**The FirstService Relief Fund: Lending a financial hand to our own in need**

Earlier this year we established the FirstService Relief Fund to assist our people during difficult personal hardships. So far we have awarded 17 grants to individuals facing challenging times, including major illnesses, family deaths and falling victim to domestic violence. In the wake of Hurricanes Florence and Michael, we anticipate receiving many additional grant requests from team members who are now facing personal hardships as a result of the storms.

As you are aware, the Fund relies on financial contributions from our employees and 100% of funds donated go to help our people. The more money we collect, the more people we are able to help. As a company with 33,000 team members, imagine the impact we could have collectively if each of us donated a nominal amount to the Fund on a consistent basis.

There are many ways you can donate to the Fund, and you can elect to make a one-time or recurring donation in any amount. No amount is too small – every dollar makes a difference. For many, committing to donate just one dollar a week may be more manageable than making a one-time $52 donation and the impact is the same.

Many of our companies have set up automatic payroll deduction processes. This is a fast and easy way to donate. If this isn’t available where you work yet, there are other ways to donate, either by going directly to the [Relief Fund](\\\\fs-th-file01\\data\\Strategy\\2 - Social Purpose\\1 - Social Purpose\\Newsletters\\Social Purpose Newsletters\\Fall 2018\\firstservicerelief.com) website or, if you are in the U.S., you may donate via text. To donate via text, simply text keyword FSVRF to 50155 to make a donation in any amount.

If you are facing personal hardship, or you know somebody in your organization that is, we encourage you to learn more about how the Relief Fund may be able to help you or your fellow team members. Please visit [www.firstservicerelief.com](http://www.firstservicerelief.com) to learn more about the Fund and to read stories about how the Fund has assisted your colleagues during times of personal hardship.

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