



ITT watermark.

Because every drop counts

Frequently Asked Questions

The following document is a prepared list of common questions and answers about ITT Watermark® and employee engagement opportunities.

Please click on the links below to access specific sections:

- **[Background](#)**

This section provides introductory information related to ITT Watermark, including details on how it relates to our vision and values, program elements, NGO partners and 2008-2009 results. The majority of this information was released to employees in March 2009 and is available at www.ittwatermark.com. It is included here as a useful refresher and for Communications staff who are new to the program.

- **[Employee Engagement](#)**

This section provides information related to ITT Watermark trips, local activities and ITT's new gift matching program. This information is also available at <http://ittwatermark.com/employees.htm>.

Background

About ITT Watermark

1. What is ITT Watermark?

ITT Watermark is our signature philanthropy platform. Its mission is to make a sustainable mark in the world by providing safe water and sanitation to children and families in need. To accomplish this goal, ITT is working with leading non-governmental organizations (NGOs) to: 1) provide safe water, sanitation and hygiene education to 300 schools in the developing world by 2010, ultimately serving hundreds of thousands of children and their families and 2) proactively secure safe water supplies that people can access in times of emergency. ITT Watermark was launched in 2008 in Stockholm during World Water Week and has since expanded to provide employees with a variety of opportunities to get involved at work, in their local communities and throughout the world.

2. How does ITT Watermark align with our vision and values?

At ITT, our vision and values are our foundation, and ITT Watermark helps bring them to life by building on our legacy of global water stewardship. ITT Watermark is one way our people are inspired to make the world a better place through new ideas. Our value of responsibility lists “care for the environment and our communities” as one of our key operating principles, and ITT Watermark helps us channel our energy and resources into doing just that – in an area that aligns perfectly with a critical aspect of ITT’s business. Through ITT Watermark, we are leveraging the full capacity of our resources – our people, our technology and our financial strength – to create more livable environments and make a sustainable mark in the world.

3. Why is ITT focusing on water and sanitation?

At ITT, we bring extraordinary focus to the job of running our business, but we never let ourselves lose sight of the larger perspective. Today, the world faces unprecedented challenges brought on by population growth, urbanization and shrinking fresh water supplies. In fact, 1.1 billion people – roughly one-sixth of the world’s population – lack access to safe water, and 2.6 billion people lack access to adequate sanitation. Diseases caused by a lack of water and sanitation are responsible for the deaths of 4,500 children a day – deaths that could be prevented with the implementation of safe water systems.

As a water leader and member of the global community, ITT is uniquely positioned to make a mark on this issue by committing the full spectrum of our resources to provide safe water and sanitation to those in need. Our focus on these issues is not new – from our products to our NGO partnerships, we have dedicated many years to promoting knowledge, the need for change and new solutions. ITT Watermark builds on this legacy, allowing us to make even greater impact.

4. I don’t work in Fluid Technology. How is this program relevant to me and my group?

The growing global need for safe water and sanitation affects all of us. Our vision is to create a lasting impact on this important issue through ITT Watermark. We recognize the essential

capability of each ITT employee to help us make a difference. We hope that whether you work in Defense Electronics and Services or Fluid and Motion Control, you will join us to help create impact in extraordinary ways. The employee engagement opportunities provided under ITT Watermark do not require specific expertise in water or engineering; they are open to all employees, at all skill levels, who want to make the world a better place.

Program Elements

5. How is ITT Watermark making a difference through schools?

ITT Watermark works to ensure children in the developing world have a brighter future by providing them with safe water, sanitation and hygiene education. This three-pronged approach decreases absenteeism in schools by helping to prevent children from getting sick from water-related illnesses and having to travel long distances to collect water for their families. Educating students on proper hygiene also raises awareness in the community, as children bring what they learn in school home to their families. This creates a ripple effect because healthy family members are better equipped to earn income and break the poverty cycle.

In 2008 and 2009, our partnerships with Water For People and China Women's Development Foundation successfully supported the provision of safe water, sanitation and hygiene education to 183 schools in India, China, Guatemala and Honduras. This work directly impacted more than 200,000 school children, in addition to their families and community members. In 2010, our goal is to support an additional 117 schools in the same regions.

6. How is ITT Watermark providing safe water solutions to individuals affected by emergencies?

Through the years, ITT has sought to help those affected by emergencies. We responded to the 2004 Indian Ocean tsunami and the 2007 floods in Tabasco, Mexico, among others. In all cases, we mobilized quickly and donated portable water treatment systems and dewatering pumps.

Under the ITT Watermark program, ITT is taking a more proactive approach in responding to disasters. We have established an internal Emergency Response Committee and created a partnership with Mercy Corps to effectively secure safe water for people in times of emergency.

In 2008 and 2009, over 350,000 people benefited from the crucial water supplies ITT provided in the wake of emergencies. In response to flooding in Niger, earthquakes in China and Indonesia and the cyclone in Myanmar, we provided financial contributions to support disaster assessments and recovery efforts led by Mercy Corps and UNICEF on-the-ground. In Nepal, Honduras and Sri Lanka, we deployed product by providing dewatering equipment to communities impacted by floods and water treatment systems to towns experiencing contaminated water supplies. In preparation for future crises, ITT also funded emergency response and disaster risk reduction training for ITT and Mercy Corps staff in Guatemala, the Democratic Republic of Congo and China.

In 2010, our goal is to support additional response trainings with Mercy Corps and provide product and expertise on-the-ground as needed.

Employee Engagement

General Information

7. How can employees get involved in ITT Watermark?

Our goal is to engage our global employees in our mission to make a sustainable mark on the global water crisis. Employees are encouraged to get involved by:

- Traveling abroad on short-term assignments to directly support our NGO partners' work on-the-ground
- Participating in local activities that increase awareness and understanding of global water issues in the community
- Supporting the provision of safe water and sanitation by participating in our employee giving campaign

To find out more, please visit the employee portion of our website, <http://ittwatermark.com/employees.htm>.

8. Why are we encouraging employees to participate in ITT Watermark engagement opportunities?

At ITT, our talented employees do extraordinary things for our company and for society, and we appreciate their dedication to doing the right thing at work and in the larger world. Today, water scarcity is one of the biggest issues our planet faces, and the situation will only get worse if solutions are not found to manage this life-sustaining resource more wisely. As a water leader and member of the global community, ITT has a responsibility to lead the way. By participating in ITT Watermark engagement opportunities, employees can help increase awareness about this important issue and make a sustainable mark on the global water crisis.

In addition to impacting the greater cause, employee engagement offers more tangible benefits to both employees and ITT. Successful employee volunteer programs have been proven to benefit employees by: improving performance; increasing job satisfaction and morale; encouraging teamwork; promoting leadership and skill development; and improving communication between employees and their supervisors, and across departments. They have also been proven to benefit companies by: building brand awareness and affinity; strengthening trust and loyalty among consumers; enhancing corporate image and reputation; improving employee retention; increasing employee productivity and loyalty; and providing an effective vehicle to reach strategic goals.

Visit <http://www.volunteermatch.org/corporations/resources/businesscase.jsp> to learn more about the business benefits of employee volunteerism.

Trips

9. What is an ITT Watermark trip?

In order to connect employees to the important work being accomplished by ITT Watermark, we offer employees the opportunity to travel abroad on short-term project assignments to help our NGO partners monitor programs in underserved schools or participate in emergency response training. Trips are typically one to two weeks in length.

10. What does an ITT Watermark school monitoring trip entail?

School trips are organized by Water For People and offer employees the opportunity to contribute first-hand to the important work we are doing in Asia and Latin America.

Participants assess needs on-the-ground by mapping nearby water sources, testing water quality and monitoring existing water and sanitation systems to ensure they are functioning properly. Participants also conduct interviews and analyze data to help Water For People determine what the next steps should be in the community.

School trips enable ITT employees to participate in water and sanitation projects and make a difference in the lives of others. Participants undergo a training session and field exercise shortly after they arrive in the country. Typical tasks in the field include assessing needs, systems and infrastructure, and collecting and reporting data. Participants will be visiting communities and schools, and meeting with community members and local partners. Participants also take part in a de-briefing with in-country staff to identify strengths of the program, weaknesses and strategies to resolve identified problems. Upon return from a trip, employees will be asked to report back to Headquarters about their experiences and share their stories with other employees.

11. What does an ITT Watermark emergency response trip entail?

Mercy Corps proactively trains teams of emergency responders throughout the year. These teams are stationed at locations around the world and are ready to deploy within 72 hours of an emergency. We are currently exploring opportunities for ITT employees to participate in these trainings as both water experts and potential on-the-ground responders.

12. Are ITT Watermark trips considered “paid time off”?

Participating ITT employees receive fully paid time off to participate in both school monitoring and emergency response training trips. Trips are treated as work assignments – all relevant benefit plans, statutory protections (e.g. workers’ compensation) and/or employee contract protections (if any) are applicable – similar to a business trip. There is no change to compensation and benefits during the trip (non-exempt and hourly employees will be compensated based on a regular work week). Additionally, ITT covers individual trip costs, including travel and lodging expenses.

13. Who is eligible to participate in ITT Watermark trips?

All ITT employees who meet the following requirements are eligible:

- Able to commit for the full-time period of the trip (one to two weeks)
- Have been enrolled in current position for a minimum of one year
- Are an active, full-time employee
- Are in good standing in regard to all ITT policies
- Meet the required needs and skills for all necessary activities

Potential applicants should consider their health before applying, as trips are often both physically and emotionally challenging. Cultural sensitivity is also important.

14. What is the process for applying and being selected for an ITT Watermark trip?

Interested employees are required to fill out an application form and write a brief personal statement in order to apply for a trip. The application form is available at http://ittwatermark.com/trips_intro.htm.

The application process is as follows:

- Employees complete and submit trip application form
- Scheduled trips are announced; employees who have submitted an application form request to participate in specific trips based on availability and skills required

The selection process is as follows:

- Applications are reviewed by ITT's Director of Philanthropy and NGO partners based on trip needs and Value Center representation
- Employees are evaluated on eligibility criteria by global-level HR
- Global HR team solicits approval for potential candidates from Value Center HR and employees' supervisors
- Participants are selected and notified

Local Activities

15. How can employees get involved at the local level?

Employee engagement activities vary across the world and are led by local ITT Watermark Ambassadors, a group of employees who serve as on-site experts to answer questions and create opportunities for their colleagues to make their mark. Employees interested in participating in ITT Watermark are encouraged to contact their local Ambassador for more information on how they can get involved.

16. What activities do employees typically participate in at the local level?

Around the world, we offer employees the opportunity to work with their local school or community to test the quality of local water bodies and provide water education through our

partnership with World Water Monitoring Day. For more information on this opportunity or to request a testing kit, please visit http://ittwatermark.com/am_toolkit.htm.

While World Water Monitoring Day provides a simple, turn-key way to engage employees and spread awareness about the global water crisis, it is one of many options. From hosting barbeque fundraisers to leading 'water walks' to running education fairs, employees around the world are participating in ITT Watermark in many different ways. We understand that local activities cannot be "one size fits all," as what works in one facility/country may not work in another. To ensure activities appeal to employees, we rely on our Ambassadors to identify appropriate engagement opportunities and encourage employees to submit new ideas to their local Ambassador.

Giving

17. How can employees participate in ITT's matching gifts program?

ITT's matching gifts program is a voluntary program open to all ITT employees and is intended to recognize and support the important work of ITT Watermark's strategic nonprofit partners, Water For People and Mercy Corps. For every dollar employees give - up to \$5,000 per employee, per year - ITT will give a dollar too, doubling the gift and its impact.

Opportunities to give both online and offline are available. To make a donation online, visit our partners' secure giving sites provided at <http://ittwatermark.com/employees.htm>. Forms for offline donation, via credit card or personal check, are also available on the website.

Opportunities to donate via payroll deduction are available at all U.S. facilities that utilize the Infinium payroll system and at select facilities in other countries. To find out if your site has this option, please contact your local HR representative. To make a donation via payroll deduction, please contact your local HR representative to request a pledge form and receive further instruction.