foundation provided a $225,000 grant to support the expansion of HRC’s Corporate Equality Index and Global Workplace Equality Programs. HRC’s work has established guidelines to implement LGBT-inclusive policies for more than 14.5 million employees worldwide across major corporations, U.S. multinationals, and top businesses in Latin America.

**Raising the bar for LGBTQ inclusion**

As the first openly transgender person in a company of 140,000 employees, Alessia admits that she was afraid. But she has seen her company raise the bar for LGBTQ inclusion and she is now advocating for other businesses to recognize that LGBTQ inclusion policies and practices focus on diversity as a strength, not a problem.

“This is going to be a year of exploration and professional development,” said Alessia. “I would like to continue sharing my story and inspire transgender youth to live authentically without sacrificing their dreams. I want more LGBTQ people to experience what I felt that day I came out of my last closet: LGBTQ inclusion changes lives.”
Environmental Sustainability

Photo courtesy of World Wildlife Fund
UPS believes that preserving the environment is an investment in the future. Our strategy supports areas that are linked to the company’s environmental and sustainability initiatives, expertise, and priorities. The UPS Foundation contributes essential financial and volunteer support for environmental programs focused on reforestation and conservation, carbon reduction efforts, and environmental research and education.

$3.7 million+ in global support
Carbon Reduction

Earth Day Network Reduces Carbon - and Poverty - with “Trees for Communities”

Simon Peter lives in Lira, Uganda, along with his six children. A farmer, he had always purchased expensive chemicals to fertilize his crops and keep pests away. Until the Earth Day Network taught him about forest gardening through its Trees for Communities project—a global initiative begun in 2011. Now he happily keeps his farm organic by using his own compost as fertilizer.

With carbon-reducing trees providing a protective barrier around his garden plot, the family now harvests more crops, including cassava, beans, sweet potatoes, tomatoes, greens, and onions. His family has also saved significant amounts of money and balanced their diet.

Moreover, he was amazed by the contrast in his soil compared to those around him who utilize different farming practices. Their land was ravaged by a recent drought, but all of Simon Peter’s trees prevented soil erosion. From his training, Simon Peter has the tools and knowledge to be resilient to unpredictable weather, pests, and market prices.

The Earth Day Network’s “Trees for Communities” project, funded by The UPS Foundation, not only reduces carbon—it helps farmers like Simon Peter sustain their businesses.

Photo courtesy of Earth Day Network
Local programs make a global difference

Across the Atlantic from Simon Peter’s home, The UPS Foundation’s tree project partnered with 41 primary schools located in the Sierra Gorda Biosphere Reserve in Mexico to plant more than 20,000 trees. The Sierra Gorda is the most diverse ecosystem in Mexico.

Sierra Gorda Biosphere Reserve is a natural protected area of nearly one million acres and covers a third of Querétaro state. Its inhabitants include various endangered species, such as the jaguar and the military macaw. The trees were planted in both school and community areas, favoring the ecosystems of the region. Young people also received classroom sessions on topics such as climate change, the forest and its functions, the importance of fertile soils, and healthy diet.

The UPS Foundation supported Earth Day Network’s Trees for Communities project with more than $2.7 million in grants since 2007. By supporting tree-planting in the world’s most impoverished communities, The UPS Foundation remains committed to not only carbon reduction – but also helping global communities sustain themselves and their local economies.
Reforestation
World Wildlife Fund Restores High-Biodiversity Forests

More than 1.5 billion people on the planet depend on forests for their livelihoods. In addition to providing resources for humans, tropical rain forests are home to roughly 80 percent of the world’s documented species. In spite of their vital importance, these forests are still being cleared and degraded at an alarming rate.

Through support from The UPS Foundation, over the past four years the World Wildlife Fund (WWF) has partnered with 68 locally-based organizations in 17 high-biodiversity countries to implement reforestation and restoration projects in areas of significant conservation value. Relying mainly on native tree species, these projects have planted over 1.8 million trees on more than 700 hectares of degraded tropical forests and wetlands and trained 17,000 community members.

In Guatemala, one of the poorest countries in Latin America, UPS support has produced meaningful change for forests, communities, and wildlife. ARCAS, a nonprofit dedicated to the conservation of endangered species and their habitat, received UPS funding from WWF to restore 25 hectares of degraded land on Guatemala’s Pacific Coast. The area is adjacent to the country’s second largest mangrove forest and pristine beaches that serve as nesting grounds for three species of endangered sea turtles: olive ridley, Pacific green, and leatherback.

Photo courtesy of World Wildlife Fund
With the help of over 200 community members, ARCAS restored the site and created the El Salado Wildlife Reserve, a private nature reserve that provides local residents with sustainable livelihood alternatives and moves them away from extractive practices such as turtle egg poaching. The El Salado Wildlife Reserve protects the area’s flora and fauna and provides research and educational opportunities.

**Strengthening regional capacity**

To accelerate the impact of its reforestation efforts, WWF partners with forest restoration training providers to host regionally focused workshops aimed at strengthening the capacity of its reforestation practitioners. To date, WWF has hosted three workshops and trained 46 practitioners from 16 countries. The result of this two-pronged approach is strengthening human capacity to implement well-designed and successful restoration and reforestation projects.

Through the UPS Global Forestry Initiative, WWF and its in-country partners are improving habitat for people and wildlife in the most biologically diverse parts of the world.

**WHAT CAN 15 MILLION TREES DO?**

As part of its Global Forestry Initiative, The UPS Foundation has already planted more than 9.8 million trees all over the world, with an ultimate goal of 15 million trees planted by the year 2020.

- **Absorb 585,000 metric tons** of CO2 in the first years of life, helping keep our atmosphere in balance
- Absorb enough CO2 in the first 10 years of life to offset the climate impact of more than **30,000 UPS package cars** for one year
- Provide **$930 billion** worth of air pollution control every 50 years
- Improve the lives of more than **15,000 farmers** and their families by providing **sustainable resources** that can be utilized for food and work
- Supply the oxygen needs of up to **60 million people** each day
Research and Education
World Resources Institute Cuts Greenhouse Gas Emissions with Waste-Based Fuel

How can fuel produced from organic waste reduce greenhouse gas emissions while powering trucks and buses across the United States? The World Resources Institute (WRI) is conducting research and outreach to answer this question with support from The UPS Foundation.

Renewable natural gas (RNG) is gaining prominence as a low-carbon fuel option for vehicle fleet owners, including state and municipal governments, and companies like UPS. Produced from organic waste sources—like food piling up in landfills, wastewater treatment byproducts, and manure on farms—this fuel is completely interchangeable with conventional natural gas. RNG can be much less carbon-intensive than conventional natural gas and other fossil fuels when it is made from methane, a potent greenhouse gas with at least 28 times the global warming potential of carbon dioxide.

While its potential is promising, questions remain about RNG’s viability. Variables include the sources used to make the gas and the amount of gas that escapes from the time it is produced until it is used in a vehicle. Cost is also a challenge. RNG is currently more expensive to produce than conventional natural gas, making it difficult
for customers, including UPS, to find the gas at competitive prices.

**Commitment to clean energy**

UPS is committed to making alternative fuel use a reality, committing to increase total ground fuel use of alternative fuels such as RNG to 40 percent by 2025. In addition, The UPS Foundation supports WRI’s RNG research initiatives. Over the past two years, WRI has worked with key stakeholders and leading RNG experts to investigate RNG’s potential as a greenhouse gas reduction tool, as well as its economic viability.

WRI’s first public RNG report, launching in 2018, will illuminate ways in which RNG can lead to large greenhouse gas reductions and identify the most sustainable sources of RNG. With support from The UPS Foundation, WRI’s work will raise the profile of waste-based RNG as a strategy to cut greenhouse gas emissions among potential project developers, end users, policy makers, and the general public.

“By funding groundbreaking research, we can help deliver impact for the environmental issues we face each day as a global logistics company.”

- Frank Romeo
  Vice President, The UPS Foundation

Since 2012, The UPS Foundation Global Forestry Initiative has helped avoid nearly 390,000 metric tons of CO2. That’s the equivalent of taking 80,000 passenger cars off of the road for one year.
Volunteerism
Making the world a better place is what drives every volunteer hour delivered by UPS employees. Due to their passion, volunteerism is deeply rooted as an integral part of UPS company culture. The UPS Foundation invests in opportunities to expand the worldwide volunteer movement, build capacity in local communities, and improve efficiency in the nonprofit sector.

$8.5 million+ in global support
UPS Volunteerism Spotlight

UPSers Promote Global Goals with Local Projects

To celebrate UPS’s 15th annual Global Volunteer Month in October, The UPS Foundation promoted a worldwide Sustainable Development Goals (SDG) Twitter contest. UPSers now had the chance to show how they give back to their own communities – and how local volunteerism contributes to the broader goals established by the United Nations.

From planting trees to packing school supplies, UPSers contributed more than 400,000 volunteer hours in October through 240 community service events that occurred across North America, Europe, Latin America, Asia, Middle East, India and Africa. This surge of volunteerism propelled the company past its goal to provide 2.15 million volunteer hours in 2017.

For the first time, UPSers also had the chance to submit photos of their volunteer projects and show off their support of the global goals. Volunteers held up fans highlighting the SDG to which that local project was connected. The back of each fan featured a description of the goal and suggested strategies for action. By participating in the SDG Twitter contest, UPSers were able to gain perspective on the global impact of their local projects, and saw first-hand how they could help promote the SDGs.

2.9 million hours completed in 2017, equaling $69.3M in economic impact

15.7 million hours completed overall

78% of 2020 goal reached

20 million volunteer hours pledged by 2020
Adopted by United Nations member countries in September 2015, the 17 Sustainable Development Goals lay out a global agenda for creating a more sustainable, equitable, and peaceful society. Each goal has specific targets to be achieved by 2030.

**Commitment to the SDGs**

Since the goals were established, UPS and The UPS Foundation have committed to support the goals through both corporate leadership and employee engagement. UPS is a founding member of IMPACT2030, a private sector-led initiative that aims to engage employee volunteer programs to advance the SDGs.

Through IMPACT2030 and The UPS Foundation's volunteer initiatives, UPSers have consistently demonstrated their passion for helping others through local volunteer projects and their support in advancing the SDGs.

“Community service is at the heart of our company. UPS is committed to making the SDGs a reality - and this commitment starts with our employees.”

- Jerald Barnes  
  Director, UPS Global Community Relations & Employee Engagement
Jim Casey Award Winner

James “Big Brown” Joseph Makes a Big Difference in Baton Rouge

The Jim Casey Community Service Award was created in 1995 as a way to showcase UPSers’ exceptional commitment to community service. This award is the highest honor that can be bestowed upon any UPS employee. The 2017 recipient, James Joseph, showcased his passion for helping others in his community of Baton Rouge, Louisiana. Everyone in Baton Rouge seems to know Joseph as Big Brown – a nickname that’s easy to decipher. Joseph stands 6 feet 8 inches tall and wears a lot of brown. A former basketball player and Harlem Globetrotter, Joseph signed on as a seasonal package car driver for UPS in 1995 and never left.

In 2009, Joseph came upon a dilapidated house while on his package delivery route. Inside, an elderly woman suffered in the heat of the Louisiana summer. Her home had no air conditioning. Joseph decided to take action. He launched Beat the Heat, a program that donates fans and air conditioning units to elderly and needy members of the community. Joseph and fellow UPS volunteers have installed hundreds of units during off-duty hours, making life more bearable for many residents.
Reaching back to the community

That was only a start for Joseph. As he recognized more and more needs in his community, he continued to address them. His outreach grew so vast that he established his own nonprofit organization, Big Brown Reaching Back, which supports 20 different organizations in the area. The fund has helped rebuild homes destroyed by flooding, delivered toys for needy children, equipped schools, and provided meals for those in need. Many of Joseph's fellow UPSers in Louisiana have also donated their time and money to assist with these efforts.

Joseph works for the richest reward: a smile.

“It means a lot that all the hard work is being noticed,” he said. “But for me, the most important reward is seeing the smiling face of a child who gets a toy for Christmas, or a homeless person who receives a mattress and blanket, or an elderly woman getting some air-conditioning in her hot house.”

Joseph was selected from the more than 434,000 active UPSers to receive the Jim Casey Community Service Award. His work through Big Brown Reaching Back demonstrates Joseph’s exceptional commitment to community service – and his embodiment of UPS’s ethic of volunteerism.
Capacity Building
Pro Bono Partnership of Atlanta Creates Possibilities for Nonprofits

In 2014, Sarah Berney became Executive Director of Wholesome Wave Georgia, a small nonprofit that helps Georgia’s food insecure families access fresh, healthy, locally grown food. Early on, Berney realized the organization needed legal help and turned to Pro Bono Partnership of Atlanta (PBPA).

Through its Nonprofit Legal Check Up (LCU) program, PBPA helps identify potential legal issues. During the LCU, a nonprofit’s leadership meets with a team of volunteer attorneys to discuss the organization’s operations and identify areas of legal risk. PBPA staff and volunteers work closely with the nonprofit clients for the year following the LCU to resolve any issues that were identified.

“The UPS Foundation recognizes the value that volunteer attorneys can have in helping to improve the effectiveness of the nonprofit organizations.”

- Rachel Epps Spears
PBPA Executive Director

Berney jumped at the opportunity to participate in the LCU and she appreciated how the attorneys walked the organization through each issue and

Wholesome Wave / Pro Bono Partnership of Atlanta

By providing pro bono legal services, Pro Bono Partnership of Atlanta empowers Wholesome Wave Georgia’s mission of increasing access to fresh, healthy, local food.
prioritized and addressed the projects accordingly. PBPA helped Wholesome Wave revise its bylaws and board procedures, draft several contracts, revise an employee handbook, register trademarks and create a lease for their donated office space. From 2014 to 2017, PBPA volunteers provided legal services to Wholesome Wave valued at over $100,000.

**UPS skilled volunteers make an impact**

The UPS Foundation has funded PBPA’s Legal Check Up program since 2010, and through that support, PBPA has increased the number of LCUs offered each year to five—serving about 50 nonprofit clients annually. UPS employees are active volunteers with PBPA. More than 50 UPS lawyers and paralegals have volunteered on 314 legal matters for 93 nonprofit organizations since 2008.

“Our Nonprofit Legal Check Up program is now a model for similar organizations across the United States,” said PBPA Executive Director Rachel Epps Spears. “The UPS Foundation recognizes the value that volunteer attorneys can have in helping to improve the effectiveness of the nonprofit organizations.”

At the heart of UPS’s philanthropic outreach is their Neighbor-to-Neighbor program, which helps UPSers across the world facilitate or join volunteer projects in their own communities. Neighbor-to-Neighbor is a vital component of UPS’s ongoing effort to heighten awareness for community needs and promote the importance of volunteerism.
Community Investment Grants
In 2017, The UPS Foundation invested more than $23.5 million to support community-based organizations in 171 countries. This initiative ties directly to our employees’ community service efforts and empowers UPSers to have a direct economic impact in the communities they serve.

$23.5 million+ in global community support for our 4 focus areas
Humans can survive weeks without food. Water is a different story. Even under the best circumstances, without water, we can only survive a few days. That’s why access to clean water is the foundation of any humanitarian effort.

But water scarcity isn’t limited to disaster zones or deserts. As many as 650 million people around the globe still do not have access to a source of potable water. Nikki Sparling, a Louisville native, knows that first hand.

Nikki, now a university freshman, remembers visiting family in Ecuador as a child and her parent’s warnings: only drink bottled water. The family’s village – and hundreds of others throughout the countryside – had no source of clean water.

In Nikki’s hometown of Louisville, Kentucky, she connected with WaterStep, a nonprofit whose mission is for everyone to have access to safe water and to reduce suffering from waterborne illnesses. They achieve their goal by empowering people with technology and training in water purification, disaster relief, health education, proper sanitation, and well repair. Since their founding in 1995, WaterStep has helped bring safe water to over four million people in more than 30 countries. Nikki took the simple water purification technology to her family’s village and provided training for its sustainable use.

These tools and training provide the foundation for relief efforts during humanitarian crises as well. Without clean water, sanitation is virtually impossible. The agency currently produces 70-80 disaster kits a month. Each kit can produce about 55 gallons of sanitary water per minute.

As a result of a UPS grant, WaterStep has expanded its production and warehousing capabilities, and increased its reach and ability to respond to natural disasters. That capability was put to the test in 2017 in the wake of the hurricanes that ripped through Puerto Rico and the Caribbean. Volunteers from the agency hit the ground with their disaster kits helping lay a foundation for recovery.
New Pisgah Community Service Organization
Chicago, IL

The New Pisgah Community Service Organization seeks to improve the quality of life for residents of Chicago’s Auburn Gresham neighborhood in the areas of housing, education, employment, economic development and the arts. For 40 years, New Pisgah has served as a vital beacon of success in the community.

Through its Veterans New Beginnings (VNB) Program, which launched in 2015, New Pisgah provides community residents with an opportunity to show their appreciation and support for the country’s veterans. Through its community outreach, New Pisgah is able to provide safe and affordable permanent housing and support services for veterans such as Phillip Irving.

“Since moving into VNB, I no longer have flashbacks of the war,” he says. “The staff members are very kind people. This place has really changed my life and quality of living. “

The program is part of Chicago’s Plan 2.0, a broad-range, seven-year action plan to end homelessness and identify new strategies to improve access and opportunity for those most in need. Recognizing the importance of this plan, UPSers in the area visit VNB weekly, playing cards and socializing with the residents. In 2017, they also assisted with the launch of a community resource fair featuring representatives from social service agencies in the community. Their dedicated service resulted in grants from The UPS Foundation to VNB in 2017.

VNB has proven to be a viable community development model that allows the veteran residents to become independent and live healthy, self-sufficient lives. It’s reduced the number of homeless veterans on the streets, and provided job programs and real opportunities for residents, giving them more than a promise – they get real support. “At first I had trouble talking to people and adjusting to my life here,” says Phillip. “But now I am saving money, I exercise in the fitness room and I am able to be more focused and comfortable knowing that I have my own apartment.”
Studies show that economically disadvantaged children enter kindergarten one to two years behind in skills that are important to their success. Typically, students who start behind, stay behind.

When the school year begins in Indianapolis, 87% of public school students are eligible for the free or reduced cost lunch program. Nearly 30% of all households in the Indianapolis area have incomes of less than $25,000 per year. The poverty rate among children under the age of 18 in Marion County is 31%, more than 11% higher than the rest of the state.

Since 1999, Indy BackPack Attack has made it their mission to ensure that every child in Indianapolis has the school supplies necessary to start the year successfully. For six weeks during the summer, school supplies are collected in bins at businesses and organizations across the city. Those supplies are then gathered in a loaned warehouse where an army of volunteers count, sort and package them for delivery to local schools.

For the last ten years, UPS Ohio Valley Team volunteers have lent their logistics expertise to the two-week-long warehouse operation each August, coordinating the more than 300 volunteers from area businesses. In 2017, these volunteers packaged 217,364 donated supplies. Of the approximately 32,000 students enrolled in the Indianapolis Public School System, 24,000 of them received backpacks filled with supplies from Indy BackPack Attack before the first day of school.

The Ohio Valley Team has provided consistent logistics and financial support to BackPack Attack since 2006. Over the past five years, UPSers have also contributed almost 1,000 hours of volunteer time helping Indianapolis students get ready to learn and succeed.
UPS Central Plains Team

Sheffield Place

Kansas City, MO

A nice home and a good, steady job with benefits would never have seemed possible to Amy as she sneaked into a downtown Kansas City restaurant to eat the food remaining on a table after the diners left.

She was 24 and homeless. Her mother died of alcoholism and her father committed suicide—both before she turned eleven. Amy had developed mental health issues that went untreated throughout her adolescence, leading her to often think of ending her life.

In the fall of 2016, Amy discovered she was pregnant. The prospect of a baby changed Amy’s outlook. She not only wanted to live, but she knew that she had to get the help with her mental health issues.

Amy found her way to Sheffield Place—a treatment and supportive housing agency in the urban core of Kansas City, MO. She worked closely with her case manager and therapist to develop a plan for housing, employment, and the recovery of her mental and physical health.

The agency owns and operates nine units of permanent housing for families in the neighborhood, like the newly renovated house in which Amy and her daughter reside. In addition to residential services for 100 homeless families each year, Sheffield Place provides ongoing aftercare support for families for as long as needed once they transition to permanent housing.

The UPS Foundation partners with Sheffield Place to empower homeless families to heal from their trauma and gain the skills they need to move from homelessness to self-sufficiency. In addition to cash grants from The UPS Foundation, UPSers help maintain the yards of the houses. Together, the agency and partners such as UPS are working to help Amy and break the generational cycle of poverty, homelessness, addiction, and violence for countless others.
Ability New Brunswick (Ability NB) is a provincial community-based organization offering services that address the needs of New Brunswickers living with a spinal cord injury or mobility disability, their families and caregivers. People with a mobility disability are significantly less active than the rest of the population, but Ability New Brunswick helps people navigate the community in new ways, become as independent as possible, and rediscover all that life has to offer.

The Fredericton, New Brunswick UPS facility came to know Ability New Brunswick through UPSer Jonathan Alexander (1972-2017). Jonathan was a proud member of the New Brunswick Wheelchair Curling Team and competed at the national level from 2013 to 2016.

For a number of years, UPS Fredericton volunteers have assisted Ability NB by working in its sports equipment-lending warehouse. UPSers have cleaned and organized the equipment and have been educated...
on the vast array of equipment available. By being hands-on in assembling specialized equipment like the Hippocampe all-terrain vehicles and sledges, each individual’s understanding of their impact on the disabled is deepened, while raising awareness of this organization's impact in the community. Fredericton employees have also been involved in preparing letters for fundraising campaigns and helped staff Ability NB’s annual fundraising event, Feast in the Field. As a result of their volunteer engagement with Ability NB, the local community grants committee recommended the organization for one of The UPS Foundation’s community investment grants. The grant will be used to increase the equipment inventory that is available through the lending bank. Ability NB will also implement an electronic inventory control system to allow for more efficient use of their limited resources.

The efforts of the UPS volunteers are helping to write a new chapter for Ability NB and the clients that they serve.
UPS Europe Team

Focus Ireland

Ireland

Grace was 16 when she lost her mother. Living at home, Grace and her dad tried to cope with their loss but struggled. To Grace, the loss of her mother had been utterly devastating, and as her relationship with her father began breaking down, her life became increasingly chaotic.

She started spending nights away from home and drifting away from her wider family. Feeling increasingly isolated and alone, Grace stopped going home altogether and became, in effect, homeless. Her life was slowly spiralling out of control.

Desperate with worry, her father and grandmother reached out to social services and asked for help. As Grace was so young and vulnerable, it was decided that the best thing for her would be to temporarily place her in a Focus Ireland youth accommodation center.

Focus Ireland helps prevent families, young people and individuals from having to experience homelessness, if possible. For those who are already homeless, they identify the best available options to aid them on their journey out of homelessness.

Now with a safe place to stay, the Focus Ireland team helped Grace regain a routine and bring purpose back into her life. Focusing on stabilizing her school life, Focus Ireland set expectations on attendance and encouraged Grace to follow her interests. Slowly, the progress started to come.

Beyond the classroom, there was much more that could be done to help Grace deal with the emotional shock she had suffered. She worked with grief counsellors and joined her family in mediation.

After six months, Grace successfully returned home to live with her dad in her family home and is taking positive steps every day to rebuild her life and look toward the future.

The UPSers from the Ballymount facility joined their community members on a “sleep-out event” that brought attention to the needs of the homeless and raised money for Focus Ireland. The UPS team members provided more than 200 hours of service to Focus Ireland and provided soup, tea and coffee to those participating in the event.
Savita Devnath Jaiswar lives with her husband and three children in Mumbai, India. Her husband is a painter, but his monthly income doesn't meet the household expenses per month. Their economic situation was so bad that they were unable to purchase a modern gas stove for their home, and instead made due with an outdated device that posed a risk to the safety of the family and others due to the small, congested dwelling.

Savita's eldest child is sponsored by World Vision, a humanitarian organization that has been working for the past 60 years in India and other nations to create a lasting change in the lives of children, families and communities living in poverty and injustice. World Vision India has been executing child protection projects across India through World Vision's My City initiatives.

That's how Savita received the economic development assistance that changed her life. She obtained a sewing machine, and the additional income she makes as a tailor has enabled her family to upgrade the stove in their home and enhance their overall safety.

World Vision is working with The UPS Foundation to ensure the safety of other children as well. A new Child Protection and Participation Project provides quality education and advocacy designed to reduce child abuse. This project seeks to protect children from exploitation, neglect from parents and caregivers, sexual, emotional and physical abuse.

Through its support from UPS, World Vision will organize parenting skill training and partner with agencies working to rehabilitate individuals suffering from addiction. The program will develop personal safety modules in schools for all children and conduct school safety audits. Plans will call for the creation of a community-based Child Protection Unit and establish a feedback and complaint mechanism for children to report incidences of abuse and exploitation.

World Vision, alongside partners such as The UPS Foundation, is able to extend its proven model of building stronger, more resilient communities one family at a time.
2017 marks the 35th anniversary of UPS’s partnership with United Way, an organization that shares our dedication to improving lives and strengthening communities where we live and work. Since 1982, UPS and our employees have donated more than $1 billion to United Way, becoming the first company to reach this philanthropic milestone. UPS has twice won United Way’s Spirit of America award, the organization’s highest honor for corporate involvement and commitment to building better communities.

$66 million in global support
United Way Combats Human Trafficking

Human trafficking is a modern-day form of slavery that targets victims of any age, race or gender. Traffickers use force, fraud, and coercion to obtain labor or commercial sex acts. This multibillion-dollar criminal enterprise affects hundreds of thousands in the U.S. and more than 20 million people globally.

The United Way Center on Human Trafficking & Slavery drives collaborations, builds solutions at scale, and fuels political and public determination to end human trafficking worldwide. A leader in the logistics industry, UPS is uniquely positioned to partner with United Way and other organizations to help identify and stop this crime, which can be concentrated along major highways and trucking routes.

Thanks to a groundbreaking partnership with UPS beginning in 2017, United Way designed a UPS-funded community training pilot in Atlanta, Denver, Milwaukee, San Francisco, and San Jose. The training, which was conducted in United Ways around the country, is geared toward social service providers, educators, health care providers, and other professionals that may be in a position to identify trafficking victims. United Way has trained more than 400 community leaders through these pilot trainings.

United Way of Greater Milwaukee & Waukesha County was the first United Way to participate in this training. Participants heard from Rosalind Metcalf, who was kidnapped into forced labor – and eventually sexual slavery – at the age of 15. Rosalind now works at Healing Starts Today, a local organization that aims to end human trafficking and prevent violence through rescuing, education, and personal development.

Rosalind was joined by experts in trauma-informed legal advocacy and law enforcement, who offered perspectives on effectively serving victims of human trafficking and gender-based violence. Together, these stakeholders presented effective strategies to combat human trafficking, build partnerships, and highlight best practices. Trainees offered their perspectives along with feedback on the pilot, which will be incorporated during the creation of an online United Way toolkit that any city or organization can use to train their community professionals to recognize and combat
human trafficking. United Way will roll the training out to their entire network in the summer of 2018.

In the spirit of this partnership, UPS has also ramped up its own efforts to put the brakes on human trafficking through stronger policies, employee awareness initiatives, and additional philanthropic partnerships. The UPS Foundation provided grants totaling $302,000 in funding against human trafficking in 2017, helping nonprofits such as the Leadership Conference Education Fund and others combat this humanitarian crisis.

UPS’s efforts include partnering with Truckers Against Trafficking (TAT) to train UPS Freight drivers to recognize signs of trafficking while on the job. Now, more than 90,000 UPS drivers are trained to identify signs of human trafficking and have access to an anonymous helpline where they can report suspicious activity they encounter while on the job. UPS also partnered with the Department of Homeland Security’s Blue Campaign to educate UPS pilots and airline crew to spot signs of trafficking in airports and while on commercial flights.

With United Way and its other partners, The UPS Foundation is proud to harness the power of public-private partnerships to address this important issue in meaningful ways.

UNITED WAY AND UPS BY THE NUMBERS

$66,000,000 contributed by UPSers and The UPS Foundation

$1,500,000,000 donated to United Way since 1982

UPS was the first company to exceed $1 billion in total contributions to United Way
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Thank you to all of the UPSers supporting the Sustainable Development Goals in their own communities!

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