SAFETY

COMMUNITY INVESTMENT

WORKFORCE DEVELOPMENT

2016 CORPORATE RESPONSIBILITY REPORT
The year 2016 challenged Turner Industries in many respects. Twenty-nine Texas counties experienced heavy flooding between March and June, followed in August by the historic 500 year flood in Louisiana that devastated the entire Greater Baton Rouge area. In both states, thousands of homes and businesses suffered catastrophic damage and many of our employees suffered personal loss.

Words are inadequate to describe the response of our people – literally “miracles of caring” – the outpouring of Turner hearts to furnish food, shelter, clothing, transportation – whatever was needed. Never have we been more proud of those who make up our company.

We also saw a slowdown in the economy due primarily to falling oil prices. But rather than slowing down our employees, it simply made us concentrate on the work at hand and recommit to being the very best we can be in everything we do.

Our goal has always been to perform with INTEGRITY, an absolute must in our corporate culture. We always encourage our employees to live by The Golden Rule and treat our Turner team and communities as integral partners to our success.

This report once again highlights our corporate philosophy in SAFETY, COMMUNITY INVESTMENT AND WORKFORCE DEVELOPMENT -- staples of Turner’s 55 year old path to excellence.

- **SAFETY** – always ensuring that everyone returns home to their families the same safe way they arrived on the job by developing world-class safety practices and procedures.

- **COMMUNITY INVESTMENT** – always ensuring that we help all communities thrive so top quality living experiences are available for all of our employees.

- **WORKFORCE DEVELOPMENT** – always ensuring that our employees are receiving the best available training to perform their jobs to the highest level of their ability.

If you have any questions about something you read or would like further information about one of the topics, please feel free to reach out to us.

www.turner-industries.com
A young engineer named Bert Turner buys Nichols Construction Company out of bankruptcy. The company specializes in industrial construction, heavy equipment, hauling, rigging and equipment rental. It doesn’t take Turner long to realize that the industrial construction industry is a series of peaks and valleys. He begins to take steps to ensure a steady stream of revenue, embarking on industrial contract maintenance and other services which fulfill the needs of his clients. In 1968, he hires Roland Toups who currently serves as Chairman and CEO.

Mr. Turner begins to acquire companies and add additional services like scaffolding, as well as continually expands the equipment fleet and buys bigger cranes. These moves provide the company with opportunities to manage and control most of the elements that make up construction, maintenance and turnaround work.

The Turner group enters the fabrication business forming International Piping Systems and introduces a pipe bending process that revolutionizes the pipe fabrication business in the United States. The company participates in many of the large industrial construction projects being built in the Gulf South at the time.

Industrial specialty services, such as NDE and inspection services, specialized welding, and environmental remediation are added to fill client needs as they arise. Proprietary software programs are developed internally to better track and manage work.

The Turner family has always reinvested in the company in ways that promote new and efficient operations for the benefit of our clients. The last six years have been no different as new Turner facilities have opened, new proprietary technologies have been developed, and new client services have been added.

The Turner group has entered the fabrication business forming International Piping Systems and introduces a pipe bending process that revolutionizes the pipe fabrication business in the United States.

The Inspection group adds Unmanned Aerial Vehicle (UAV) inspections, more commonly known as drone inspections to its service offerings.

The early companies consolidated into one entity—Turner Industries Group, LLC—with 4 main business lines: Construction; Maintenance & Turnarounds; Pipe and Module Fabrication; and Equipment and Specialty Services. Five fabrication facilities located across the Gulf South make Turner the largest privately held fabricator in the United States.

NEW CLIENT SERVICES

The Small Capital Projects group concentrates on projects for current clients ranging from $1,000 to $10 million.

The SIPA Services group bundles Scaffolding, Insulation, Painting and Abatement for client convenience.

FACILITIES OPENED

LOUISIANA

» New personnel offices in Baton Rouge and Sulphur, Louisiana are able to process applications and provide pre-employment screenings, physicals, pulmonary fitness tests, and OSHA and NCCER testing on-site, providing a “one-stop employment shop” experience.

» A new equipment repair facility designed to maintain, service and perform repairs for over 2,000 pieces of equipment opened in Baton Rouge, Louisiana.

TEXAS

» A new administrative office building opened in Pasadena, Texas.

» In Paris, Texas, Turner opened a new administrative building.
At Turner Industries, we will spare no effort or necessary resource in our mission to achieve “Goal ZERO.”

While all Turner management is responsible for and involved in safety, the fact is that most accidents occur at the front line. It is those employees we most need to influence, and that is what our field leaders must do.

Leadership is essential to our success, and there is no substitute for it.

We must believe “Goal ZERO” is an achievable goal. Some say they have to see it to believe it. We say you have to believe it to see it.

JW "Billy" Guitreau
Chief Operating Officer
Turner Industries
You may not think of Turner Industries as being in the people business but people are the very essence of our existence. The core of our success relies on our ability to supply quality people to our clients and to keep them safe. In 2016, thousands of dedicated Turner employees worked 42,526,862 hours in hazardous environments, the vast majority of which were completed incident or injury-free.

2016 helped us identify some unique challenges while solidifying a number of new and innovative processes that will propel us toward outstanding performance in the years to come.

As we move forward into 2017 the efforts and safety commitment put forth by all Turner employees are what make us the absolute best. Our proven business model, with safety as a founding principle, will continue to make us the safest contractor in the industry.
Turner Industries’ Total Recordable Incident Rate (TRIR) for 2016 landed at 0.30, well below the most recently reported 2.5 TRIR national average for our industry*. However, as a company, our goal is, has always been, and always will be 0.00 (Goal ZERO). We strive daily to ensure the health and safety of our employees.

Last year, 93% of our worksites were recordable-free and 77% were injury-free. We know that Goal ZERO is not only obtainable, but sustainable.

*BLS.gov
Keeping one worksite injury-free is a challenge. In 2016, Turner Industries worked at 582 sites. The pressure was on and the challenge was real. Having well-established safety practices along with ‘tried and true’ proven processes is imperative to our success. Constant communication with all sites, while gathering and sharing important information, is a must.

In 2016, Turner’s safety department upgraded its MedGate software. This allows us to manage compliance and regulatory requirements, track incident trends and produce reports from the data so we can make informed decisions about how to improve employee health, safety and productivity.

The upgrade includes a new user interface, enhanced reporting features, advanced dashboards and the ability to perform mobile audits and inspections.
There were a number of safety focus areas in 2016. Two of the most visible were enhanced employee onboarding processes, centered on greater employee understanding and engagement, and the implementation of a more interactive and dynamic training and employee interaction focus.

Turner Industries’ safety department released four safety instruction videos focusing on hand safety, line of fire (field version), line of fire (shop version) and hazard recognition. All four videos were released in both English and Spanish. Having a three-pronged approach to communicating safety—orally, visually and in writing—has always been part of our philosophy. These new videos enhance our ability to communicate with worksites, including our Spanish-speaking employees.

These initiatives yielded measurable results across the entire organization and are part of the reason safety metrics continued to improve as the year progressed.
Community Investment

“Turner Industries believes in community investment. From volunteerism to green space preservation to bricks and mortar, we do our best to enhance the lives of our employees, as well as our neighbors. Our efforts are well organized and designed to yield maximum results in the communities around us.”

Thomas H. Turner
Vice Chairman and President,
Turner Industries

The President’s Volunteer Service Award
GOLD LEVEL
Two-time recipient
$6,500,000

Completed in October, 2016, Turner Industries’ $6.5 million capital investment in Paris, Texas—a new administrative building—further solidifies the company’s commitment to the community and is a testament to Turner’s belief in the region’s continued economic development. With its contemporary design and an environment promoting collaboration, the new building has taken the Paris operation to the next level. Complete with the latest office accommodations such as high-definition teleconference screens, a self-service snack bar and glass writing boards in each office, employees, as well as clients, are sure to enjoy this new environment. The building was engineered and built by Harrison, Walker and Harper, a firm with roots in Paris reaching back to the 1880s.

Facility Quick Facts

SIZE
26,000 square feet

AMENITIES
27 offices
72 cubicles
5 conference rooms
1 medical room
Employee lounge with self-service snack bar

ENGINEER AND BUILDER
Harrison, Walker and Harper

We are pleased to have completed the move into our new office building. It enables us to create a work environment that promotes unity and teamwork that raises the bar of the overall product we deliver to our customers. We are thankful for the commitment and investment made by our senior management and the Turner family. This building represents Turner’s commitment to our employees and the city of Paris. We are excited about the future and the possibilities that this investment creates.

Chris Bailey
Vice President
Turner Industries
In June, 2016, Vice President David Franks, along with other Turner executives, welcomed clients and community leaders to an open house at Turner Industries’ $6.3 million capital investment in Lake Charles, Louisiana—a new state-of-the-art personnel facility. This custom building was designed with the purpose of improving the hiring process for potential employees, as well as providing a better experience for current employees. With an onsite medical suite and the ability to administer SWLA Safety Council orientation, this is truly a one-stop shop for personnel matters.

Facility Quick Facts

**SIZE**
18,000 square feet

**AMENITIES**
- 3 physical exam rooms
- 18 craft-testing stations
- 12 NCCER certification stations
- 48 terminals for site-specific and SWLA Safety Council orientations
- 75 seats in training room
- 210 parking spaces

**ENGINEER AND BUILDER**
Pat Williams Construction

David Franks and his team have done an excellent job bringing Turner to the next level in the Lake Charles area. We are very proud to be able to open this facility which supports not only job-seekers but our clients as well.

Roland M. Toups
Chairman and CEO
Turner Industries
In 2016, Turner Industries and its employees pledged over $1.8 million to over 200 United Way agencies nationwide.

United Way has always been Turner’s major philanthropic focus, because United Way programs serve the largest number of people in the most places where our employees live and work.

United Way improves lives by mobilizing the caring power of communities around the world to advance the common good. The issues United Way offices focus on are determined locally because communities differ.

Michelle Hardy
Campaign Coordinator,
Turner Industries.

"I know I speak for many when I say I could not be more proud to be a part of the Turner family. Here, we not only support each other, but also our neighbors and our communities."
Capital Area United Way (CAUW) held its annual meeting in July, 2016 to announce new board members and officers, as well as a new CEO. Stephen Toups, executive vice president of Turner Industries, was named the 2016-2017 board chair. Prior to assuming his role as board chair, Stephen served as interim co-CEO along with past board chair, Ralph Bender. Stephen has also served as a past Campaign Chairman and as Chair Elect.

CAUW supports 72 programs in the ten parish area it serves.

Stephen Toups
Executive Vice President,
Turner Industries

I am excited and honored to have been given the opportunity to serve our community. United Way has always been an integral part of my life, both personally and professionally. My father, Roland Toups, held this very role when I was young, and I am proud to follow in his footsteps.
The concept of building and strengthening our communities was a value important to our founder, Bert Turner, and is continued today. As Turner Industries continues to grow as a company, so does our impact on our communities. TEAM Turner™ strives to enrich our employees’ lives through community involvement.

TEAM Turner™ is our employee-directed volunteer program supported by Turner to promote community involvement, teamwork and camaraderie. It allows employees to identify charitable causes they wish to support, and provides a structured framework through which volunteer support and other resources are directed.

Turner supports over 200 non-profits, educational and community projects around the country through funding and volunteerism.

One annual event supported by TEAM Turner is the CHRISTUS St. Patrick Foundation’s dragon boat race benefitting the Children’s Miracle Network®.

TEAM Turner is a two-time recipient of the President’s Volunteer Service Award – Gold Level.

The dragon boat race is a signature event for the city of Lake Charles and we are proud to be a corporate sponsor. The 2016 event raised over $137,000 for the CHRISTUS St. Patrick Foundation. In addition to the fundraising, the event is an opportunity for promoting teamwork and fitness while enjoying one of southwest Louisiana’s greatest assets—our waterways.

Gregory P. Thibodeaux
Business Development,
Turner Industries

200+

The concept of building and strengthening our communities was a value important to our founder, Bert Turner, and is continued today. As Turner Industries continues to grow as a company, so does our impact on our communities. TEAM Turner™ strives to enrich our employees’ lives through community involvement.

TEAM Turner™ is our employee-directed volunteer program supported by Turner to promote community involvement, teamwork and camaraderie. It allows employees to identify charitable causes they wish to support, and provides a structured framework through which volunteer support and other resources are directed.

Turner supports over 200 non-profits, educational and community projects around the country through funding and volunteerism.

One annual event supported by TEAM Turner is the CHRISTUS St. Patrick Foundation’s dragon boat race benefitting the Children’s Miracle Network®.

TEAM Turner is a two-time recipient of the President’s Volunteer Service Award – Gold Level.
In 2016, Turner Industries and its employees were faced with 2 devastating floods.

In April, a flood of water hit Houston, Texas. Over 1,000 homes were enveloped in the water, causing families to seek refuge. At the height of the flooding, about 123,000 homes had no power. Approximately 2,700 Turner employees live and work in the Houston area and many were affected by the flood.

Between the days of August 12 and 14, 2016, four trillion gallons of rain fell on southeast Louisiana. Eleven river gauges in the area set all time record highs. 30,000 people were rescued and 12,000 people were evacuated to shelters. 1,500 Turner employees were personally impacted.

During these trying times, Turner and its employees came together, not only to support each other, but also their neighbors and their communities.

I cannot express how proud I am of all of the Turner employees who have come together in their own ways to support not only our own but all of our neighbors. I know it has been hard and emotional work.

Thomas H. Turner
Vice Chairman and President, Turner Industries
Lori Garza’s professional accomplishments, as well as her commitment to improving her community through helping others, led her to be selected as a member of this year’s class of “Corpus Christi Under 40.” Presented by the Young Business Professionals of the Coastal Bend, this award honors men and women under age 40 dedicated to making a difference in the Corpus Christi community.

Lori is Turner’s office and purchasing manager at the Corpus Christi pipe fabrication facility and has been with Turner for seven years. As board president of our Corpus Christi chapter of TEAM Turner™, the company’s employee-directed volunteer program, she coordinates employee volunteerism and fundraising for local non-profits such as The Palmer Drug Abuse program and The Food Bank of Corpus Christi. In addition to TEAM Turner™ activities, Lori has been a Robstown Independent School Board Trustee since 2014 and was a member of the Robstown Texas School Innovation Fund.

“I am humbled to have been chosen as one of this year’s CCU40 Honorees. It is a privilege to give back to my community and I appreciate the ability to set an example for my children.”

Lori Garza
Office and Purchasing Manager
Turner Industries
For more than 55 years, Turner Industries has provided trained, skilled craft labor to our clients. To meet this challenge, we have made major commitments to strategy, funding and instruction, both in-house and to our industry as a whole. It is our core belief that our people make the difference in all we do.

Stephen Toups
Executive Vice President, Turner Industries

CURT WORKFORCE DEVELOPMENT AWARD
2008 | 2012 | 2015
In 2016, Turner Industries issued 37,221 W-2 forms, processed 35,155 employees and recruiters talked to 102,878 visitors at our personnel offices.

**228,148 visitors**—an all-time record high number—visited [www.jointurner.com](http://www.jointurner.com), our career website.

Over 4,300 active employees have NCCER and NCCCO certifications. Additionally, 2000+ employees have completed the crew leader class—a training department milestone.

Turner Industries actively works nationwide with over 75 workforce development organizations to ensure the future success of our industry’s workforce.

For example, we partner with Associated Builders and Contractors (ABC) Chapters wherever we work, providing resources in the form of instructors, supplies and training.

Kent Dartez, a frontline supervisor trainer for Turner in the Lake Charles, Louisiana area, is actively involved with the local ABC chapter and frequently visits high schools, bringing supplies and volunteering his time, providing mentorship for students.

Kent comes from a long line of ABC advocates. In fact, the Lake Charles A.J. Dartez School of Welding is named after his grandfather.

“Having the opportunity to follow in my grandfather’s footsteps and encourage others to learn a craft, has been a blessing.”

Kent Dartez
Training and Development Manager
Turner Industries
75,000

In addition to recruiting at high schools and colleges, at military bases and job fairs and among non-traditional and underserved populations, Turner works with organizations like the Greater Houston Partnership, UpSkill Houston and the Neighborhood Center’s ASPIRE program, providing mentors, instructors and resources.

The UpSkill Houston initiative is the nation’s first business-led, community-wide, integrated workforce effort. The initiative seeks to close the skills gap in Houston by increasing the number of Houstonians trained for great careers across the region. The Greater Houston Partnership forecasts nearly 75,000 annual job openings in careers that require more than a high school education but less than a four-year college degree.

ASPIRE creates a pathway to build a quality workforce and address the growing need for skilled workers.

"The Generations program, supported by the Greater Houston Partnership, has taught me a lot, but most of all, it gave me an opportunity to learn a craft and start working."

Brittnea Smith
Laborer
Turner Industries
Carla Thompson, Turner Industries’ Houston workforce development manager, had a very busy year. Although Turner issued 37,221 W-2s in 2016, our workforce development efforts are ongoing. Carla coordinated the company’s participation in programs designed to encourage collaboration between owners and contractors to promote skilled craft training.

In 2016, Associated Builders and Contractors (ABC) Greater Houston Chapter, along with its educational affiliate, the Construction and Maintenance Education Foundation (CMEF) began talks with the East Harris County Manufacturers’ Association (EHCMA) regarding the need for consistent craft training within the industry. ECHMA realized that for this to be a successful workforce development effort, it had to be a collaborative effort between owners and contractors.

As a major contactor in the Houston area, Turner is now an integral part of this initiative. Sr. Vice President, John Glosashky, is part of the steering committee, charged with the task of developing sustainable and streamlined workforce development programs that best serve our industry. Vice President, Mack Hayes, is Chairperson of the onboarding sub-committee, and Carla is chairperson of the training sub-committee.

In 2016, Carla was named Business Leader of the Year by the Career and Technical Association of Texas, Outstanding Business Leader by the Gulf Coast Career and Technical Administrator and the ABC/CMEF Committee Chair of the Year.

I am fortunate to have a very rewarding career. I truly love what I do and it gives me great satisfaction to know that I can have an impact on both personal lives and our industry as a whole.
Continuing our commitment to leadership development, Turner Industries recently graduated another companywide group of Voice of Leadership classes.

Participating in the eleven week in-house training were employees representing all four divisions: maintenance and turnarounds, construction, pipe and modular fabrication and equipment and specialty services. The objectives of the class are three-fold: effective communication (written and oral), problem solving and leadership skills.

The class teaches leadership principles utilizing John C. Maxwell’s book; Leadership 101 — What Every Leader Needs to Know. In addition, participants analyze workplace case study situations developed from actual Turner job experiences. Using written reports, oral presentations and role play, graduates are able to effectively address relevant issues with other employees, co-workers, supervisors and client management.

In 2016, Turner graduated 85 new leaders.

“Since being hired, I have witnessed Turner’s investment in their employees and the community on a daily basis. One example of this commitment is the Voice of Leadership class. I was fortunate enough to have the opportunity to take part in this class, which teaches valuable leadership skills based on real world scenarios and is put on by some of the top management within Turner.

This class conveyed skills of leadership and public speaking strategies. I also built valuable relationships with my peers and company executives.”

Chris Sciambra
Capital Projects Group
Turner Industries
Non-Profit, Civic Organizations and Community Projects Supported

100 Black Men • Abraham's Tent • Adopt a Highway Trash Pickup • Adult Literacy Advocates • Alzheimer's Services of the Capital Area • American Cancer Society • American Diabetes Association • American Heart Association • AMI Kids Baton Rouge • ARC (multiple cities) • Atkinson Community Home for the Mentally Challenged • Barbers Hill ISD • Barrels of Love Food Drive • Baton Rouge Alcohol and Drug Center • Baton Rouge Area Foundation • Baton Rouge Cancer Services • Baton Rouge Children's Advocacy Center • Baton Rouge Community College • Baton Rouge, Plaquemine and Port Allen Campuses • Baton Rouge Crime Stoppers Inc. • Baton Rouge Criminal Justice Foundation • Baton Rouge Crisis Intervention Center • Baton Rouge Epilepsy Society • Baton Rouge Food Bank • Baton Rouge General Hospital • Baton Rouge Sickle Cell Foundation • Baton Rouge Volunteers in Public Schools • Battened Women's Shelter • Bay Area Turning Point • Beau Care • Family Life • Belle Chase High School • Big Brothers and Big Sisters of SWLA • Big Buddy Program • Blair E. Batson Children's Hospital • Boys Scouts of America • Boys & Girls Club (multiple cities) • Boys and Girls Village • Boys Hope Girls Hope of Baton Rouge • Boys Scouts of America • BR Area Alcohol and Drug Center • Breavheart • Brazoria County Veteran's Transitional Housing • Bridge Over Troubled Water Broodthenship Sisterhood • Burns & McDonnell Foundation Fund • Calcasieu Women's Shelter • Cancer Association of Greater New Orleans • Capital Area Alliance for the Homeless • Capital Area CASA Association • CARE • Catholic Charities • CCOA • Cenla Foundation, Inc. • Central Gulf Coast Alliance • Charlee's Place • Children's Advocacy Center (multiple cities) • Children's Museum of Lake Charles • CHRISTUS St. Patrick Hospital • City Year • College Street Players • Community Action Partnership • Companion Animal Alliance • Council for a Better Louisiana • Council on Aging (multiple cities) • Cystic Fibrosis Foundation • Baton Rouge • Deer Park ISD • Delgado Community College • DePelchin Children's Center • Dolly Parton's Imagination Library • Driscoll Children's Hospital • Dress for Success Foundation • Dress for Success of Greater Baton Rouge • East Ascension High School • East Baton Rouge Parish Sheriff's Office • Emerge Center • Epilepsy Foundation of Louisiana • Eunice Career Center • Evelyn Rubenstein Jewish Community Center • Families Helping Families • Family Services (multiple cities) • Fletcher Community College Advisory Board • Food Bank of Sweetwater County • Food for Kids Backpack Program • Forum 35 • Foundation for a Better Louisiana • Foundation for the LSU Health Sciences Center • Franklinton High School • French Settlement High School • Friends of Hilltop Arboretum Inc. • Friends of Louisiana Public Broadcasting Inc. • Franklinton High School • Gateway Therapeutic Horsemanship • Galveston ISD Educational Foundation • George Rodrigue Foundation of the Arts • Girl & Boy Haven • Girl Scouts of Greater South Texas • Glenn Oaks High School • GWO Therapeutic Riding Center • Golden Triangle Council • Good Samaritan Food Banks • Goose Creek ISD • Greater Baton Rouge Food Bank • Greater Baton Rouge Literacy Coalition Inc. • Grief Recovery Center • Habitat for Humanity (multiple cities) • Hope House of New Orleans • HOPES Ministries • House Of Prayer • Houston Marine Moms • Independence High School • J.L. Foundation • Junior Achievement USA • King's Daughters • Lamar County Humane Association • Lamar University • LAMOM (Louisiana Mission of Mercy) • LaSAG • Leadership Lamar County • Legacy Outfitters • Limestone County • Literacy Council of SWLA • Livingston Youth and Family Counseling • Longview Community Ministries • Louisiana Arts and Science Museum • Louisiana Cerebral Palsy Foundation • Louisiana Lemonade Day • Louisiana Resource Center for Educators • Louisiana School for the Visually Impaired • Louisiana State Police Troop A • Louisiana Troopers Charities Inc. • LSU Foundation • Leadership • Mary Bird Perkins Cancer Center • McNeese State University Foundation • Meals on Wheels (multiple cities) • NAACP • National World War II Museum • NACCER (National Center for Construction Education & Research) • New Hope Center • Northshore LSC • Nunez Community College • Oasis Safe Haven • Odell S Williams New and Then African American Museum • Opelousas Lighthouse Mission • Parish Downtown Food Pantry • Parish High School • Parish Junior College • Pasadena ISD • Pearl River High School • Pearland ISD • Pets for Vets • Plaquemines Association of Business & Industry • Plaquemines CARE Centers • Point Coupe Pre Release Committee • Prairieland High School • Rebuilding Together Baton Rouge • Red Cross • Red River Valley Down Syndrome Society • Red River Valley Human Resources Association • Red, Rock & Blue • River Parishes Community College Foundation • Rope For The Kids • Rotary Club (multiple cities) • Safety Council of the Louisiana Capital Area • Salvation Army • San Francisco Plantation Home • Second Harvest Food Bank • Single Stop • Southwest Alliance Foundation • Special Olympics • St. Charles Children's Hospital • St. Vincent de Paul • Star of Hope • Sulphur High School • Susan B Menu Foundation • Sweet Water Co. Child Development Center • SWLA Alliance Foundation • Teach For America • South Louisiana • Texas Children's Hospital • Texas City ISD Foundation Board • The Children's Museum of Lake Charles • The Emergence Center • The Kiwanis Club of Parish, Texas • The O'Brien House • The Salvation Army • Tiger Athletic Foundation • Toys for Tots • Tri County Behavioral Healthcare Services • United Cerebral Palsy Foundation • United Negro College Fund New Orleans Area Office • United Way • United Way Day of Caring • University Speech, Language and Hearing Clinic • Veterans of America • Volunteers in Public Schools • Volunteers of America Greater Baton Rouge • West Baton Rouge Chamber of Commerce • Woman's Hospital Foundation • Wounded Warrior Project • YMCA • Young at Heart Senior Center • Youth Challenge Program • And more!