



**Community Outreach
& Involvement**

Organizational Associations



The Sad Pumpkin Games team believes that strong organizational associations help keep the industry, our employees, and our community happier and able to build and play the best games possible.

IGDA

International Game Developers Association

- The IGDA is an international effort to improve the games industry and the lives and careers of workers in the games industry.
- IGDA membership affords game developers access to exclusive events, career development resources, and discounts on game development products.
- Sad Pumpkin Games believes in the work of the IGDA and fully funds employees' IGDA memberships.

ESA

Entertainment Software Association

- The ESA is an organization that promotes policies that protect creative works and foster innovation in the games industry.
- ESA membership fees benefit the ESA's philanthropic efforts as well as provides access to association support for IP protection and discounts on industry events.
- Sad Pumpkin Games believes in the necessity of the ESA and their work for the games industry, and gladly pays ESA dues.

Game Developers Union

- The Game Developers Union is a grass-roots effort to unionize game developers and offer protections against common abusive practices targeting workers.
- While the Game Developers Union is currently more of an idea than a practical entity, the policies set forth are worthwhile in spirit if not letter.
- Sad Pumpkin Games abides by most policies set by the Game Developers Union, including meeting or exceeding time off and compensation minimums, treating contract employees fairly, and guaranteeing appropriate developer credits.

Charity Involvement

The Sad Pumpkin Games team believes in giving back to the communities that support them and to important charitable organizations in the gaming industry.



Extra Life

- Extra Life is a game-centric charitable giving organization which helps gamers run donation drives which benefit hospitals in the Children's Miracle Network.
- Gamers and influencers host 24-hour charity gaming streams and all donations go to benefit hospitals.
- Sad Pumpkin Games believes in the cause that Extra Life supports and will match all donations made during an employee's Extra Life stream.

Child's Play

- Child's Play is a charity focused on providing hospitals with the equipment and support they need to allow children to play games during their hospital stays.
- Gaming can help children cope with their ordeals and overcome obstacles in the hospital.
- Sad Pumpkin Games believes in the power of games to heal and matches all employee contributions to Child's Play.

ChickTech

- ChickTech is an organization devoted to advancing STEM education and STEM careers for young women and girls, as well as diversifying STEM industries.
- ChickTech also focuses on tech industry problems such as the gender pay gap and the vast disparity between genders in the tech workplace.
- Sad Pumpkin Games fully supports the message of ChickTech and funds employee membership in the organization as well as pays for webinars, seminars, and conferences on inclusion in the workspace.