

**XL Construction
Charitable Giving**

XL Construction's social responsibility is to support charitable causes in the communities where we conduct business, as well as causes which support employee community involvement.

The company will ensure that all donations, sponsorships, company volunteer activities and in-kind services are coordinated and aligned with our core values and business goals, maximize opportunity for corporate visibility, foster long-term business relationships, and are within our budget for internal and external requests. The company's Contributions Committee will function as a central point of contact for internal and external requests. All corporate expenditures for charitable donations, sponsorships, fundraising events, program booklet ads, etc. will be reviewed and handled by the Contributions Committee accordingly.

- All incoming or outgoing requests for sponsorships, charitable donations, volunteers, in-kind services, gifts or give-aways must be made in writing and forwarded to the Contributions Committee for research, review and final disposition.

Signed:



Berenice Rodriguez

Human Resources