

## **2025 National Philanthropy Day Awards (Nov. 12, 2025)**

AFP Nomination: The Williams Companies (Williams)  
Outstanding Corporation – Mid-Level

### **NARRATIVE**

#### **Description of OVERALL gift support by the nominee and general approach and philosophy to philanthropy and charitable support. (0-15 points)**

In 2024, Williams awarded more than \$13.5 million in cash contributions and approximately \$158,000 of in-kind donations (printing, computer equipment, furniture, etc.) to more than 2,100 organizations across 49 states, the District of Columbia and Canada. The company's GAAP net income, as reported in the 2024 proxy, is \$2.222 billion.

For more than a century, Williams has been known as a reliable corporate partner, strengthening the fabric of the communities where they operate. The company's operations span 25 states, with major offices in Tulsa, Oklahoma and Houston, Texas. As of April 2025, the company has 780 employees in the Greater Houston area.

The company's community giving is centered on:

- Energizing and engaging employees while growing targeted skills
- Strengthening communities
- Increasing the odds of successful business execution

The company's primary focus areas for charitable giving include:

- Education
- Environmental stewardship
- Public safety and first responders
- United Way

Employees and board members of Williams can get up to \$10,000 per year in Matching Gifts for eligible nonprofit organizations. Retirees from Williams can get up to \$5,000 matched each year. Employees can also apply for up to \$2,500 per year for organizations where they are actively involved through the company's Homegrown Giving Grant program.

Specifically for United Way, Williams matches employee, retiree, and board member pledges up to \$25,000 per year. Williams also matches eligible proceeds from United Way fundraisers up to \$100,000 per fundraiser.

## Major Causes/Initiatives (0-45 points)

**United Way:** Williams has been an amazing partner of United Way of Greater Houston (UWGH) for over 37 years, raising a cumulative amount of over \$26 million. Each year, they coordinate a corporate workplace campaign that engages employees, retirees, and board members in making financial contributions that are matched 100% by the company. In fact, they've contributed over \$1 million for six consecutive years in a row! Their generosity not only makes it possible for UWGH to connect two million people with services that improve their lives each year but also sets a powerful example for others to follow.

What sets Williams apart from some corporate partners is their approach to finding fun and creative ways to engage employees. Planned by a campaign committee of more than 30 members spanning multiple departments, robust campaign activities this year included a Leadership Kickoff, three UW Spotlight Events, two Golf Tournaments, Clay Shoot, Departmental UWGH Education Sessions, Day of Caring volunteer project, Tennis Tournament, Pickleball Tournament, Bike/Run the Bayou, Bingo, Online Auction, Kendra Scott shopping day, and Closing Celebration with food, fun and prizes. Most of these events required significant planning and onsite support.

At our third Rappel for a Reason event, we had one brave rappeler from Williams who, after raising \$1,500+, rappelled off the 26-story Galleria DoubleTree Hotel.

Additionally, Williams made a gift of \$100,000 to our Building Possibilities Campaign.

**Other Houston Area Causes:** In addition to the United Way of Greater Houston, Williams supports dozens of nonprofit organizations in the Greater Houston area (including the following counties: Brazoria, Fort Bend, Galveston, Harris, Liberty, and Montgomery). In total for 2024, Williams contributed more than \$1.5 million in this area to 201 organizations.

Williams supports causes that are important to their employees. Financial support as well as volunteer time is provided. Some of the 201 organizations that the company supports in Greater Houston include:

- Houston Latin American Philharmonic Orchestra
- Alley Theatre
- Junior Achievement of Southeast Texas
- Cristo Rey Jesuit College Preparatory School
- Memorial Park Conservancy
- Pride Houston
- Genesys Works
- Hermann Park Conservancy
- Urban Harvest

- Breakthrough T1D, formerly JDRF
- Baker Ripley
- March of Dimes
- Houston Food Bank...and more

**Description of additional gift support and achievements accomplished through The corporation's efforts. (0-25 points)**

Williams partners with Genesys Works, an organization that provides career pathways for high school students in underserved communities. These students gain tools for success as they develop meaningful relationships with Williams mentors and learn professional skills to work in a corporate environment. Since 2011, over 100 high school students have interned at Williams through this program. The program states that 99% of its students receive college acceptance and approximately 92% attend college or Post-secondary schools. Williams also has a long-standing relationship with Cristo Rey College Preparatory School in Houston mentoring 81 student interns at the company's downtown and Houston Galleria offices in the last 12 years.

**Description of the nominee's work in encouraging and motivating others (e.g., employees, clients, customers, the public) to get involved with and/or take leadership roles in philanthropy. (0-15 points)**

Camilo Amezcuita, now in his second year of service as a dedicated board member, continues to provide invaluable leadership and guidance. His commitment to our mission and vision helps drive meaningful impact across our initiatives.

James Crandall, Commercial Optimization Lead, has been honored with the Young Leader of the Year award. As Co-chair of the Young Leaders group, James exemplifies the power of collective action and service. His passion for encouraging others to engage, serve, and champion our city is truly inspiring. Together, Camilo and James embody the spirit of community leadership that fuels our work every day.

In 2024, Williams employees across the country logged 32,668 volunteer hours with Houston employees logging 2,928 of those. Employees volunteered their time and talents across the company's footprint to help 94 nonprofit organizations during the week focus on giving back.

In 2024, the company held its third annual Williams Volunteer Week. More than 1,000 employees worked on 120 projects across 15 states. In Houston during Williams Volunteer Week, 174 employees volunteered on 13 projects across the area, for the following organizations:

- Kids Meals Inc.
- Dress for Success Houston
- Buffalo Bayou Partnership
- Bethel's Heavenly Hands
- Baker Ripley
- Memorial Park Conservancy



May 1, 2025

To Whom It May Concern,

On behalf of BakerRipley, I am writing to support the United Way of Greater Houston's nomination for Williams for Outstanding Corporation, Mid-Level at National Philanthropy Day. I was personally introduced to the Williams in 2020 when it was Sequent Energy Management, where they supported Interfaith Ministries for Greater Houston's efforts at the onset of the COVID-19 pandemic. At that time, they made a significant gift to the Meals on Wheels (MOW) program, and we continued to develop a meaningful relationship over the years as they became Williams.

When I moved on from Interfaith Ministries in late summer of 2023, I was delighted to learn of Williams long standing relationship with my new employer, BakerRipley, dating back to 1998! They provided ongoing support to BakerRipley's annual Turkey Trot, providing both financial and volunteer resources. Their reach has spanned across a variety of programs within BakerRipley. Most recently, as part of their National Volunteer Week celebration, over 30 Williams employees volunteered their morning at BakerRipley's monthly food distribution at our Ripley House campus in the East End. This distribution provided nutritious food and resources to 150 families.

Williams is a great partner to BakerRipley. We appreciate it when companies offer a well-rounded approach to support in the form of financial contributions and volunteer support, and Williams is a great example of that. We support their nomination for Outstanding Corporation - Mid-Level and fully believe they are deserving of this recognition.

If you have any additional questions, please do not hesitate to contact me at [JStarkschall@bakerripley.org](mailto:JStarkschall@bakerripley.org) or 832-496-0347.

Sincerely,

Jessica Starkschall  
Director, Development



CRISTO REY  
JESUIT

COLLEGE PREPARATORY SCHOOL OF HOUSTON

April 28 2025

Vanessa Wollin, CFRE  
Law Initiative, Sr. Relationship Manager, Corporate Relations  
United Way of Greater Houston

Dear Vanessa,

On behalf of Cristo Rey Jesuit, I am honored to provide some information to support your nomination of Williams as an Outstanding Corporation, Mid-Level, as part of the National Philanthropy Day 2025.

Cristo Rey Jesuit is a private college preparatory school that delivers a career-focused, college preparatory education for students of all faiths with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience. We partner with corporations around Houston who hire teams of our students. This helps our students in many ways. Students gain experience in a corporate setting which is invaluable. Most of these young people will be the first in their families to attend college and they lack exposure to professional careers. Additionally, the people that they work with and work for become their mentors and advisors as they navigate through high school and discern their next steps. Also, the fee paid to Cristo Rey for the students' work covers almost half of the cost of their college prep education. This is not an insignificant financial contribution!

Williams has been a partner of Cristo Rey Jesuit's in the Corporate Work Study Program for 13 years. They support a full team of students – this is four students! The annual financial commitment alone is very generous but that is not the most important part of the story.

The two people at Williams who are the primary supervisors of our students are the best in our program. Nelly White is our main contact at Williams and she is a tireless advocate for these young people. I visited the Williams office recently for an open house that they were hosting and I had the chance to meet people in several departments. When I explained who I was, they all knew about Cristo Rey and had interacted with our students. Nelly had made sure to bring our students around and give the students a chance to meet all of the professionals, understand their roles and feel like part of the team. She really makes sure that the students are getting a full experience at Williams and are being immersed in the professional environment. The purpose of our program is to expose students to professional careers for a

variety of reasons: to show them that there are many careers choices, to get them excited about working in a post-college job, and to show them that they 'fit in' in a corporate setting. Nelly and the Williams team have perfected this!

Jeanie Robins is another leader at Williams who supervises Cristo Rey students on their work day. I met Jeanie when I was in the office. What enthusiasm and passion she has for these kids! She is a true mentor. Jeanie knows who is struggling in which class and who plays which sport. I love that she takes a personal interest in each student. She is so encouraging and supportive.

Both Jeanie and Nelly and the entire team at Williams has contributed to the success of so many Cristo Rey students over the past 13 years. Our students typically start here very shy and slightly behind academically, and the combination of our strong academic program and the mentorship of a compassionate and generous corporate sponsor like Williams helps them to transform into confident, articulate young adults.

Cristo Rey Jesuit is very proud to call Williams one of the premier partners in our Corporate Work-Study Program. They are a true model of corporate philanthropy knowing that true giving is much more than just writing a check.

Thank you for including us in this process.

Kind regards,



Jill Ribbeck  
Director, Corporate Work Study Program  
Cristo Rey Jesuit College Preparatory of Houston

May 20, 2025

**2025 Board of Directors**

Dear AFP – Greater Houston Chapter,

Vanessa Ames, *Chair*

Katherine Cabaniss Parsley,  
*Past Chair*

Katherine E. Tsuru, *Secretary*

Jamilla Karemo, *Treasurer*

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Courtney Harmon

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Nora Jarrad

Meredith Marshall

Stephen Post

Anna Reger

Jenna Rosen

Mark Russell

Rani Shea

Alexis Smith

Peter Walbridge

I am honored to submit this letter of enthusiastic support for the nomination of **Williams** as the *Outstanding Corporation – Mid-Level*. This recognition is most fitting, given their exceptional leadership, philanthropic commitment, and deep-rooted investment in building a stronger, more compassionate community.

Since 2018, Williams has demonstrated unwavering dedication to the mission of AVDA (Aid to Victims of Domestic Abuse), providing both generous financial support and meaningful in-kind contributions. Their consistent sponsorship of fundraising events and general operating support has empowered thousands of survivors of domestic violence to access critical, life-saving services, including free legal representation and trauma-informed counseling.

The impact of Williams' philanthropy is both profound and far-reaching. Their contributions have not only advanced AVDA's mission but also inspired a culture of giving and volunteerism across the corporate sector. By leading through example, they have encouraged other organizations to take up the mantle of corporate citizenship.

Beyond financial support, Williams has consistently offered hands-on volunteerism. Their team members have assembled personal care kits for clients, packed backpacks for children, and assisted with event logistics—including registration, setup, and guest services. This active involvement reflects a genuine commitment to making a tangible difference in the lives of others.

Williams is more than a generous funder—they are a true partner, advocate, and catalyst for change. They encourage employee involvement through donation matching and by dedicating time during team meetings for organizations to share volunteer opportunities. Their leadership exemplifies outstanding corporate citizenship, and their impact continues to resonate throughout the Greater Houston area.

I wholeheartedly recommend Williams for this prestigious honor. Please feel free to contact me should you need any additional information or further insight into their remarkable contributions.

Thank you for your thoughtful consideration.

Sincerely,



Karen P. McWhorter, LMSW  
Development Director  
713-715-6949

## **Williams**

### **SHORT BIO**

Williams is a leading energy infrastructure company that gathers, processes and transports natural gas. The company's operations are concentrated in the Pacific Northwest, Rocky Mountains, Gulf Coast and Eastern Seaboard.

Williams is one of North America's largest natural gas gatherers and processors, dedicated to becoming the most reliable midstream service provider in the industry. Williams owns and operates more than 33,000 miles of pipelines system wide — including Transco, the nation's largest volume and fastest growing pipeline — and handles approximately one third of the natural gas in the United States.

Involvement in the communities where the company operates is at the heart of Williams. Williams believes in giving generously both time and resources where employees can make a difference.

In 2024, Williams awarded nearly \$13.7 million in cash contributions and approximately \$158,000 of in-kind donations to more than 2,100 organizations across 50 states, the District of Columbia and Canada. The company's GAAP net income, as reported in the 2024 proxy, is \$2.222 billion. Additionally, Williams employees across the country logged 32,668 volunteer hours with Houston employees logging 2,928 of those. volunteered their time and talents across the company's footprint to help 77 nonprofit organizations during the week focus on giving back.

### **LONG BIO**

Williams is a leading energy infrastructure company that gathers, processes and transports natural gas. The company's operations are concentrated in the Pacific Northwest, Rocky Mountains, Gulf Coast and Eastern Seaboard.

Williams handles one third of the natural gas in the United States that is used every day to heat homes, cook food and generate electricity. Founded in 1908, the Tulsa, Okla.-based FORTUNE 500 company owns and operates energy infrastructure across the natural gas value chain spanning the United States.

As the world moves to a low-carbon future, Williams is well-positioned to leverage its natural gas focused strategy to meet the growing need for reliable energy while also addressing climate concerns with pragmatic solutions. Because of its focus on the

environment, Williams was named for the fifth consecutive year to the DJSI North America index and for the fourth consecutive year to the DJSI World index.

Involvement in the communities where the company operates is at the heart of Williams. Williams believes in giving generously of both time and resources where employees can make a difference.

In addition to the personal contributions made by employees, retirees and board members, in 2024, Williams awarded nearly 13.7 million in cash contributions and approximately \$158,000 of in-kind donations (printing, computer equipment, furniture, etc.) to more than 2,100 organizations across 50 states the District of Columbia and Canada. Additionally, in 2024, Williams employees across the country logged 32,668 volunteer hours with Houston employees logging 2,928 of those. During the 2024 Williams Volunteer Week, employees volunteered their time and talents across the company's footprint to help 77 nonprofit organizations during the week focus on giving back.

Williams has long been a supporter of the United Way of Greater Houston and its mission to bring people and partners together to ensure our neighbors struggling to make ends meet land on their feet – and stay there. Camilo Amezcua, now in his second year of service as a dedicated board member, continues to provide invaluable leadership and guidance. Retiree Paul Egnor serves in our Alexis de Tocqueville committee, encouraging others to give at the \$10,000+ level. James Crandall, Commercial Optimization Lead, has been honored with the Young Leader of the Year award. As Co-chair of the Young Leaders group, James exemplifies the power of collective action and service

Year after year, Williams finds innovative and creative ways to engage employees to yield a successful campaign. In 2024's campaign, employees held golf tournaments, a Tour de Bayou, clay shoot, bingo, book sale, auction, tennis and pickle ball tournaments and more to raise funds for the United Way.

In addition to the United Way of Greater Houston, Williams supports dozens of nonprofit organizations in the Greater Houston area (including the following counties: Brazoria, Fort Bend, Galveston, Harris, Liberty, and Montgomery). In total for 2024, Williams contributed more than \$1.5 million in this area to 201 organizations.



**Williams** **ams**®