



The Civic 50 Greater Philadelphia 2025

BUSINESSES HELPING COMMUNITIES THRIVE

PRESENTED BY



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**PHILADELPHIA
FOUNDATION**



Foreword

Every year, the Civic 50 Greater Philadelphia provides an insightful snapshot of civic engagement activities in our region. And while our most civically minded companies are contributing greatly to social impact, there is much more *we can and should do together* to bring about inclusive, sustainable transformation in our workplace, local communities, and region.

The commitment of Greater Philadelphia's business community to drive social impact is essential to reshaping our region's story and creating upward economic mobility across the city and region—whether investing time and financial resources into the community, advocating for inclusive growth policies, or integrating community engagement into your business operation. Through collaboration across our civic and business community, our region can build lasting solutions to drive business growth and job creation that helps everyone in Greater Philadelphia to thrive. **The Civic 50 Greater Philadelphia** is proof that when business leads with purpose, our region moves forward.

We are pleased to share this year's report on the Civic 50 Greater Philadelphia. This competitive recognition program, modeled on the Points of Light Civic 50 U.S., honors companies operating in Greater Philadelphia for their exceptional civic engagement.

Now in its fifth year, this publication reflects both the achievements of Greater Philadelphia's top 50 civically engaged companies and the region's broader journey toward civic excellence. The Civic 50 framework—developed by experts convened by Points of Light and used by thousands of companies nationwide—provides businesses with the country's best benchmarking tool for designing high-impact community engagement programs. This report aims to help all companies in the region measure their performance against these national standards, celebrate progress, and identify pathways for improvement.

We invite you to explore this report and take lessons and inspiration from the Civic 50 Greater Philadelphia 2025, our region's best corporate citizens.

Chellie Cameron
President and Chief Executive Officer
The Chamber of Commerce for Greater Philadelphia

Pedro A. Ramos
President and Chief Executive Officer
Philadelphia Foundation

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About Us

THE CHAMBER OF COMMERCE FOR GREATER PHILADELPHIA

The Chamber of Commerce for Greater Philadelphia works together with members, investors, and stakeholders to realize our bold vision: Greater Philadelphia is a top global destination for business and a leader in inclusive growth. As the metro-regional chamber of commerce serving the 11-county, tri-state Greater Philadelphia region, we are the premier organization to convene and connect business, government, and civic leaders to drive economic growth and prosperity for all.

For more information, visit ChamberPHL.com.

CIVIC 50 INITIATIVE

In 2011, a small group of thought leaders began discussing what might help accelerate and deepen the contributions companies were increasingly making in their communities.

Points of Light was a natural place for an idea of this significance to flourish. In 2012, after convening over a dozen experts in civic engagement and corporate social responsibility, Points of Light launched the Civic 50 initiative. Its intent was to develop a U.S. framework for assessing a company's civic engagement, identifying the best performers using the framework, and acquire a body of knowledge to help other companies evolve their civic engagement.

The result was Points of Light's Corporate Civic Engagement Framework and accompanying benchmarking tool, both of which have been updated several times to incorporate the rapid evolution of the field. The Civic 50 recognition programs, including the Civic 50 U.S. and Civic 50 Greater Philadelphia, identify the companies that perform best on the framework.

More than a decade later, the Corporate Civic Engagement Framework has helped thousands of businesses progress on their corporate social responsibility (CSR) journey, and the Civic 50 has become a widely respected and entirely objective CSR recognition program. The Civic 50 will continue to define the path to exceptional civic engagement, work with regional affiliates to bring smaller companies onto the path, and help create an increasingly community-minded version of U.S. capitalism.

PHILADELPHIA FOUNDATION

Philadelphia Foundation is one of the country's first publicly supported community foundations and the largest devoted to improving lives in Greater Philadelphia. For over a century, community members, civic and business sector leaders, and nonprofit organizations have turned to us for partnership and collaboration in responding to community needs and creating opportunities for impact.

In our work as a civic catalyst, trusted partner, and strategic problem-solver, we seek to strengthen the economic, social, and civic vitality of the region.

Our philosophy is that providing civic and community leadership is necessary for effective philanthropic leadership.

For more information, visit PhilaFound.org.

POINTS OF LIGHT

Points of Light is a nonpartisan, global nonprofit organization that inspires, equips, and mobilizes millions of people to take action that changes the world. Through our work with nonprofits, companies, and social impact leaders, we galvanize volunteers to meet critical needs. As the world's largest organization dedicated to increasing volunteer service, we engage nearly four million volunteers across 38 countries to create healthy, equitable communities where all can thrive.

We believe that companies, their employee volunteers, vendors, and customers can be transformative drivers of social change in communities worldwide. We support the work of companies by looking at how people are asked, engaged, and supported in delivering innovative solutions. We also work to educate and convene the sector on trends, best practices, and evidence-based strategies for civic engagement, including leadership of the Civic 50.

For more information, visit PointsofLight.org.



ALL NATURAL TEA
120 BLACK TEA BAGS
HOT TAC & STRING

12 x 3.52 OZ (12 x 100g)

FRAGILE

THIS SIDE UP

Red cap
Camouflage shirt
Yellow safety vest
Blue pants
Grey sneakers

Blue shirt
Yellow safety vest
Blue pants
Gold watch
Blue cart

2025 Honorees

Accenture

AmeriHealth Caritas
Family of Companies

Ben Franklin Technology Partners
of Southeastern PA

Bentley Systems

BioAnalysis, LLC

BLBB Advisors

Brandywine Realty Trust

Calcium+company

The Campbell's Company

Cencora

ChatterBlast Media

Children's Hospital of Philadelphia

Comoto Family of Brands

Cousins Mike,
Private Chefs & Events

Deloitte

Dow, Inc.

Econsult Solutions, Inc.

Essential Utilities

Exact Solar

EY

Future Standard

The GIANT Company

Gilbane Building Company

GSK

HIAS Pennsylvania

Horizon Blue Cross Blue Shield
of New Jersey

iHeartMedia Philadelphia

Independence Blue Cross

It Takes A Village to Feed One Child

KeyBank

Maven Communications

NAAAP Philadelphia

Nemours Children's Health

Nolan Painting, Inc.

Pariveda

PECO, an Exelon Company

Pennsylvania Convention Center

Saxbys

Subaru of America, Inc.

Tata Consultancy Services

TD Bank

Tri-State Training & Safety
Consulting & Fire Protection

UGI Corporation

University of Pennsylvania

Urban One

Vanguard

Vault Communications

Wells Fargo

West Chester University
of Pennsylvania

WSFS Bank





THE NATIONAL PHILADELPHIA FOUNDATION
LUMINA FOUNDATION
The 2025 Civic 50 Greater Philadelphia Executive Retreat & Celebration
Thursday, June 20, 1:30-4:30 PM
IN PARTNERSHIP WITH: PHILADELPHIA SOCIETY OF REALTY
PHILADELPHIA SOCIETY OF REALTY
THE CHAMBER OF COMMERCE
CYTO PHIL

NETWORK
CYTOSPHIL
PASSWORD
ELEMENTS

Summary Findings

The Civic 50 Greater Philadelphia 2025 boasts an impressive array of community engagement accomplishments worthy of this honor, including:

94% integrate their community engagement into business functions.
Top business functions include:

80% Marketing/Public Relations

76% Employee Engagement

72% Skills Development

Involved, on average:

54% of their employees in volunteering to support external organizations/efforts, nearly twice the overall volunteer rate for Americans (28%).¹

47% of their employees in internal citizenship activities, such as green teams and employee resource groups.

Collectively supporting over 20 local causes, including:

Education



56%

Health and Wellbeing



44%

Employment and Workforce Development



44%



Donated over **\$376.6 MILLION** in value to Greater Philadelphia nonprofits through employee volunteering (\$67.4 million) + in-kind contributions (\$143.7 million) + cash giving (\$165.5 million).²



94% supported voting-related activities among employees and customers.



82% offered employees the opportunity to repurpose their professional skills to support societal causes via skills-based volunteering.

871,100 total volunteer hours to nonprofits

Facilitated an average of **13.2 HOURS A YEAR** of external volunteering per employee

Nearly **3X THE AVERAGE** of the Civic 50 U.S. honorees (4.6 hours)

¹ The volunteerism rate among Americans is 28.3% per the most recent research conducted by the U.S. Census Bureau and AmeriCorps, "Volunteering and Civic Life 2023."

² Extra-hands volunteering (that doesn't apply professional skills) was monetized at \$34.79/hour per the Independent Sector ("Value of Volunteer Time," 2024). Skills-based volunteering was monetized at \$160/hour per Chief Executives for Corporate Purpose (CECP) ("Valuation Guide: Giving in Numbers Survey," 2024).

Methodology

The Civic 50 Greater Philadelphia, modeled after Points of Light's Civic 50 U.S., honors the most community-minded companies in Greater Philadelphia. Honorees are selected according to their performance across the four dimensions in Points of Light's Corporate Civic Engagement Framework, adjusted for local application:

INVESTMENT

How extensively and strategically the company applies its resources to community engagement, including employee time and skills, cash, in-kind giving, and leadership.

INTEGRATION

How a company's community engagement program supports business interests and integrates into business functions, or how it "does well by doing good."

INSTITUTIONALIZATION

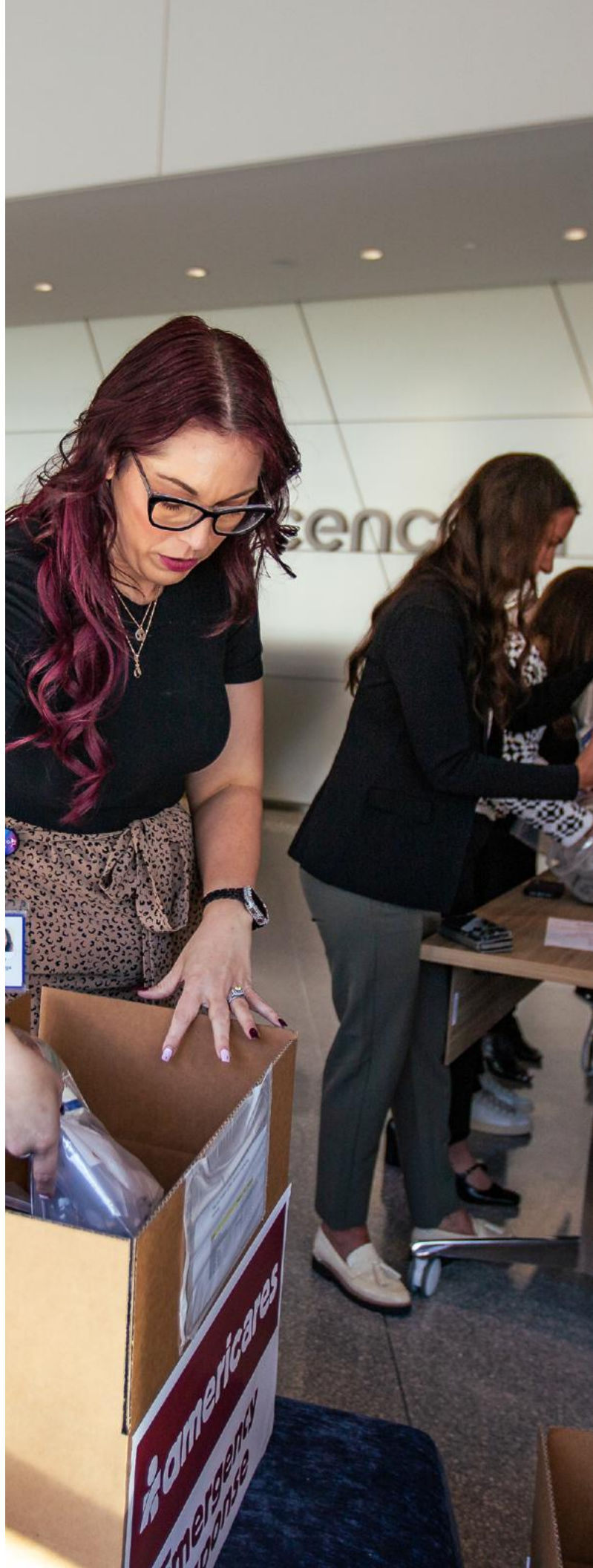
How the company supports community engagement through its institutional policies, systems, and incentives.

IMPACT

How a company measures the societal impact of its community engagement program.

Each applicant receives up to a possible 1,000 points in each dimension. The 50 applicants with the highest total score are recognized as Civic 50 honorees. Scores are based entirely on responses to numerical and categorical questions to ensure there is no human judgment bias.

The 2025 Greater Philadelphia recognition refers to the companies' community involvement in the Greater Philadelphia area during their 2024 reporting year.



Cause Areas of Focus

FOCUS CAUSE	2025 PHL	2024 PHL	2023 PHL	2022 PHL	2021 PHL	2025 U.S.
Education	56%	56%	58%	64%	50%	56%
Employment and Workforce Development	44%	50%	46%	48%	42%	42%
Health and Wellbeing	44%	46%	46%	44%	40%	36%
Environment and Sustainability	40%	40%	42%	42%	32%	50%
Community Development and Revitalization	36%	26%	32%	32%	32%	24%
Children and Youth Development	34%	44%	44%	48%	46%	28%
Economic Development and Entrepreneurship	34%	44%	26%	26%	20%	26%
Food, Hunger, Agriculture, and Nutrition	26%	26%	30%	26%	34%	34%
Arts, Culture, and Humanities	24%	20%	12%	16%	18%	6%
Poverty and Homelessness	24%	18%	16%	16%	18%	26%
Civil/Human Rights and Inclusion	22%	36%	42%	42%	46%	26%
Financial Wellness	16%	16%	20%	12%	10%	22%
Employee-Driven Issues and Causes	14%	10%	18%	20%	18%	36%
Public Safety, Disaster Preparedness, Resiliency, and Relief	14%	4%	16%	12%	18%	30%
Research and Public Policy	12%	10%	0%	8%	8%	2%
Technology	8%	16%	12%	10%	10%	2%
Animal Welfare	6%	6%	8%	6%	6%	2%
Military and Veteran Support	6%	6%	6%	10%	12%	4%
Social Services	6%	8%	8%	6%	8%	8%
Recreation and Sports	6%	0%	0%	2%	0%	0%
Legal Aid and Support	4%	2%	0%	2%	0%	0%
Other	14%	0%	10%	10%	8%	10%

Investment

This dimension evaluates how extensively and strategically the company applies its resources to community engagement in Greater Philadelphia, including employee time and skills, cash, in-kind giving, and leadership.

CASH AND IN-KIND GIVING	2025 PHL	2024 PHL	2023 PHL	2022 PHL	2021 PHL	2025 U.S.
Total cash contributions (millions)	\$165.5	\$185.4	\$188.6	\$155.8	\$159.4	\$1,300
Total value of cash given for employee matches and dollars-for-doers grants (millions)	\$12.6	\$13.7	\$9.4	\$4.4	\$3.6	\$140
Total in-kind giving (millions)*	\$143.7	\$107.1	\$301.5	\$99.4	\$92.0	\$4,800
EMPLOYEE TIME AND TALENT						
Total volunteer hours	871,100	1,175,000	808,000	572,000	731,000	6,500,000
Average percentage of volunteer hours that are skills-based	34%	32%	32%	29%	26%	19%
Average percentage of employees volunteering to support external organizations/efforts (excluding efforts internal to the company's citizenship efforts, such as employee resource groups, company-sponsored issue education, training, awareness building)	54%	42%	36%	35%	34%	41%
Average percentage of employees participating in company volunteering that is internal to the company's citizenship efforts (e.g., employee resource groups, company-sponsored issue education, training, or awareness building)	47%	42%	44%	44%	48%	42%
Average volunteer hours per employee in support of external organizations/efforts (excluding efforts internal to the company's citizenship efforts)	13.2	9.1	7.7	8.3	5.1	4.6
PUBLIC LEADERSHIP						
Percentage taking state or local leadership positions (national for Civic 50 U.S.) on six or more public education or policy efforts	24%	26%	34%	26%	28%	52%

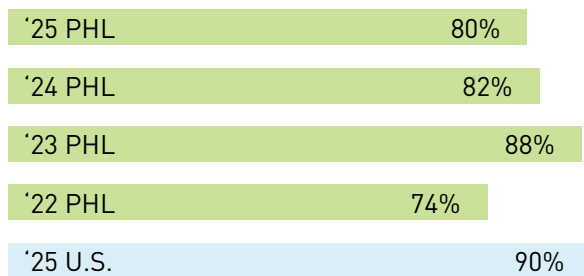
*The monetary value of in-kind gifts varies greatly by industry. Because the industry composition of the Civic 50 changes from year to year, so does this figure.

Integration

The Integration dimension measures how a company's Greater Philadelphia community engagement programs support business interests and integrate into business functions, or how the company "does well by doing good."

PERCENTAGE OF CIVIC 50 COMPANIES FORMALLY SUPPORTING THE BUSINESS FUNCTION USING COMMUNITY ENGAGEMENT*

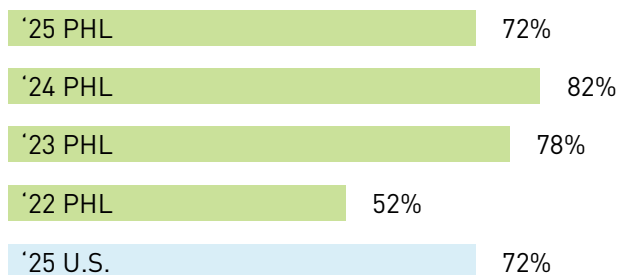
Marketing/Public Relations



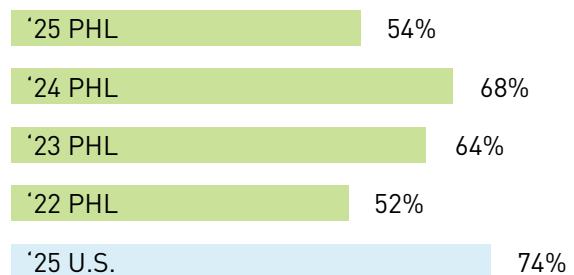
Employee Engagement



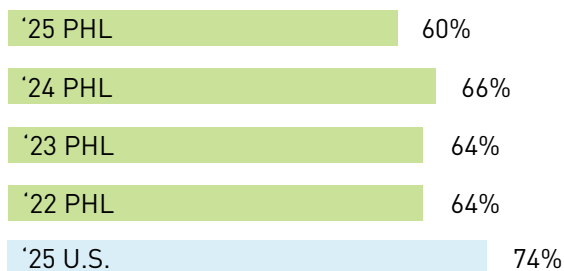
Employee Skill Development



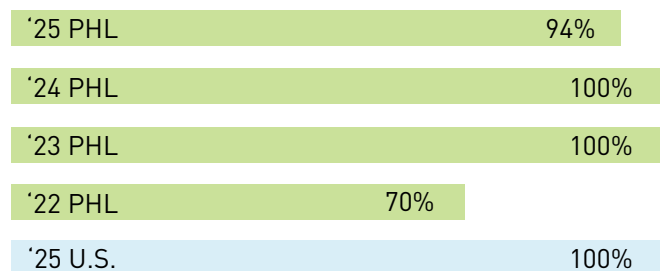
Employee Recruitment



Purchasing



One or More



*This question was updated in 2022. It's thus not possible to provide 2021 data points.



Institutionalization

This dimension evaluates how a company supports community engagement in Greater Philadelphia through its institutional policies, programs, systems, and incentives.

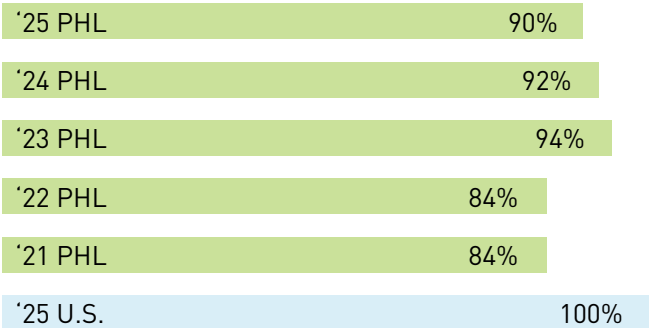
GENERAL INSTITUTIONALIZATION: PERCENTAGE OF CIVIC 50 COMPANIES APPLYING THE POLICY, PROGRAM, OR PRACTICE

GENERAL POLICIES, PROGRAMS, AND PRACTICES

Direct Service (Hands-On Volunteering)



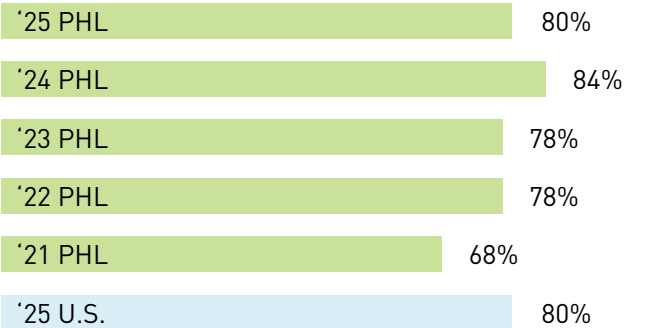
Volunteer Recognition



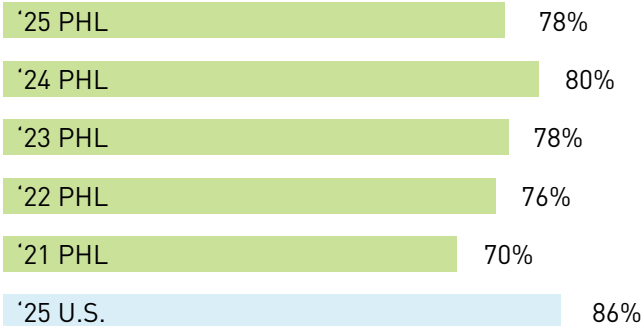
Skills-Based/Pro Bono Volunteering



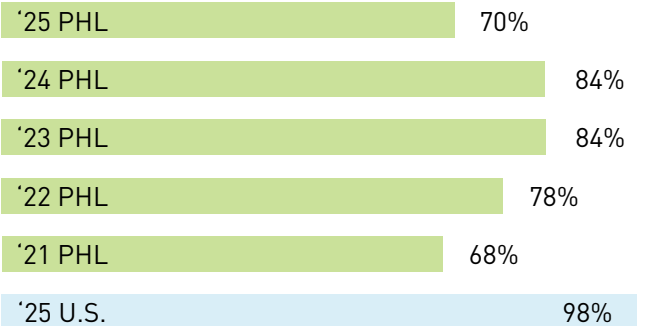
Issue Workshops and Training



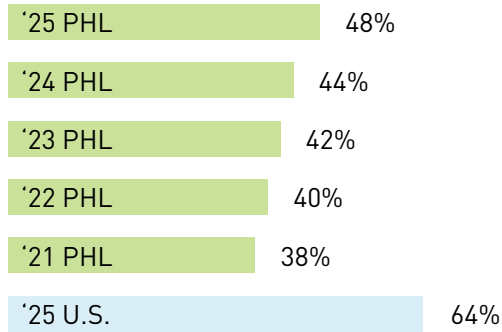
Time Off for Volunteering



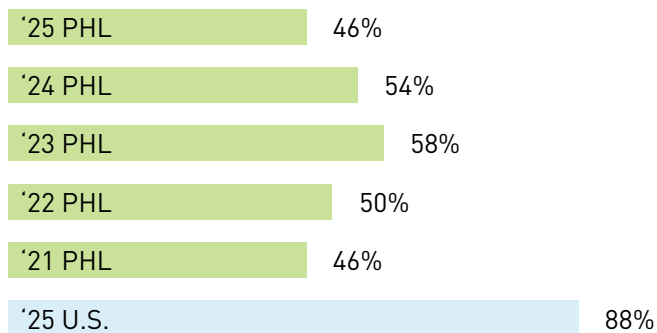
Remote Volunteering



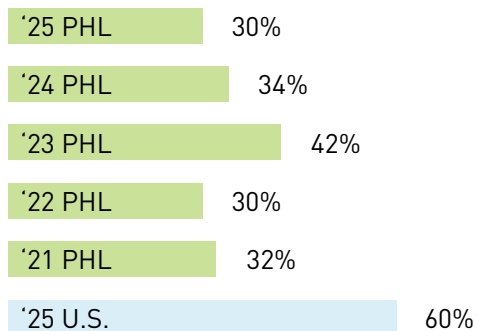
Board Training



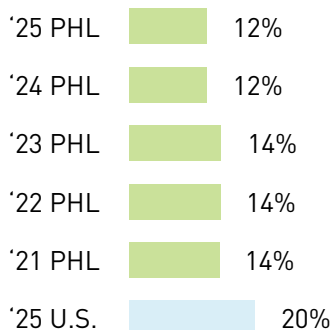
Matching Grants



Volunteer Grants

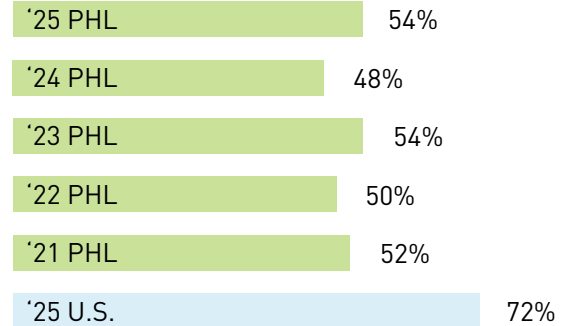


Service Sabbaticals or Externships

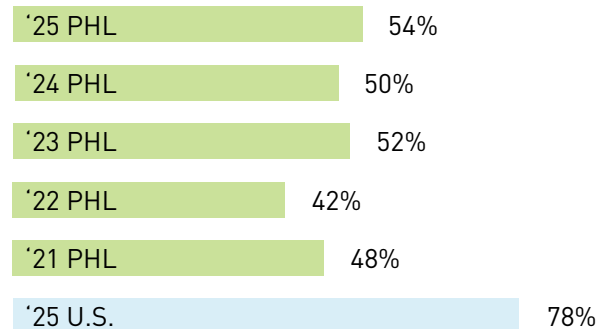


LEADERSHIP SUPPORT

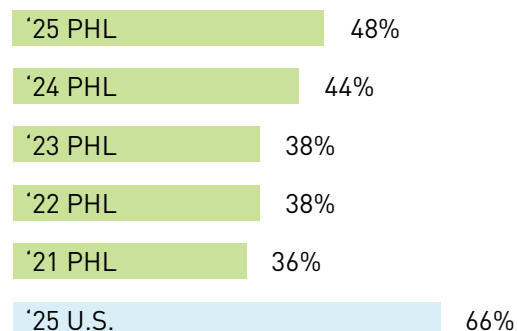
Leadership participates in company community activities at least 12 times per year



Leadership presents on the company's community engagement to the company's board at least once per year

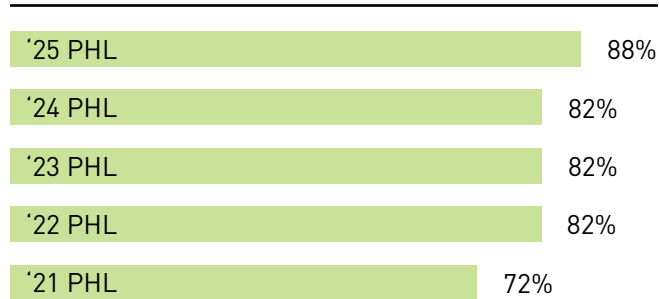


Leadership encourages employee participation in community activities at least 12 times per year

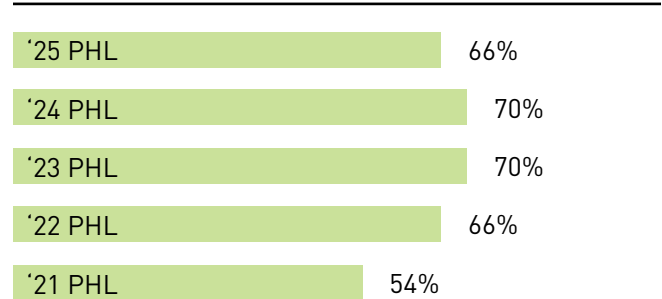


VOTING AND CIVIC ENGAGEMENT INSTITUTIONALIZATION: PERCENTAGE OF CIVIC 50 COMPANIES APPLYING THE POLICY, PROGRAM, OR PRACTICE*

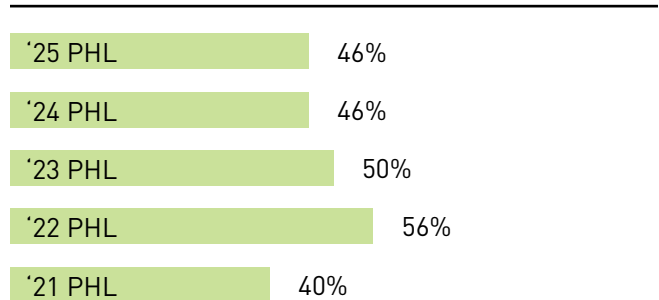
Time Off/Schedule Flexibility to Vote



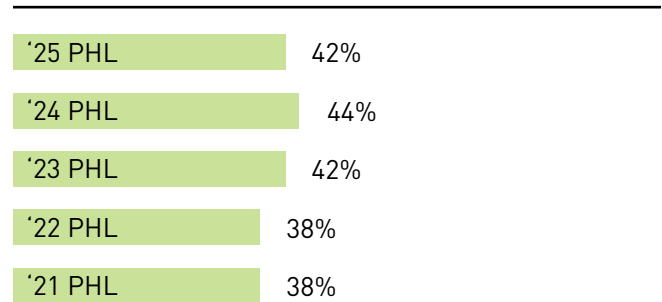
Voting and Registration Communications for Employees



Informational Events/Town Halls



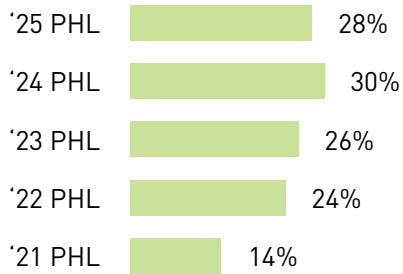
Company Political Action Committee (PAC)



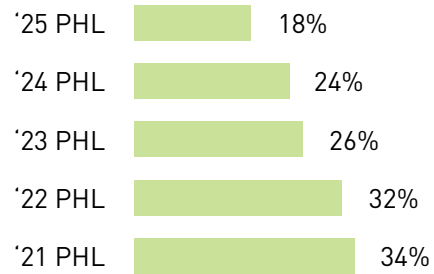
*U.S. data not available for this question.



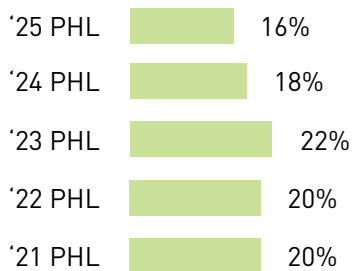
Issue Workshops and Training



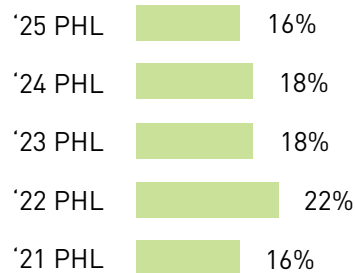
Census Promotion



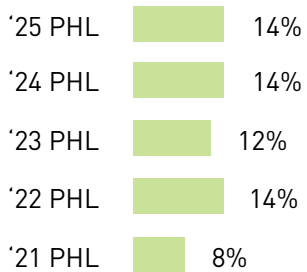
Poll Worker Resources/Support



Voting and Registration Communications for Customers



Polling Location Events



One or More of the Above

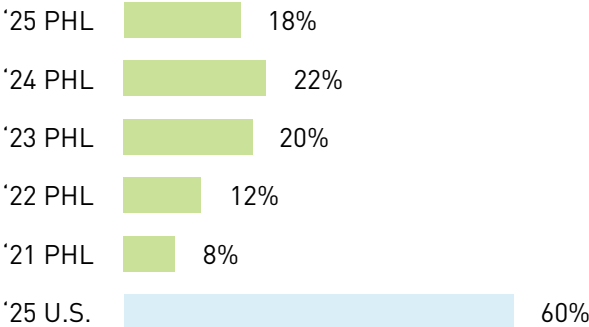


Impact

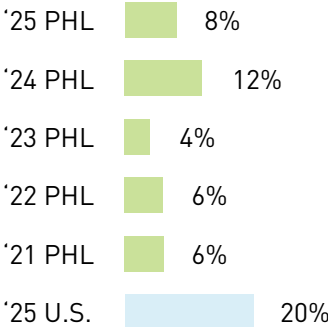
This dimension evaluates how a company measures the societal impact of its Greater Philadelphia community engagement program, studying outcome and output measures specifically.

GENERAL IMPACT: PERCENTAGE OF CIVIC 50 COMPANIES THAT MEASURE SOCIETAL OUTCOMES AS PART OF THEIR REGULARLY IMPLEMENTED DATA COLLECTION PROCESS

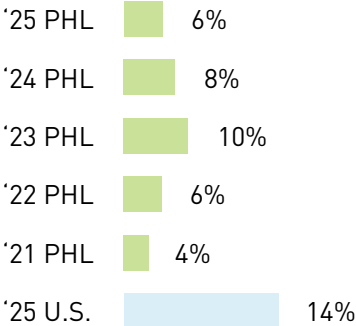
Grants



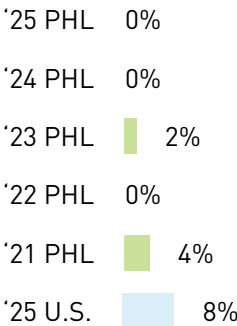
Volunteerism



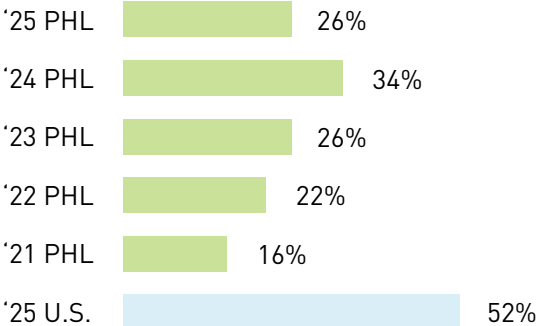
Social Cause Leadership/Advocacy



In-Kind Contributions



One or More of the Above





Key Trends and National Benchmarking

This year's Civic 50 Greater Philadelphia honorees outperformed their regional and national peers in key areas such as employee volunteering, skills-based service, and support for voting-friendly practices. However, the findings also point to opportunities for deeper integration of community engagement into core business operations and greater public leadership. The findings reflect both a deep commitment to civic leadership across the region and opportunities for continued growth to drive even greater impact.

STRONG PERFORMANCE AREAS OF CIVIC 50 GREATER PHILADELPHIA 2025

The Civic 50 Greater Philadelphia 2025 employee volunteering levels exceed those of the 2024 regional honorees and national counterparts.

- The share of Civic 50 Greater Philadelphia employees who volunteer with external organizations jumped from an average of 42% among 2024 honorees to 54% among 2025 honorees, surpassing the Civic 50 U.S. 2025 benchmark of 41%. Additionally, average external volunteer hours per employee of Civic 50 Greater Philadelphia increased 45% from 2024 to 2025, contributing three times the number of hours as this year's Civic 50 U.S. honorees.

The Civic 50 Greater Philadelphia has increased its voting-friendly practices since 2021.

- Compared to the Civic 50 Greater Philadelphia 2021, today's honorees are more likely to adopt at least one practice supporting voting-related behaviors (+10 percentage points).

The Civic 50 Greater Philadelphia outperformed their U.S. counterparts in terms of skills-based volunteering.

- A higher proportion of volunteer hours of the Civic 50 Greater Philadelphia are skills-based than those of the Civic 50 U.S. (+15 percentage points).

UNDERPERFORMING AREAS OF CIVIC 50 GREATER PHILADELPHIA 2025

The Civic 50 Greater Philadelphia's integration of community engagement into core business functions has slipped in several areas.

- Compared with their 2024 counterparts:
 - ◇ Employee Recruitment (-14 percentage points)
 - ◇ Employee Skill Development (-10)
- Compared to the Civic 50 U.S.:
 - ◇ Employee Engagement (-20 percentage points)
 - ◇ Employee Recruitment (-20)
 - ◇ Purchasing (-14)
 - ◇ Marketing/PR (-10)

The Civic 50 Greater Philadelphia's institutional support for employee engagement in the community trails that of their national counterpart in some areas.

- Compared to the Civic 50 U.S.:
 - ◇ Offer Matching Grants (-42 percentage points)
 - ◇ Volunteer Grants (-30)
 - ◇ Remote Volunteering (-28)
 - ◇ Board Training (-16)
 - ◇ Employee Recognition (-10)
 - ◇ Skills-Based Volunteering (-10)

OPPORTUNITIES FOR THE CIVIC 50 GREATER PHILADELPHIA

- The Civic 50 Greater Philadelphia could build on its successes by engaging in more public leadership. Only 24% of the Civic 50 Greater Philadelphia take a leadership position on six or more public education or policy efforts (at the local/state level). By comparison, 52% of the Civic 50 U.S. take a leadership position on six or more public education or policy efforts (at the national level).
- Impact measurements present an opportunity for the Civic 50 Greater Philadelphia to further improve. Of the four Civic 50 dimensions (investment, integration, institutionalization, and impact), the Civic 50 Greater Philadelphia performs least well on impact. Only 26% of the Greater Philadelphia Civic 50 measure societal outcomes (-26 percentage points versus the Civic 50 U.S.). However, Civic 50 Greater Philadelphia has shown improvement in measuring societal outcomes of grants since 2021 (+10 percentage points).





Call to Action

The Civic 50 Greater Philadelphia 2025 underscores the powerful impact businesses can make in advancing inclusive economic mobility through meaningful civic engagement and leadership. When companies integrate community into their core operations, they help build a more resilient, equitable region while strengthening their own business outcomes. We encourage businesses across Greater Philadelphia to **take action**—whether by developing community partnerships, expanding employee volunteerism, advocating for inclusive policies that strengthen our regional economy, or joining networks like the **Greater Philadelphia Corporate Volunteer Network (GPCVN)** to learn and lead together. Now is the time for our business community to get involved and help shape a future where the Greater Philadelphia region is seen as a top global destination for business and a leader in inclusive growth.

The Chamber of Commerce for Greater Philadelphia

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Philadelphia Foundation

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Philadelphia, PA 19103-2968
PhilaFound.org
(215) 563-6417
info@philafound.org



The Blue Crew
Independence

Volunteer

TRUE TEMP

Thank you to Our Partners

On behalf of The Chamber of Commerce Greater Philadelphia, Philadelphia Foundation, and Points of Light, we would like to thank our partners, board members, employees, volunteers, community members, and the organizations that applied to the Civic 50 Greater Philadelphia 2025.

LEAD PARTNER

**PHILADELPHIA
FOUNDATION**

NATIONAL PARTNER



POINTS OF LIGHT

PARTNERS

GREATER PHILADELPHIA
CORPORATE VOLUNTEER NETWORK

