

MISSION STATEMENT

Peckham Industries, Inc. (PII) and The Peckham Family Foundation (PFF) understand their role as business leaders in the communities it serves. PII/PFF is committed to seeking and supporting promising programs from non-profit entities that are closely aligned with the Company's defined charitable contributions guidelines.

Purpose of Policy

This policy provides specific guidelines and criteria for measuring the appropriateness of solicited and unsolicited charitable contribution requests and to define the process by which PII/PFF will make its decisions and distribute its funds. All requests, solicited or unsolicited, will be reviewed by the Grants Committee. The Grants Committee will meet quarterly.

Charitable Focus

Peckham Industries, Inc. (PII) and The Peckham Family Foundation (PFF) will focus its charitable efforts on programs designed to enhance the quality of life in the community as well as reflecting the values of PII/PFF and its supporting entities. Contribution applications meeting this definition will be considered for, but are not guaranteed funding.

PII/PFF may contribute to community and civic groups that address the following:

- Education
- Community/Civic Organizations
- Arts & Culture

PII/PFF will not contribute to:

- Religious Organizations
- National Organizations (i.e. Salvation Army, Goodwill)
- Political Organizations
- Activities that do not promote our public or Corporate purpose
- Building/Start up funds
- Any goods/services only monetary donations

Eligibility Criteria

Organizations with programs aligned with the above mentioned focus should meet the following criteria:

- Organizations must provide a copy of their 501©(3) IRS designation or other tax-exempt designation
- Application can not be received from individuals, political, national or religious organizations

PII/PFF will not consider:

- Requests to support an organizations operating expenses
- Requests for endorsements to support an individual or group that an individual might be associated with

Process

Organizations seeking funding are required to complete the PII/PFF Charitable Contribution Application and submit the application online. The Committee will consider only fully completed applications that are closely aligned with the Company's defined charitable giving guidelines. The completed applications must be received by the Committee no later than the 15th day of the month prior to the calendar quarter end. It is very important to note that

Incomplete applications will not be considered.

Please use the blackbaud application portal, by clicking the link: [YourCause - Grants Portal](#)

All applicants will receive written decision notification as to the status of your application. If your application is in fact denied, please note that all applicants have the ability to appeal the Grants Committee's decision. The appeal must come in the form of a written statement as to why you feel your organization warrants special consideration for this grant. Your written appeal must be returned to the Grants Committee within 60 days from the postmark date on your application denial.

Peckham Industries, Inc. and The Peckham Family Foundation reserve the right to make changes to these policies at any time.