



Charitable Giving Strategy & Guidelines

Our Strategy

We pride ourselves on being great neighbors and good citizens, which is why we believe in giving back to the communities where we live and work. Our charitable giving strategy is built around three mission statements that align with our Company's core values and business strategy:

- Honoring Those Who Serve: We are dedicated to supporting and honoring U.S. veterans
- Comforting Those Who Grieve: We are determined to ensure no one grieves alone
- Celebrating the Significance of Life: We are committed to raising awareness of the life-saving gifts of organ and tissue donation

In addition to aligning with our mission statements, grant requests should also achieve the following goals:

- Provide opportunities for SCI locations to reach targeted key influencer groups
- Promote associate engagement through volunteerism
- Enhance reputation for the Company and locations where we operate
- Enhance and give back to the communities where we operate

We evaluate each request on its own merit. We do not limit the amount an organization may request and grant amounts will vary depending on the needs, proposal and available funding.

Unless otherwise noted, all commitments are one-time only contributions and we reserve the right to decline previously supported organizations or programs if they no longer meet our evaluative criteria.

Eligibility Requirements

In order to be eligible for a grant, the following criteria must be met:

- The grant request is for a 501(c)3 non-profit organization
- The organization's Charity Navigator score is 85 or above (if applicable)
- At least 65 percent of total expenses are spent on program costs
- The organization must not discriminate based on race, color, religion, sex, sexual orientation, national origin, age, disability, veteran status, gender identity or expression, genetic information or any other legally protected status

Funds may not be used for the following purposes:

- To support a political campaign
- To purchase raffle tickets
- To pay for personal expenses
- To pay for the fair market value of a membership, dinner, or any other activity that provides a benefit to the Company or its associates

Contact

For questions or to submit a request for support, please email Sapna Hohman, Community Relations Manager at Sapna.Hohman@sci-us.com.