

Brady Corporation Foundation Guidelines & Process

The Foundation will work to make significant, long-term grants to non-profit organizations with 501.c.3 status, focusing on three primary areas of development:

- **Formative Development - Ensuring a Positive Start**
Multi-year grants for Formative Development may be provided to community organizations for programs targeting early childhood development and youth outreach.
- **Skills Development - Providing the Building Blocks**
Multi-year grants for Skills Development may be provided to Primary and Secondary Schools, as well as for other community programs directed as skills development for primary- and secondary-school age students.
- **Leadership Development - Refining Skills**
Multi-year grants for Leadership Development may be provided to Colleges, Universities and Technical Schools for programs focused on leadership, scholarship and other partnership programs.

Multi-year grants are renewable on an annual basis subsequent to on-going review of the grantee organization and the progress of the funded program.

Single-year gifts will also be made to schools and other not-for-profit organizations with programs focusing on education.

Grants can not exceed 35% of an organization's operating budget.

Schedule:

The Brady Corporation Foundation will make grants once per year, in the month of June.

Applications for grants are solicited by December, with a deadline for submission of February 15, and are reviewed between March 1 and May 15.

Process:

Prospective grant recipients will be solicited through an RFP (request for proposal) process only.

Only grant proposals that have been specifically requested for submittal by a member of the Brady Foundation Board and/or Grants Committee will be considered for funding. However, organizations wishing

to provide unsolicited general information on their programs or a letter of intent may do so via e-mail only to: foundation@bradycorp.com. Please limit submissions to one page, including name, tax status, mission, description of the program and demonstrated need, and contact person for follow-up. You will receive e-mail confirmation that your information has been received. Unsolicited general information received will be kept on file for a period of 18 months and may or may not be reviewed for consideration in the RFP process.

Proposal Review:

The Brady Corporation Foundation Grants Committee will review proposals submitted by those who have been invited to participate in the review process. Priority will be given to organizations in which Brady employees participate or support. All proposals will be reviewed based on the following criteria:

- Appropriateness of request - Does the program meet the Foundation's focus?
- Impact on the community - Does the program impact the community in a meaningful way?
- Stability of the organization - Can the organization demonstrate financial stability?
- Track-record - Does the organization and/or the leadership of the organization have a track record of success?

Following initial review of proposals based on the above criteria, a member of the grants committee may contact the organization for additional documentation, to arrange a site visit or to further discuss the proposal.