

Corporate Social Responsibility Report

2013

A Message From Glen Post

At CenturyLink, we have established certain fundamental values that are the foundation for how we interact with our customers and with one another. We call these values our Unifying Principles, and they bring together our beliefs into a cohesive philosophy that guides our actions in all matters, including our greater social responsibility in the communities and countries where we live and work.

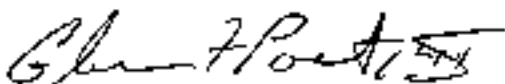
The Unifying Principles are: Fairness, Honesty and Integrity, Commitment to Excellence, Positive Attitude, Respect, Faith and Perseverance. Throughout this publication, you will read examples of how we have put these values into action through efforts ranging from environmental stewardship to community investment.

Highlights include:

- CenturyLink's commitment to providing employees and customers with a safe and healthy environment, including our environmental health and safety training and practices.
- Our sustainability efforts, including reduction of paper waste through programs such as online billing and autopay.
- Efforts to reduce carbon use in data centers in the United Kingdom and in the United States.
- A waste minimization and recycling program that diverts millions of pounds of electronic and communications equipment from landfills each year.
- Our Corporate Ethics and Compliance Program, which provides employees with guidance in making ethical business decisions and provides mechanisms for employees to report concerns.
- A Supplier Code of Conduct that establishes expectations for our contractors and vendors regarding ethical business practices.
- CenturyLink's Privacy Policy protects our customers' information and keeps our customers informed about the information we collect and the choices they have regarding that information.
- A Matching Time Grant program that supplements the efforts of employees who volunteer a certain number of hours to a non-profit agency with a CenturyLink Foundation grant for that organization.
- A senior-level Diversity Steering Committee to help drive training, education, marketing, supplier selection, hiring, talent development, culture and employee engagement, including support of Employee Resource Groups which represent our diverse employee base and assist in connecting us with the varied cultures and backgrounds of our customers.

A number of organizations have recognized CenturyLink for the various initiatives, programs and activities outlined in this report, ranging from environmental certifications to awards for our diversity initiatives.

Thank you for taking the time to better understand how CenturyLink is working to fulfill our vision of improving the lives of those we serve.



Glen F. Post, III
Chief Executive Officer and President

About CenturyLink



CenturyLink is the third largest telecommunications company in the United States and is recognized as a leader in the network services market by technology industry analyst firms. The company is a global leader in cloud infrastructure and hosted IT solutions for enterprise customers. CenturyLink provides data, voice and managed services in local, national and select international markets through its high-quality advanced fiber optic network and multiple data centers for businesses and consumers. The company also offers advanced entertainment services under the CenturyLink® Prism™ TV and DIRECTV brands. Headquartered in Monroe, La., CenturyLink is an S&P 500 company and is included among the Fortune 500 list of America’s largest corporations.

Unifying Principles

Our Unifying Principles represent the fundamental values upon which CenturyLink was built, and they serve as the foundation upon which we continue to grow and prosper, conduct our business and relate to one another, as well as our customers, shareholders, business associates and the general public.

Our Unifying Principles are Fairness, Honesty and Integrity, Commitment to Excellence, Positive Attitude, Respect, Faith and Perseverance.

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Environmental Health & Safety Management and Sustainability

CenturyLink actively makes choices to lessen our impact on the environment and ensure our employees' safety by implementing an effective environmental health and safety management program and by establishing sustainability initiatives. We also offer our customers solutions that enable them to lessen their impact on the environment.

Our goal is to help ensure the long-term health of our environment, employee safety, and to join with consumers and businesses to focus on ways to promote and practice intelligent use of resources.

OUR APPROACH IS FIVEFOLD:

- **Environmental health and safety management programs**
- **Collaborative solutions**
- **Resources and waste management**
- **Technological transformation**
- **Climate preparedness**

Environmental Health and Safety Management Programs

CenturyLink's Environmental Health and Safety management systems provide a framework to address federal, state and local environmental health and safety regulations. CenturyLink Environmental Health and Safety provides assistance to employees in understanding and interpreting regulations, implementing compliance options and programs, training, and communicating directly with regulatory officials.

CenturyLink's commitment to providing employees and customers with a safe and healthy environment is detailed in the CenturyLink Environmental Health and Safety Policy. Employees can find the policy on the company's intranet and are expected to comply with all environmental health and safety laws and to make responsible environmental management a company priority. In addition, CenturyLink has established detailed compliance plans, procedures and systems that manage environmental risks in day-to-day operations. CenturyLink strives to meet all applicable environmental laws and regulations in a cost-effective manner, and by incorporating environmental considerations into our business planning processes.

CenturyLink Environmental Health and Safety Corporate Policy

CenturyLink strives to conduct its operations in compliance with applicable environmental, health and safety laws and regulations, in a manner designed to minimize the risk of occupational injury, illness and property damage.

- CenturyLink instructs its employees to comply with all applicable laws, regulations, the CenturyLink Code of Conduct and practices governing environmental health and safety.
- CenturyLink management supports environmental health and safety initiatives to protect employee health and safety and minimize losses to property and the environment.
- CenturyLink management fosters open communication and dialogue on workplace health, safety and environmental issues and actively respond to concerns and suggestions to ensure a safe work environment.
- CenturyLink strives to integrate fundamental principles of resource conservation into our business processes, facilities and operations.

Environmental Health and Safety Practices and Procedures

Environmental Health and Safety monitors environmental health and safety legislative activity and develops practices

and procedures supporting compliance with applicable environmental, health and safety laws and regulations through the CenturyLink safety and health practices and environmental practices.

Environmental Health and Safety Training

Employees must understand and adhere to applicable occupational health and safety requirements. CenturyLink provides environmental, health and safety training in compliance with federal and state laws. Management is responsible for ensuring employees complete required training.

Emergency Procedures

Each business unit must participate in the development and implementation of emergency procedures for each facility that they occupy. Management must communicate emergency plans to all employees. Employees are required to participate in evacuation drills and adhere to requirements contained in these plans. Business units must ensure that emergency procedures integrate with business continuity and disaster recovery plans and procedures.

Accident Reporting Responsibilities

CenturyLink employees are required to report all work-related accidents immediately to their manager and to the company's 24/7 reporting system. Work-related accidents include on-the-job injuries and occupational related illnesses, automobile accidents, property damage, and equipment accidents. CenturyLink Environmental Health and Safety will report all serious accidents involving multiple injuries or a fatality to the appropriate government agencies when required.

Accident Investigations

Management is responsible for initiating the immediate investigation of an accident and calling the company's 24/7 reporting system prior to investigating when third parties are involved. Third parties are involved when there is injury to individuals not employed by CenturyLink or damage to property not owned by CenturyLink.

Unsafe Conditions

Any employee who observes an unsafe or hazardous condition or suspected violation of the law must report it immediately to management. If an unsafe or hazardous condition exists, managers must provide necessary warnings and immediately report the unsafe or hazardous condition to the company's 24/7 reporting system. Violations of the law must be reported to the Integrity Line, the Company's compliance hotline.

Environmental Sustainability

Collaborative Solutions

CenturyLink's Environmental Sustainability Statement

CenturyLink improves lives, strengthens businesses and connects communities by delivering advanced technologies and solutions with honest and personal service. While we recognize the benefits that our services bring to our customers, we are also mindful of the impacts our actions may have on the environment.

Reducing environmental impact requires a thoughtful approach, balancing the needs of our employees, customers, shareholders and the environment. We believe that a balanced approach means supporting the financial health of our business while ensuring environmental sustainability efforts support the quality of service we offer our customers and the value we create for our shareholders and our communities.

CenturyLink has adopted the following objectives to inform and drive our environmental sustainability efforts:

- Consider sustainability in the context of customer and shareholder value
- Strive to build and operate efficient networks and data centers
- Pursue sustainability initiatives that reduce energy, waste and materials consumption in our organization
- Engage our employees and suppliers in our sustainability efforts
- Meet applicable sustainability legal requirements
- Establish sustainability metrics to measure the results of our efforts

CenturyLink is committed to environmental stewardship. We strive to incorporate environmental sustainability principles and practices throughout our operations as we work to serve our customers and our communities.

Environmental Sustainability Council

The CenturyLink Environmental Sustainability Council facilitates collaboration across the company to identify and implement actionable "greening" initiatives. The council aims to reduce the company's carbon footprint and evaluates the ongoing economic feasibility of green initiatives.

Our Customers

CenturyLink helps customers go green with products and services that use environmentally friendly architectures such as IP and Ethernet in order to reduce environmental impact and better manage natural resources.

Some examples include:

- Virtualization of physical resources and environments through collaboration ware and webcams
- Reduction of paper waste with online billing, autopay, and converting faxes to email
- Remote energy management through CenturyLink® Smart Home allows customers to preprogram lights to turn on/off at specific times and manage their thermostat from anywhere
- The minimization of carbon footprints by reducing the need for air travel and other transportation.



Our Employees

CenturyLink employees have expressed that environment and sustainability are important to them. CenturyLink has a "Going Green" internal Web page that encourages employees to submit suggestions for helping the company go green. Suggestions are evaluated based on feasibility, economics and other factors.

To showcase both individual and business unit efforts that make a positive environmental impact, CenturyLink has established an internal online Green Tip Board for green ideas and news.

Environmental Sustainability

Our Partnerships

Carbon Trust

CenturyLink® Technology Solutions (formerly known as Savvis) announced in 2013 that it has reduced carbon use in its data centers in the UK by 10 percent since 2010 and that the effort led to recognition from the UK Carbon Trust. To receive this certification, its teams reviewed procedures, facilities and finances to demonstrate yearly measurement, management and reduction of carbon emissions.

Alliance for Telecommunications Industry Solutions (ATIS)

As an active member and contributor to ATIS, CenturyLink works alongside other industry leaders to identify and promote energy-efficient technologies and equipment. Also, CenturyLink is a member of the ATIS Exploratory Green Group (EGG), which develops recommendations and shares best management practices for the telecommunications industry in the area of environmental sustainability. The EGG examines ways the telecommunications industry can assist businesses in reducing their carbon footprints through videoconferencing, telecommuting, smart buildings and other industry-related solutions.

Green Grid

CenturyLink's affiliate membership in The Green Grid Association provides CenturyLink with an open industry consortium of end users, policy makers, technology providers, facility architects, and utility companies that works to improve the resource efficiency of information technology and data centers throughout the world. With more than 175 member companies, Green Grid seeks to unite global industry efforts, create a common set of metrics, and develop technical resources and educational tools to further its goals.

Carbon Disclosure Project

CenturyLink submits its annual carbon inventory to the Carbon Disclosure Project (CDP). The CDP is an independent, not-for-profit organization that aims to create an ongoing relationship and meaningful dialogue between shareholders and corporations about the implications of climate change.

The CDP issues an annual questionnaire and then assigns a Carbon Disclosure Leadership Index (CDLI) rating based on how the company is reducing its carbon footprint.

CenturyLink reported the following Green House Gas emissions for the 2013 CDP:

- Direct (Exhaust) 279,522 Tons CO₂e-
- Indirect (Electricity) 2,079,912 Tons CO₂e-

Green House Gas Emission Reduction Targets

In 2013, CenturyLink developed targets to reduce green house gas emissions. These targets are:

- 20% reduction in direct (exhaust) CO₂e by 2024
- 25% reduction of indirect (electricity) by terabyte by 2024

Environmental Sustainability

Resources and Waste Management

Recycling

The CenturyLink Waste Minimization and Recycling Program diverts millions of pounds of electronic and communications equipment from landfills each year. CenturyLink recycles telecommunications equipment and many other items such as batteries, wood poles, electronics, computer equipment, copper wire, fluorescent lamps, fleet oil and solvents.

CenturyLink's recycling program exceeded 70 million pounds, or more than 35,000 short tons over a six-year period (2007-2012).

Paper Recycling

When it's time to dispose of paperwork or non-paper media, CenturyLink values the security of that information - whether it's customer, company or employee-related. CenturyLink uses a secure shred program that allows employees to help the Company dispose of documents and media while supporting responsible "green" recycling practices.

In 2013, CenturyLink sites collected, securely shredded and recycled more than 3.5 million pounds of paper - saving the equivalent of almost 30,000 trees.

Procurement

CenturyLink is actively initiating programs in the procurement of its products and services to lessen its environmental impact. Programs include:

- **EPA SmartWay** - CenturyLink is a member of the EPA's voluntary SmartWay Transport Shippers program. The SmartWay program recognizes partners that set and achieve goals to reduce greenhouse gas (GHG) emissions in their freight transport operations. The program encourages using SmartWay Partner freight carriers that are improving their own fuel efficiency, which helps reduce potential environmental impacts from freight shipping activities.
- **Telecommunications Energy Efficiency Ratio** - CenturyLink requires suppliers to apply the Telecommunications Energy Efficiency Ratio (TEER) metric to appropriate proposal submissions. The TEER measures and uniformly quantifies energy consumption for network components, which helps ensure the energy efficiency of new network equipment.
- **SetTop Box Energy Conservation** - CenturyLink announced its voluntary participation with thirteen

other companies, in an unprecedented Set-Top Box Energy Conservation Agreement. The agreement stipulates that at least 90 percent of all new set-top boxes purchased and installed after January 1, 2013 will meet the U.S. Environmental Protection Agency Energy Star 3.0 efficiency levels. Based on market projections, the Consumer Electronics Association (CEA) and National Cable & Telecommunications Association (NCTA) estimate an annual residential energy savings of more than \$1.5 billion when the agreement is fully realized.

Gas Emissions

It is estimated that gas emissions from transportation represent 33 percent of total domestic emissions. Programs to reduce gas emissions include:

- **CenturyLink Fleet** - The CenturyLink fleet includes flex-fuel vehicles and propane fueled vehicles. These vehicles produce significantly less greenhouse gas emissions than traditional vehicles. The CenturyLink fleet team routinely evaluates greenhouse gas friendly alternatives for possible addition to the fleet.



- **Commuter Programs** - CenturyLink offers commuter programs to employees in Seattle, Portland, and Phoenix. In partnership with Denver's Regional Transportation District (RTD), CenturyLink offers employees who commute to work discounted monthly transit via bus or light rail paid on a pre-tax basis. RTD estimates the average commuter using public transit saves about \$9,100 annually.

Environmental Sustainability

Technology Transformation



Green Information Technology Program

CenturyLink's IT organization has implemented initiatives to reduce energy consumption and reduce the company's carbon footprint. These projects include decommissioning unused servers and replacing aging equipment with newer, more efficient server installations. These efforts have resulted in an estimated annual energy savings of nearly seven million kilowatt hours, the equivalent of more than 565,000 gallons of gasoline.

Hosting Center Efficiency

Our approach to energy efficiency in our hosting centers is multifaceted: airflow management, upgraded technology and economization.

Airflow management involves circulating server air to maximize heat rejection. Technology upgrades at select sites allow for extended economization hours. These upgrades include load-specific cooling capacities, variable speed cooling equipment and control systems and tailoring systems to utilize outside air and ambient weather conditions. Implementation of energy efficiency measures resulted in an estimated annual energy savings of more than 25 million kilowatt hours.

Network Energy Efficiency Group

The CenturyLink Network Energy Efficiency Group, a subcommittee of the Environmental Sustainability Council, has launched several initiatives which have created energy savings and efficiency within the network, including:

- Shutting off power to excess rectifiers and unused converter plants, resulting in an estimated annual energy savings of more than 13 million kilowatt hours
- Switch consolidations, resulting in an estimated annual energy savings of more than six million kilowatt hours, and
- The removal of common power supply unit cards from unused transport shelves, resulting in an estimated annual energy savings of more than 600,000 kilowatt hours.

Environmental Sustainability

Leadership in Energy and Environmental Design

Technology Center of Excellence - Leadership in Energy and Environmental Design

The CenturyLink Technology Center of Excellence is scheduled to be completed in late 2014 and will include technology research and development labs, a network operations center and office and meeting space. In the Center, employees and vendors with network technology and IT skills will work together to create innovative products and services for CenturyLink's customers.

CenturyLink designed the facility to meet LEED (leadership in energy and environmental design) silver certification requirements.



Technology Center of Excellence artist rendering

Environmental Sustainability

Alternative and Renewable Energy

Bloom Fuel Cell

In 2013, CenturyLink announced it is expanding its sustainability commitments by installing Bloom Energy fuel cells to generate up to 500 kilowatts of clean, reliable power for one of its California data centers. The fuel cells, expected to produce nearly 4.4 million kilowatt-hours of annual electricity, will help power cloud, managed hosting and colocation services housed within the data center, located in Irvine, California, and operated by CenturyLink® Technology Solutions (formerly known as Savvis).

Solar Powered Remote Sites

CenturyLink has approximately 30 standalone (off-grid) solar-powered radio sites ranging in size from a few hundred to several thousand watts in its portfolio.

Environmental Sustainability

Emergency Preparedness

Disasters are happening more frequently and with greater intensity. CenturyLink created the CenturyLink environmental sustainability governance council ("The Green Team") to support greening initiatives that aid the environment while aligning with recovery objectives. CenturyLink's risk-based approach to disaster mitigation focuses on the hydrological cycle, biodiversity, slope, topography, water quality and climate.

Our industry faces many environmental challenges and CenturyLink is committed to working toward solving them. CenturyLink uses remote work strategies to minimize the impact to customers and the environment during disasters. Environmentally sound data center design and virtualization contribute to resiliency, high availability, and recoverability.



CenturyLink technicians inspect lines damaged during 2013 Colorado flooding.

Diversity



CenturyLink believes that embracing diversity and creating a culture of inclusion make CenturyLink a better company. By incorporating a variety of viewpoints, insights and perspectives, CenturyLink is a better service provider, a better community partner and better able to serve our diverse employee and customer bases.

CenturyLink Diversity Steering Committee

CenturyLink has a senior-level Diversity Steering Committee, which shapes and drives the company's overall diversity strategy. The committee reviews the company's diversity initiative results, which include training and education, marketing, hiring, talent development, company culture and employee engagement. In addition, it provides guidance and feedback on diversity initiatives.

Employee Resource Groups

Employee Resource Groups (ERGs) play an important role in CenturyLink's diversity philosophy. ERGs assist with employee career development, increase employee engagement and help us connect with CenturyLink's increasingly diverse customer base.

CenturyLink ERGs include:

- ABTP – Alliance for Black Telecommunications Professionals
- EAGLE – Resource group supporting Gay and Lesbian employees
- FRIENDS – Resource group supporting persons and family members with disabilities
- PAAN – Resource group supporting Asian and Pacific Islander employees
- SOMOS – Resource group supporting Hispanic employees
- CenturyLink Women Empowered – Resource group supporting women employees
- CenturyLink Veterans – Resource group supporting veteran employees
- Voice of Many Feathers – Resource group supporting American Indian employees

CenturyLink provides each ERG with an operating budget, meeting space and an internal website. ERGs are open to all CenturyLink employees and are publicized through the company's internal communication channels.

Recruiting and Outreach

CenturyLink attracts employees who are drawn to our strategy to improve lives, strengthen businesses and connect communities and who willingly embrace our Unifying Principles. Job openings are cross-posted on more than 200 diversity job boards, and we have an active military recruiting strategy, including an online military job code translator. We recruit through multiple diversity partners such as Historically Black Colleges and Universities and predominantly Hispanic educational institutions. We also partner with INROADS for internship programs.

CenturyLink supports many community events and organizations including Juneteenth, Asian New Year, Cinco de Mayo and Pride festivals in various communities.

Supplier Diversity

The Supplier Diversity Organization is an integral part of CenturyLink's Global Supply Chain. CenturyLink values the unique blend of cultural and business expertise, as well as the flexibility and creativity that diverse suppliers provide to our operations.

We integrate supplier diversity into our strategic sourcing process through measurable goals and objectives. CenturyLink maintains a 12-15% average annual spend with a variety of diverse businesses. Additionally, we maintain an open door policy with our ethnic minority, women and veteran owned suppliers, including them in our request-for-proposal processes and connecting with diverse firms via an active presence in regional and national supplier diversity business events and local chambers of commerce.

CenturyLink® Internet Basics

No matter where families live in the world, Internet access and the right training can give them the skills to participate in the global economy. CenturyLink supports the Federal Communications Commission goal of bringing high-speed Internet to economically-disadvantaged households. We work with nonprofit partners throughout our service areas and have conducted more than 100 basic computer and Internet training sessions where low-income residents, including older Americans, learn how to find jobs, start businesses, gain education, and increase their financial self-sufficiency through the use of the Internet. In many underserved, isolated and low-income communities, our Internet connectivity, discounted computer equipment and free training are offered to qualifying low-income households through the CenturyLink Internet Basics program. The training, regardless of income, is opening doors to better healthcare, education, jobs, social services, and economic opportunities.

Lifeline

CenturyLink participates in Lifeline, which provides certain discounts to qualified subscribers on monthly service. The program is designed to help low income households with needed phone services. Lifeline is available to qualifying customers in every U.S. state. Qualifications vary by state.

Residents of American Indian and Alaskan Native tribal lands may qualify for up to an additional \$25 of enhanced Lifeline support monthly. They may also qualify for the Link-Up program, which helps consumers pay the initial installation costs of getting telephone service. Link-Up provides a credit of up to \$100 of the initial installation charges for tribal customers. An individual living on tribal lands may qualify for Lifeline and Link-Up discounts if he or she participates in one of the following programs: the Bureau of Indian Affairs General Assistance, Tribally Administered Temporary Assistance to Needy Families; Food Distribution Program on Indian Reservations; or Head Start (only for those households meeting its income qualifying standard).



Corporate Ethics & Compliance Program

Upholding a strong ethical culture is of paramount importance to CenturyLink. The CenturyLink Corporate Ethics and Compliance Program is founded upon our Unifying Principles, and we expect employees and third-party representatives to embrace these values – conducting themselves with the highest level of integrity when doing business with and on behalf of CenturyLink.

Our program provides guidance for making ethical business decisions, facilitates legal compliance and ethics training, and assists individuals with resources and reporting tools.

In addition, our Supplier Code of Conduct sets forth expectations for contractors, vendors and other third parties with respect to conducting business activities on our behalf in compliance with our high ethical standards. As our business expands globally, we continue to evaluate our program and compliance efforts to ensure the issues presented within a diverse world market are addressed.

CenturyLink competes in the marketplace on the basis of service and product quality, pricing and reputation. We prohibit bribery and unlawful or unethical forms of payment of any kind. We also proactively communicate our anti-bribery policy to our agents, contractors, partners and vendors, and we require them to certify that they will abide by all applicable laws and regulations.

Political Contributions and Transparency

CenturyLink encourages its employees to be actively involved in the community, including supporting political candidates and initiatives of their choice. CenturyLink employees and representatives are expected to comply with all applicable laws regarding political contributions.

CenturyLink has established various Political Action Committees (PACs) that are legally recognized organizations that accept voluntary contributions and make expenditures to support candidates for elected office. Eligible employees are encouraged to make contributions to a CenturyLink-sponsored PAC and to participate. CenturyLink does not attempt to influence employee contributions or political activities.

The company may, on occasion, elect to spend authorized funds to publicize a specific event or viewpoint. CenturyLink complies with all applicable laws, including requirements regarding the filing of disclosure reports with the appropriate federal or state election commission.

CenturyLink values responsible corporate governance and participates in the political process in an effort to formulate public policies that benefit our customers, shareholders, and the communities we serve. We also strive to provide transparency regarding our political contributions and expenditures. The company publishes a semiannual Political Contributions Report on our corporate website.

Customer Privacy

CenturyLink takes customer privacy very seriously; safeguarding personal information and protecting privacy are our priorities.

Like most companies, we have certain information about our customers and may use it to provide our services. We also share it where appropriate to meet our business goals or fulfill our legal obligations. We protect the information we have about our customers, and we require those we share it with to protect it too.

The CenturyLink Privacy Policy describes how we use and protect the information we collect about customers and users and their privacy options. Our Privacy Policy is available at www.centurylink.com/privacy.

Community Involvement

CenturyLink is committed to strengthening the communities it serves through philanthropy, volunteerism and support of local community initiatives.

We focus our charitable giving and volunteerism on strengthening communities through primary education, programs that support youth, and technology-focused initiatives. The majority of our community investment is managed at the local level because we believe that our employees know how best to support the communities in which they live and work.

Volunteerism

We encourage our employees to donate their time, talents and resources to local non-profit organizations, and we support their efforts. With more than 45,000 employees around the world, our employees' interests and passions are varied. You'll find our employees volunteering with youth organizations, in schools, health-related causes and little leagues - just about anywhere there is a need in their community. Employees reported more than 63,000 volunteer hours in 2013.

We encourage this volunteerism and support it through our Matching Time Grants program funded by the CenturyLink Clarke M. Williams Foundation.

Through this program, employees who volunteer 40 hours or more within a six-month period to an eligible 501(c)3 non-profit agency can earn a \$500 grant for that organization. As of Dec. 31, 2013 we awarded nearly 700 \$500 Matching Time Grants.

In addition to volunteering on their own, our employees and retirees have the opportunity to unite with co-workers on community service projects through our Employee Resource Groups, Community Resource Teams, Telecom Pioneers and Independent Telecom Pioneer Associations.

Employee Giving

We also provide employees with a method for continual giving to charities they support. During our annual Employee Giving Campaign, employees are allowed to donate to eligible 501(c)3 agencies through payroll deduction. In turn, the Foundation matches those donations with a gift to the United Way in the employee's local community. Our 2013 campaign resulted in \$2.95 million in individual donations to more than 2,500 non-profit agencies in our U.S. markets and a match of \$1.83 million to more than 300 local United Way organizations across the United States.



Annual Food Drive

The communities we serve are diverse, but one common need in every community is hunger.

In 2013, CenturyLink hosted our Backpack Buddies Feed the Children Food Drive to provide food to students during weekends and holidays when school lunches are not available. Through this drive, our employees and community members donated an equivalent of 2.54 million pounds of food and monetary donations to more than 250 food banks across the United States. The CenturyLink Clarke M. Williams Foundation added a match of \$1 million to the Drive to bring our nationwide total to 8.54 million pounds of food to fight hunger in our communities.

Awards and Accolades

2013

CEEDA: Certified Energy Efficient Data Center Silver Award for LO3

BCS, the Chartered Institute for IT, awarded CenturyLink Technology Solutions (formerly known as Savvis) a Silver Certified Energy Efficient Data Center Award for its LO3 London Docklands data center. CenturyLink Technology Solutions is the seventh organization in the world to demonstrate its leadership in sustainability and data center energy efficiency by earning a CEEDA honor, which is administered by DCProfessionals on behalf of BCS.

Carbon Trust Standard

All of CenturyLink Technology Solutions' UK data centers have been awarded the Carbon Trust Standard. This recognizes CenturyLink Technology Solutions' ongoing efforts to ensure its operational procedures are as energy efficient as possible in its LO1, LO3, LO5 and LO6 data centers in London, Slough and Reading.

The Carbon Trust Standard is widely acknowledged as the world's leading certifier of organizational carbon footprint reduction. The certification has been achieved as a result of CenturyLink Technology Solutions' long-term commitment to reducing its carbon footprint and the associated energy costs. CenturyLink Technology Solutions is one of a small number of cloud infrastructure and hosted IT solutions companies to achieve this standard across all of its UK facilities.

Minority Business News USA – Ambassador for Supplier Diversity

Hispanic Network Business – Best of the Best Top Supplier Diversity Program

Regional MBE Advocate nominee – National Minority Supplier Development Council

2010-2013

FTSE4Good Index Series

The FTSE4Good Index Series has been designed to objectively measure the performance of companies that meet globally recognized corporate responsibility standards. Inclusion on the list is a reflection of meeting or exceeding FTSE standards; ranks are not assigned. Centurylink continues to be a member company of the FTSE4Good Index.



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