

*Effective: September 2018*

COMMUNITY COMMITMENT  
Section 10.3: Community Volunteering

**Bruner/Cott**

ARCHITECTS

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BCA is committed to investing in our community through volunteer involvement.

Employees are encouraged to participate in volunteer efforts, and may take up to 16 hours of paid time off to volunteer with organizations of their choice. BCA may also organize events in which employees are encouraged to volunteer.