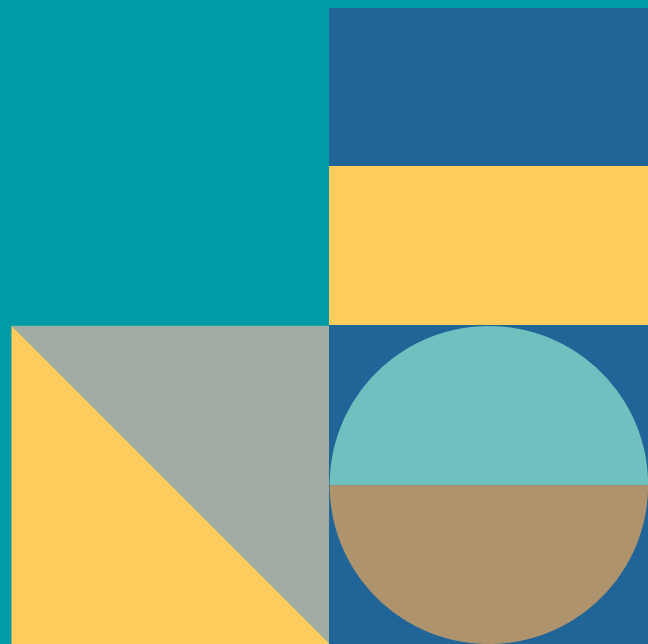




In the pages that follow, we'll share stories about what makes us who we are. The information included represents new or ongoing initiatives taking place across our group of companies during our most recent fiscal year (November 1, 2015 to October 31, 2016).

For information about CWB Financial Group's corporate governance practices, see our 2016 Annual Report available online at [**cwb.com/annual-report**](http://cwb.com/annual-report) or in print at one of our locations.

Our most recent Public Accountability Statement is available at our locations or online at [**cwb.com/public-accountability-statement**](http://cwb.com/public-accountability-statement).



Who we are

CWB Financial Group is a diversified financial services organization offering specialized service in business and personal banking, trust and wealth management across Canada.

Through our network of branches, business offices and our mobile relationship teams, we're helping clients manage their money, grow their businesses and realize their financial potential.

Banking



Trust Services



Wealth Management





A message from Chris Fowler, President and CEO



Visit your nearest CWB Financial Group location and you'll feel something different. It's because we're taking big steps forward every day. While we're extremely proud of our success as a regional commercial bank in Canada, we've grown to the point where further progress requires greater change. This has made us think hard about how to support our ongoing development as we expand nationally within targeted segments of the financial services sector.



Since publishing our last corporate social responsibility report in 2014, we've been very focused on building on the strong foundation we've put in place over the past 32 years. We're taking what we've learned about the value of personal relationships and the importance of great client service, and we're growing to reach more clients in more places than ever before. We're investing in technology and business process improvements that will enable our people to provide the most relevant products and the highest level of client service. We're expanding and diversifying our presence in more communities across Canada. We're reinforcing a results-oriented, performance management culture to support our continued success. And we're prioritizing activities so our energy goes to the right places while taking important steps to support our people.

We're on a journey *to be seen as crucial to our clients' futures*. Our clients are the reason we exist, and their success inspires us. We are motivated to continually find ways to improve our service and help them grow. A big part of

our process includes pausing to simply listen. The more we learn about what our clients need, the better equipped we are to deliver. It also gives us the opportunity to understand and provide benefit to the rest of our stakeholders.

For us, this is what being a good corporate citizen is all about: continuing to grow in ways that offer more of what our clients need to be successful, more of what our communities and shareholders expect of us, and more of what makes our employees want to come to work every day.

Our accomplished team of employees consistently strives to be the best at what we do. We're all committed to it – by listening, collaborating and, ultimately, uniting to leverage our strong foundation as a springboard for what comes next.

Chris Fowler
President and CEO
CWB Financial Group



Putting relationships first

Our service promise is rooted in genuine care for our clients' success and so it's no surprise that we're incredibly proud of the relationships we've built over the past 30+ years. In fact, we think nurturing relationships with our clients is the most important aspect of what we do every day.



Working together for our clients

Whether they're on the front lines or behind the scenes managing the inner workings of our organization, our people are committed to asking themselves "how will this benefit our clients?"

We're committed to taking the time to understand our clients' goals and aspirations so we can ensure they get the support, guidance and service they need to be successful.

High-touch client service

We're also committed to sharing our clients' sense of urgency, keeping our promises and offering common-sense financial solutions. We deliver value by taking the time to really listen to our clients and focusing on their overall experience, rather than pushing a particular financial product. We also get to know our clients – they're never just a number to us.

Responding to challenges

Being accountable for our actions is an important part of building trust with our clients. When mistakes happen, we do our best to provide efficient, effective solutions. If a client is unhappy with their experience, we encourage them to speak first with the applicable branch, department or regional manager. We then have a fulsome complaint resolution process in place with our own centralized complaint handling office, an independent ombudsman, as well as the support of an industry alternative dispute resolution service.

Our internal ethics program ensures we're all living up to our *Code of Conduct*. Within this program, we've identified a chief ethics officer, we share regular communications on ethics issues with employees, have designated internal resources for employees to reach out to, and have introduced an ethics hotline for anonymous employee reporting. All ethics reports are investigated and appropriately addressed.

Service for everybody

We believe accessibility to basic banking is essential for all Canadians, including those living on fixed or low incomes. That's why we offer clients a flexible, low-cost chequing account for as little as \$4 per month. We've also created services that offer reduced fees, specialized features and additional financial choices geared specifically to youth, students and seniors.

For youth under the age of 18 or students pursuing post-secondary education, we waive all monthly account fees. Clients aged 57 and older can access services via our no-fee *Gold Leaf Plus®* account, benefit from reduced fees for safe deposit boxes and have the option to receive monthly interest payments on their GICs. In June of each year, we offer a number of financial learning seminars and a bonus offer on GIC investments as part of our *Seniors Appreciation Days*.





Supporting entrepreneurs

As a commercial bank, we're proud to support business owners looking to take the next steps to grow their businesses. At year end, our authorized loans for Canadian businesses totalled \$21.9 billion. We also support many small business owners and self-employed individuals reach their home ownership dreams through a non-traditional mortgage with CWB Optimum Mortgage.

Removing barriers

Offering inclusive service also means removing barriers that might exclude clients from accessing our service locations. All of our branches are wheelchair accessible and have automatic doors, wide entranceways and various sit-down banking options. We've also made many of our services available online or by phone so clients can efficiently manage their financial needs in the way that suits them best.

Language can also be a barrier and, while our literature and documentation are generally published in English, the cultural diversity of our employee base allows us to speak with clients in a number of different languages. We have many bilingual employees who, collectively, are fluent in more than 55 languages.

As we continue to expand our geographic footprint, opportunities to offer service in both English and French will present themselves. Today, National Leasing and CWB Franchise Finance offer service in both official languages.

Staying secure

Ensuring high standards for our systems security is something we take very seriously. Our *Code of Conduct* provides direction on proper use of our technology and systems, and our dedicated

security services team is continuously working to protect our infrastructure. In 2016, we launched a new cybersecurity awareness training program for employees to help build knowledge of their role in keeping our systems safe and secure.

Respecting privacy

When it comes to protecting client privacy, we do more than simply follow applicable laws and regulations. Our *Code of Conduct* clearly outlines rules and procedures for the safe handling of clients' personal information, and we provide mandatory ongoing training for all employees. We have a chief privacy officer in place to monitor applicable rules and regulations to ensure compliance, and to implement and maintain best practices across our business. Information about our privacy policies is available at any of our branch locations or online at cwb.com/about-us/privacy.

Evolving technology

In many ways, banking is a technology business. Our clients are asking for more ways to do more things and it's our responsibility to deliver. Earlier this year, we transitioned to a new core banking system that will allow us to offer more products and services that our clients want. Today, the biggest win is the client-centric view that allows us to better understand how we can support our clients.

At McLean & Partners, the team worked to launch a new website in December 2015 focused on an improved user experience. Visitors can now more easily access market intelligence articles and white papers created by local subject matter experts.



National Leasing recently launched a new customizable web app that allows equipment financing dealers to generate quotes in seconds and instantly pull portfolio reports on all financing customers any time, anywhere.

National Leasing Interactive earned the company this year's Operations and Technology Excellence Award from the Equipment Leasing and Finance Association.

Expanding our footprint

We're actively growing our business across Canada to offer our clients more opportunities to work with us for their financial services needs: 2016 marked the completion of the purchase and rebrands of CWB Maxium Financial and CWB Franchise Finance, both

headquartered in Ontario. We're also actively working on the rebrand of our online banking division, Canadian Direct Financial, which offers personal banking services across Canada.

Asking for feedback

Learning from past actions is an important part of how we do business. In 2016, we created a new Business Transformation function that works with stakeholders across our business to understand how we can improve our current processes in support of an even better client experience. We're also currently undertaking client research to understand how we can meet their needs as we continue to grow.



Starting with our people

We're believers that when you put people first, success will follow. That's why we're so focused on doing right by our people – they're what drive our actions every day and allow us to support our clients and contribute to our communities. We're incredibly proud of our award-winning culture rooted in our five core values: integrity, respect, accountability, caring and common sense.



Finding the right fit

We've learned the best way to deliver on our commitment to exceptional service is to hire, train and retain great people. Hiring for "fit" is an integral part of our talent acquisition strategy. This means we look first for people who align with our values and culture, and then consider their ability to learn required job skills.

We've also learned that it goes both ways – we want candidates to feel we're the right fit too and so we're intentional in sharing with them what it means to work for CWB Financial Group. We encourage our employees to refer people they think would be a great fit through our *Employee Referral Program*. Over the past five years, we've hired 575 team members through this program.

Developing leaders

Finding the right fit also means looking for opportunities for internal promotions. If we can hire within, we do. Job postings are made available to employees first through our intranet. Managers are responsible for having regular career planning discussions with their people to facilitate personal and professional growth. In 2016, we implemented semi-annual "pulse checks" to increase employee feedback related to coaching practices and learned that 90% of employees find these conversations to be helpful in their career development.

We also offer a variety of leadership development programs like *Essentials in Management*, targeted at first-time supervisors, and *Crucial Leadership* for senior-level people managers. In 2016, we launched a webinar training series available

to all people managers. *Leaders Digest* topics have included building trusting relationships, effective communications and delivering feedback.

Embracing new grads

We're proud to run a dedicated, in-house training program for new post-secondary grads that offers the opportunity for promotion to an account manager upon completion. Nearly 200 individuals have graduated from our highly successful *Management Associate Program* since 1999, many of whom are now in management roles within our branch network and corporate office.

Planning for the future

Recognizing the need to prepare for significant changes in leadership due to planned retirements and natural attrition, we built a strong and sustainable succession plan that helps us identify upcoming leaders, understand their strengths and support their development for future roles. We do this "three down and three deep" for each business function, assessing individuals on their leadership potential, performance, values, and fit with our culture and strategic direction.





Embracing diversity and inclusiveness

We continue to invest time and effort into building and maintaining a work environment our employees want to come to every day. We place significant value on equity and diversity, and are an equal opportunity employer working in accordance with the *Canadian Human Rights Act*. Our mandatory *Respect in the Workplace* program continues to foster a positive work environment for all. Many of our locations host Multiculturalism Day activities for employees, and, this year, we celebrated International Women's Day with three panel discussion and networking events planned by a team of employee volunteers. We were proud to be recognized at the Employment Equity Achievement Awards in the category of Improved Representation by Employment and Social Development Canada.

At the Board of Directors level, we're targeting a minimum of 25% of our directors be women by the end of 2018. We currently have two female directors and a third director nominee. This year, our chairperson, as well as our president and CEO, became members of *The 30% Club*, a global organization that aims to promote more women to senior corporate roles over time.

Working together

The past year also included completion of our most significant technology investment and organization change to date – implementation of our new core banking system. After four years of dedicated work, we successfully launched in May 2016. Success factors included a project team of external experts complemented by existing employees seconded from across the business, and a new, proactive change management network that included 80 transaction experts who helped deliver systems training and user acceptance testing. In total, employees collectively completed more than 55,000 hours of training time prior to launch.

Opening lines of communication

In any organization with more than 2,000 employees across a country as big as Canada, collaboration and teamwork are critical to success. We've been focusing on bringing our people together through engagement events, affinity networks and learning opportunities. Most recently, we brought all of our branch leaders together for two days of networking, strategizing and professional development.

Listening to our people

We're consistently looking for opportunities to create new two-way communication channels for our employees. In 2016, we introduced a new executive blog on our intranet and launched our first ever live executive chat. We also launched *The Weekly*, a new e-newsletter that updates employees with the most important information for that week. We also continue to offer an annual employee engagement survey, and have implemented semi-annual pulse check surveys for ongoing feedback.

McLean & Partners also focused on finding new ways to get employee feedback by working with a third party who scheduled one-on-one meetings with more than half of the firm's 23 employees.

At National Leasing, they're taking a systems-based approach to innovation by identifying challenges and empowering teams of employees from across the business to find solutions. This initiative has successfully helped drive employees to come up with meaningfully unique ideas to grow the business.





Recognizing and rewarding our people

We know our success over the years has been driven by the talent, hard work and passion of our employees. We also know how important it is to recognize and reward them for their contributions. People often receive verbal or written recognition for a job well done from their direct supervisor, and senior management is made aware of significant efforts. It is not uncommon for our executive team to give handwritten notes to employees they've noticed going above and beyond. We also developed a digital peer-to-peer recognition activity that encourages team members to send a "thank you" to other employees deserving recognition.

In late 2015, we incrementally invested in a short-term incentive program for all employees that rewards individual contributions in consideration of team effectiveness and overall organizational success. This program was previously only accessible for employees in people or program management roles.

Award of Excellence

Our most prestigious award, the Award of Excellence, recognizes exceptional contributions from individual employees as chosen by their peers. Recipients exceed client service expectations, demonstrate innovation and initiative, enhance team productivity, and/or make significant contributions to the growth of our organization.

Congratulations to this year's winners: Andrew Lam, Allison Wight, April Chow, Ashika Chand, Cash Reumkens, Crystal Lario, Donna Ball, Erin Gobolos, Ian Kerr, Jillian MacKenzie, Joan Hopp, Karen Swan-Therault, Kim McAdam, Laurel Skarllicki, Lauren Wood, Lynn Corbett, Mary Ang, Ryan Sagert, Shaina Sowles and Viesha Okkerse.

Exceptional employees at National Leasing are eligible for the R.M. Chipman Award, named after the company's founder. Congratulations to the 2016 recipients: Devy Adriosula, Eric Lesage, Michael Gray, Sara Peters and Tia Hatch.

Encouraging work/life balance

When employees work as hard as ours do, it's important to encourage balance between professional success and personal fulfillment. That's why we created the *CWBalance*® program – to maintain a healthy workplace and ensure our people have appropriate time to spend with their families, pursue hobbies or simply relax. New full-time employees start with a minimum of three weeks' vacation and are immediately entitled to a *CWBalance Day*, an additional paid day off.

In a year of significant change and increased workload, we felt it was even more important to emphasize balance. In recognition for their contributions, all employees were given an additional *CWBalance Day* to take some much needed time for themselves.

Getting creative for Go Live

To engage employees in preparation for the launch of our new banking system, we added some excitement through gamification. Branch employees participated in *Bankers of T24* and earned points for completing testing, data cleanup and other required activities. We also hosted a *Retro Recharge Lounge* for corporate office employees and sent out recharge kits across our business that included a battery pack, healthy snacks, and tips for staying refreshed at the office.

Offering our support

In 2015, we partnered with a new employee assistance program provider, *LifeWorks*, which offers more channels for employees to access support, guidance and resources to help them manage challenges in the areas of life, family, money, work and health.

Over the past few years, National Leasing has teamed up with *Partners for Mental Health* in an effort to promote mental health awareness and reduce stress at the office. This has included a week-long *Not Myself Today* campaign every May featuring guest speakers, meditation classes, mood exercises and awareness activities, along with several other wellness or mental health-based activities throughout the year.

Having a little bit of fun

We pride ourselves on nurturing the tight-knit, community feel we're known for as we continue to grow and make a point of getting together to have a little bit of fun on a regular basis. Every Friday, employees at corporate office gather for complimentary doughnuts and celebrate what is affectionately known as "Doughnut Days". Many of our branches hold a team breakfast on location so they can catch up with one another after a busy week.

At CWB Maxium Financial, employees participate in an annual themed barbecue challenge to compete for the coveted title of *Awesome Lunch*. Over the course of five months, five teams work to prepare 275 hot meals for their coworkers.

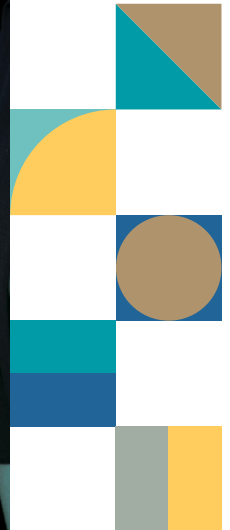
At CWB Optimum Mortgage, employees take a break from their busy schedules every week to share a themed treat. Past favourites include: root beer floats, pizza and the "Candy Shoppe" stocked with five-cent candy and childhood favourites. At Canadian Western Trust, employees connect over frequent lunch

and learns focused on bringing the team together to reinforce that everybody plays an important role in the company's success.

Investing in our success

We know that employees are invested in our success as demonstrated by a 96% participation rate in our *Employee Share Purchase Plan*.

Employee contributions are matched to a prescribed maximum and include an automatic contribution at certain levels.





Uniting for our communities

We take pride in actively participating in the growth, development and sustainability of the communities where we operate through volunteerism and financial support.



Charitable donations and sponsorships

Our community investment program is aligned with our business goals and strategies, and has been designed to ensure our contributions have the greatest positive impact possible.

We're focused on helping local charitable and community organizations fulfil their respective mandates in the areas of:

- Education
- Health research and promotion
- Community development

Within these pillars, we're committed to supporting:

- Financial literacy
- Access to post-secondary education
- Curriculum development for business-related educational programs
- Health research and disease management focused on children and youth
- Recreation and physical activity
- At-risk youth
- Attainable housing
- Arts and culture

Within these areas, we support a variety of community agencies, charitable organizations, fundraising campaigns, scholarships, awards and programs.

Our giving commitment

CWB Financial Group is committed to putting a minimum percentage of annual net income, based on a five-year rolling average, back into communities where we operate to support

charitable and not-for-profit organizations in any given year. In fiscal 2016, we supported our community and charitable partners across Canada with donations and sponsorships totalling more than \$2.2 million.

Responding to disaster

Our top priority when natural disaster strikes in a community where we do business is to take care of employees who have affected family or friends, to ensure our clients have the support they need, and to contribute to the overall relief efforts. In May 2016, when the wildfires devastated much of northern Alberta, our people sprang into action planning small team fundraisers. We also made a \$25,000 corporate donation to the Canadian Red Cross.

Supporting our not-for-profit clients

Not-for-profit and charitable organizations can minimize the time and resources they spend on managing their money and focus on their vision by taking advantage of our new *Community Banking Program*. Eligible clients can apply to receive an annual donation equivalent to all or a portion of their monthly fees, as well as value-added product bundling options. Since introducing the program in June 2015, we've approved more than 20 applications.





Causes close to our hearts

Our employees have told us they want to support children's hospitals across our footprint in a major way. In British Columbia, we're part of the BC Children's Hospital Foundation's financial services fundraising collaborative and contribute through event participation and merchandise sales in our branches. At Canadian Western Trust, employees contributed \$14,400 to the Foundation's *Excellence in Child Health Fund* in 2016.

We've also supported Saskatchewan's Kinsmen and Kinettes' *Telemiracle* fundraiser, and have been participating in the Alberta Children's Hospital Caring for Kids Radiothon for more than a decade.

In Edmonton, we support the Stollery Children's Hospital Foundation as sponsor of our very own bear banks program that has now merged into the *Stollery Superstars Program*. At our first event this past July, we had the opportunity to host and celebrate with 350 children who raised more than \$315,000 for the Foundation.

Sharing our talents

Our employees volunteer thousands of hours to local community and charitable organizations each year with a desire to help our communities prosper. From building homes for Habitat for Humanity to packing and delivering holiday hampers for the less fortunate, to growing moustaches in the name of men's health, our employees are committed to the causes they care about, and we're extremely proud to support their efforts.

Many of our employees have embraced our partnership with the Make-a-Wish Foundation as presenting sponsor of *Rope for Hope*. From

May to October, 34 employees rappelled down some of the tallest buildings in major Canadian cities to raise more than \$65,000 for the cause. This contribution helped Make-a-Wish raise a record \$1.4 million at this year's events. CWB Maxium Financial threw their support behind Make-a-Wish as well this year, with 100% of employees helping to raise \$11,539 to grant a child's wish.

We also have numerous employees that volunteer to teach financial literacy through Junior Achievement, and who choose to include a volunteer activity in their team building sessions. In October 2016, 33 Edmonton employees aged 18 to 40 banded together to volunteer more than 225 hours as part of our involvement with Edmonton's NextGen.

Supporting employee efforts

Our *Employee Volunteer Grant* program supports the personal community work of our employees by providing a donation to the causes they care about. Employees who spend 30+ hours volunteering in a given year are awarded a \$300 grant for the charity or community organization of their choice. In total, we awarded 68 grants totaling \$20,400 in 2016. Recipients include the BC Cancer Foundation, Big Brothers Big Sisters and Scouts Canada.

We also support employee-led initiatives through our *Funds for Fundraisers Grant*, which awards matching dollars for pledge-based fundraising in support of registered charities. Employees can apply for an individual or team grant and will be awarded a matching contribution from \$250 to \$5,000, depending on the number of employees participating. In 2016, we received 45 applications and awarded



grants totalling \$43,428 to organizations such as Habitat for Humanity, Movember Canada, the Juvenile Diabetes Research Foundation and Make-a-Wish Foundation chapters across Canada.

Take A Stand

National Leasing launched *Take A Stand* in August 2016. The program is designed to reward and inspire employees who lead, volunteer, fundraise and promote wellness and physical activity at work. Employees can earn donations toward causes that mean the most to them, and employees who lead initiatives at work, such as group fitness classes, are eligible to receive a bonus of \$100. Since its launch, one in five National Leasing employees have proudly received rewards.

Cause-marketing with *The Greater Interest GIC*®

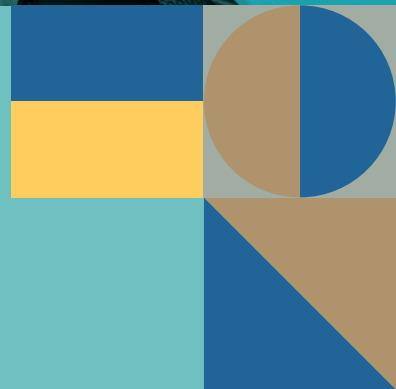
The Greater Interest GIC campaign has become a much-loved initiative that employees, clients and our community partners look forward to each year. For every dollar clients invest in this product during the month of September, CWB makes a corporate donation to local Big Brothers Big Sisters agencies. In 2016, we donated more than \$100,000 to our partner agencies bringing our total donations to children's charities through this campaign since 2008 to more than \$2.2 million!





Doing our part

We're always seeking opportunities to embed sustainable business practices into our daily operations and are proud to have made some positive strides over the past year.



Prudent resource management

Managing our resources wisely is an important part of our business.

We make a point of maintaining modest – but comfortable – facilities, minimizing our paper usage and reducing the amount of energy used to power our buildings and technology. We encourage employees to reduce, reuse and recycle, and have formal bottle recycling programs in place at many of our locations. We also actively recycle old technology hardware like computer monitors, laptops and printers through a partnership with the *Electronic Recycling Association*. In 2016, we recycled more than 250 individual items that are securely wiped, refurbished and then donated for reuse by Canadian charitable organizations.

We also continued to look for new ways to decrease our paper usage. During last year's annual reporting period, we managed to decrease the number of reports mailed out by offering an "opt-in" option for certain types of shareholders. We printed 18,000 fewer copies of our annual report, equivalent of approximately two million sheets of paper.

Responsible lending

Potential environmental risks are evaluated as part of the regular due diligence of our credit-granting process. Although we're committed to supporting our clients in growing and expanding their businesses, applications are denied if we identify potential environmental risks that cannot be resolved to our satisfaction.

Sustainable lending services

We're embracing the move toward more sustainable practices across various industries by working with clients looking for funding. CWB Maxium Financial has a dedicated specialist who works with businesses to finance solar projects, combined heat and energy power, geothermal heating and cooling systems, LEED® certified heat and cooling systems, building energy retrofits, commercial and multi-tenant smart meter installations, and more.

Environmentally friendly facilities

When building a new branch or renovating an old space, we look for opportunities to design with sustainability in mind. Features like lights-on sensors, LED lighting and energy-efficient mechanical systems are used where possible. This year, we earned our first LEED® Canada Silver certification from the Canada Green Building Council for our Edmonton Main Branch. Completed in April 2014, the building features many sustainable elements, including low-emitting building materials, LED sensor lighting, furniture made with recycled materials and a living wall.



Charitable and community organizations supported through CWB Financial Group's Community Investment Program

124 Street Business Association	Citadel Theatre	Mount Royal University
AFP Edmonton	City of Edmonton - Edmonton's NextGen	Norquest College Foundation
Alberta Children's Hospital Foundation	Covenant House Vancouver	Northern Alberta Society for Animal Protection
Alberta Diabetes Foundation	Crystal Gala Foundation	Northern BC Friends of Children Society
Alberta Tennis Centre	Curl BC	Pacifica Housing Advisory Association
Art Gallery of Alberta	Douglas College Foundation	Pilgrims Hospice Society
Athabasca University	Eagle Ridge Hospital Foundation	Pro Coro Society - Edmonton
BC Agriculture in the Classroom Foundation	Edmonton Chinese Bilingual Education Association	READ Saskatoon
BC Women's Hospital and Health Care Foundation	Edmonton Gleaners Association	Richard Ivey School of Business Foundation
Big Brothers Big Sisters of Canada	Edmonton Opera Association	Rotary Club of Kelowna Sunrise
Big Brothers Big Sisters of Central Vancouver Island	Edmonton Region Immigrant Employment Council	Royal Alexandra Hospital Foundation
Big Brothers Big Sisters of Calgary	Edmonton YMCA Foundation	Saskatchewan Cultural Exchange Society
Big Brothers Big Sisters of Cranbrook	Filberg Heritage Lodge & Park Association	Silver Skate Festival Society
Big Brothers Big Sisters of Grande Prairie	Fort Edmonton Foundation	Special Olympics Calgary
Big Brothers Big Sisters of Kamloops	Fraser Canyon Hospice Society	St. Paul's Hospital Foundation of Vancouver
Big Brothers Big Sisters of Langley	Global Women of Vision	Stollery Children's Hospital Foundation
Big Brothers Big Sisters of Lethbridge	Grant MacEwan University Foundation	Streethome Foundation
Big Brothers Big Sisters of Medicine Hat	Habitat for Humanity Edmonton	Surrey Hospital & Outpatient Centre Foundation
Big Brothers Big Sisters of Prince George	Habitat for Humanity Southern Alberta	The Mustard Seed
Big Brothers Big Sisters of Red Deer	Habitat for Humanity Vancouver Island North	United Way Central & Northern Vancouver Island
Big Brothers Big Sisters of Saskatoon	Hereditary Breast and Ovarian Cancer Society	United Way of Calgary
Big Brothers Big Sisters of the Fraser Valley	Homeward Trust Edmonton	United Way of the Alberta Capital Region
Big Brothers Big Sisters of the Okanagan	Junior Achievement of British Columbia	United Way of the Lower Mainland
Big Brothers Big Sisters of Victoria Capital Region	Junior Achievement of Manitoba	University Hospital Foundation
Big Brothers Big Sisters of Winnipeg	Junior Achievement of Northern Alberta and the NWT	University of Alberta
Big Brothers Big Sisters of Yorkton	Junior Achievement of Saskatchewan	University of British Columbia
Big Brothers of Greater Vancouver	Junior Achievement of Southern Alberta	University of Calgary
Big Brothers of Regina	Justice Institute of British Columbia Foundation	University of Saskatchewan
Big Sisters of BC Lower Mainland	Kids Cancer Care Foundation of Alberta	Valour Place Society
Boys & Girls Clubs Big Brothers Big Sisters of Edmonton & Area	KidSafe Project Society	Vancouver Art Gallery Association
Canada West Foundation	Kinsmen Foundation	Variety - The Children's Charity
Canadian Blood Services Foundation	Kwantlen Polytechnic University	Victoria Foundation for the Arts
Canadian Red Cross	Make-A-Wish Foundation of Canada	YMCA Calgary
Child Development Foundation of British Columbia	Make-A-Wish Foundation of Northern Alberta	Youth Empowerment & Support Services
Christmas Bureau of Edmonton	Manitoba Museum	YWCA Metro Vancouver
	Medicine Hat College Foundation	Zebra Child Protection Centre Society

*CWB Financial Group supports a variety of additional organizations through our branch network, partner companies and employee matching programs, not listed here.
For more information, contact us at communityrelations@cwbank.com.

