

**Date:** April 23, 2010 **To:** Carolyn Smythe, Shipping Resources **From:** Tony Bloemer, Manager of Human Resources  
**T.B.**

**Subject: Volunteer Organization Proposal**

Thank you Carolyn for your proposal to add the Center for Non-Violence to our volunteer organization. It is because of employees like you that our volunteer program here at Dawson & Engels has become so successful over the last two years. What started out as an idea to help D&E’s position in the community has since created a growing database of company-approved service opportunities with a healthy amount of employee participation.

We here at D&E appreciate your enthusiasm towards the volunteer program. Success in this program starts with the ideas and passions of individual employees. The greatest companies are those that recognize that they are not just a business, but more importantly, an important part of the communities in which they reside.

At D&E, we recognize that we are a reflection of the community that surrounds us. We want to use the volunteer program to give back in an equal way that is fair to the community as a whole. Because of this, the volunteer program takes a neutral stance on political and religious grounds regarding what organizations it accepts. Programs that directly help people, instead of ideas, are the most effective at ensuring the essential needs of our community members are met. While The Center For Non-Violence does offer work that is politically neutral such as the education involving conflict-resolution strategies in schools, as a whole, it has historically appeared to be left-leaning in regards to its principles. The CNV also has a history of protesting military solutions to political problems, which could potentially offend our founders, Dawson & Engels, who are military veterans. With regard to D&E accurately and fairly representing the community and its employees, we are unable to approve the Center for Non-Violence as a volunteer program.

Given the recent outbreaks of violence in schools and other public places, I personally believe in what the CNV is doing and commend you for your passion in it. My son participated in a CNV program at his elementary school and learned much about respecting others’ opinions, negotiating, and finding creative compromises. Dawson & Engels respects your opinion towards the CNV, and we hope you understand our need to be fair to the community and company as a whole.

Proposals like yours are how our volunteer program has become so successful in the first place, and we hope that you continue to be passionate about the community and inspire others in our workforce to do the same. Please consider looking into programs that directly help the needy in our community and surrounding areas. Programs like food drives and clothing donations greatly help people regardless of their background or political views. I look forward to any future proposals you have and hope to share the experience with you that goodwill spreads; any one person has the ability to help it do so and I thank you again for taking part in this process!