



ASSP Foundation Restricted Fund Policy for Named Career Development Grants: Visionary Level

Approved December 2020

Donors investing in ASSP Foundation Career Development Grants at the visionary level have naming rights and can select from pre-determined criteria options that align with the ASSP Foundation's strategic plan.

Career Development Grant Program Benefits

When you make a difference for the future of the occupational safety and health profession, you will find many benefits, including:

- You may name the grant to include your own name, your company or organization's name, or perhaps in honor of an impactful individual.
- You have the opportunity to create a connection with the professional(s) who have been selected as recipients of the named grants(s) and support them on their career journey.
- You will enjoy the satisfaction of knowing that you are assisting occupational safety and health professionals pursue meaningful careers.
- You will be recognized on the ASSP Foundation website during the program year for your investment.
- You will be recognized in the ASSP Foundation Annual Report and other ASSP Foundation donor lists for that program year.

Career Development Grants Program Policies

Funding and Fees

- Minimum funding requirement: \$30,000
- ASSP Foundation will charge an annual administrative fee equal to investment earnings less grant amounts.

Career Development Grant Amounts

- Career Development grants will be available to OSH professionals in the amount of \$500 each.
- Reference the number of \$500 awards outlined in the chart below, based on the restricted fund balance for a program year.

Professional Education Grant Restricted Funds at the Visionary Level (Endowed)								
Funding Required	\$ 30,000	\$ 45,000	\$ 60,000	\$ 75,000	\$ 90,000	\$ 105,000	\$ 120,000	\$ 135,000
Available Pool for \$500 Awards	\$ 1,000	\$ 1,500	\$ 2,000	\$ 2,500	\$ 3,000	\$ 3,500	\$ 4,000	\$ 4,500
Award Amount (Each)	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
Number of Awards	2	3	4	5	6	7	8	9
Professional Education Grant Restricted Funds at the Visionary Level (Endowed)								
Funding Required	\$ 150,000	\$ 180,000	\$ 210,000	\$ 240,000	\$ 270,000	\$ 300,000	\$ 330,000	\$ 360,000
Available Pool for \$500 Awards	\$ 5,000	\$ 6,000	\$ 7,000	\$ 8,000	\$ 9,000	\$ 10,000	\$ 11,000	\$ 12,000
Award Amount (Each)	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 500
Number of Awards	10	12	14	16	18	20	22	24



ASSP Foundation Restricted Fund Policy for Named Career Development Grants: Visionary Level

Approved December 2020

Career Development Grant Naming

- For each grouping of grants sourced by at least a \$30,000 gift, all Career Development grants will have the same name and criteria.
- If more than \$60,000 is donated, then two separate visionary funds can be made with two sets of criteria and names. Two separate agreements would be required.
- Naming rights are permissible within the ASSP Foundation Career Development grant naming formula: ***ASSP Foundation Grant, funded by [donor name], (with optional addition of in memory/honor of [an individual])***

Career Development Criteria

- The ASSP Foundation Career Development Grant requires that OSH professionals utilize funding to go towards specific courses and materials outlined in the grant request. This applies to any ASSP Foundation-managed grant.
- Donor selects one from a list of established ASSP Foundation criteria options, based on ASSP Foundation strategic direction.
- If selected criteria cannot be met from candidate pool, the award will be issued to the best available from the applicant pool.
- If the donation is being split into multiple awards, each will have the exact same criteria.
- Any change made to criteria after initial set up will include a \$250 processing fee. The fee will be deducted from the original gift amount.

Additional Legal Information

- The ASSP Foundation reserves the right to change the administrative fee or alter the annual award to provide a meaningful grant.
- The ASSP Foundation reserves the right to change the program and/or recognition policies based on strategic focus and administrative needs of the organization.
- “Donor” refers to the original party that established the fund. For donors that are individuals, the ASSP Foundation Board assumes discretionary control after the lifetime of the donor.
- The designated contact is also responsible for informing the ASSP Foundation of any changes to their contact information.
- If annual investment earnings are insufficient to pay for the annual grant amounts and a minimum administrative fee of 1.7% of principle, the ASSP Foundation may not award the grant until market conditions improve.
- All contributions are made to the ASSP Foundation, a 501(c)(3) charitable organization. Contributions cannot be returned to the donor.



ASSP Foundation Restricted Fund Policy for Named Career Development Grants: Advocate Level

Approved December 2020

Donors investing in ASSP Foundation Career Development Grants at the advocate level have naming rights and can select from pre-determined criteria options that align with the ASSP Foundation's strategic plan.

Career Development Grant Program Benefits

When you make a difference for the future of the occupational safety and health profession, you will find many benefits, including:

- You may name the grant to include your own name, your company or organization's name, or perhaps in honor of an impactful individual.
- You have the opportunity to create a connection with the professional(s) who have been selected as recipients of the named grants(s) and support them on their career journey.
- You will enjoy the satisfaction of knowing that you are assisting occupational safety and health professionals pursue meaningful careers.
- You will be recognized on the ASSP Foundation website during the program year for your investment.
- You will be recognized in the ASSP Foundation Annual Report and other ASSP Foundation donor lists for that program year.

Career Development Grants Program Policies

Funding and Administrative Fees

- Minimum funding requirement: \$30,000
- A 20% administrative fee will be charged against the donation amount

Career Development Grant Amounts

- Career Development grants will be available to OSH professionals in the amount of \$500 each.
- All awards will be awarded for a single program year in which they were donated.

Career Development Grant Naming

- For each grouping of grants sourced by at least a \$30,000 gift, all Career Development grants will have the same name and criteria.
- If more than \$60,000 is donated, then two separate advocate funds can be made with two sets of criteria and names. Two separate agreements would be required.
- Naming rights are permissible within the ASSP Foundation Career Development grant naming formula: ***ASSP Foundation Grant, funded by [donor name], (with optional addition of in memory/honor of [an individual])***

Example:

- A donor donates \$30,000
- A \$6,000 fee will be subtracted from the total
- The \$24,000 remaining will be divided into 48 grant awards of \$500 each
- All of the awards will have the same name(s) and same criteria.



ASSP Foundation Restricted Fund Policy for Named Career Development Grants: Advocate Level

Approved December 2020

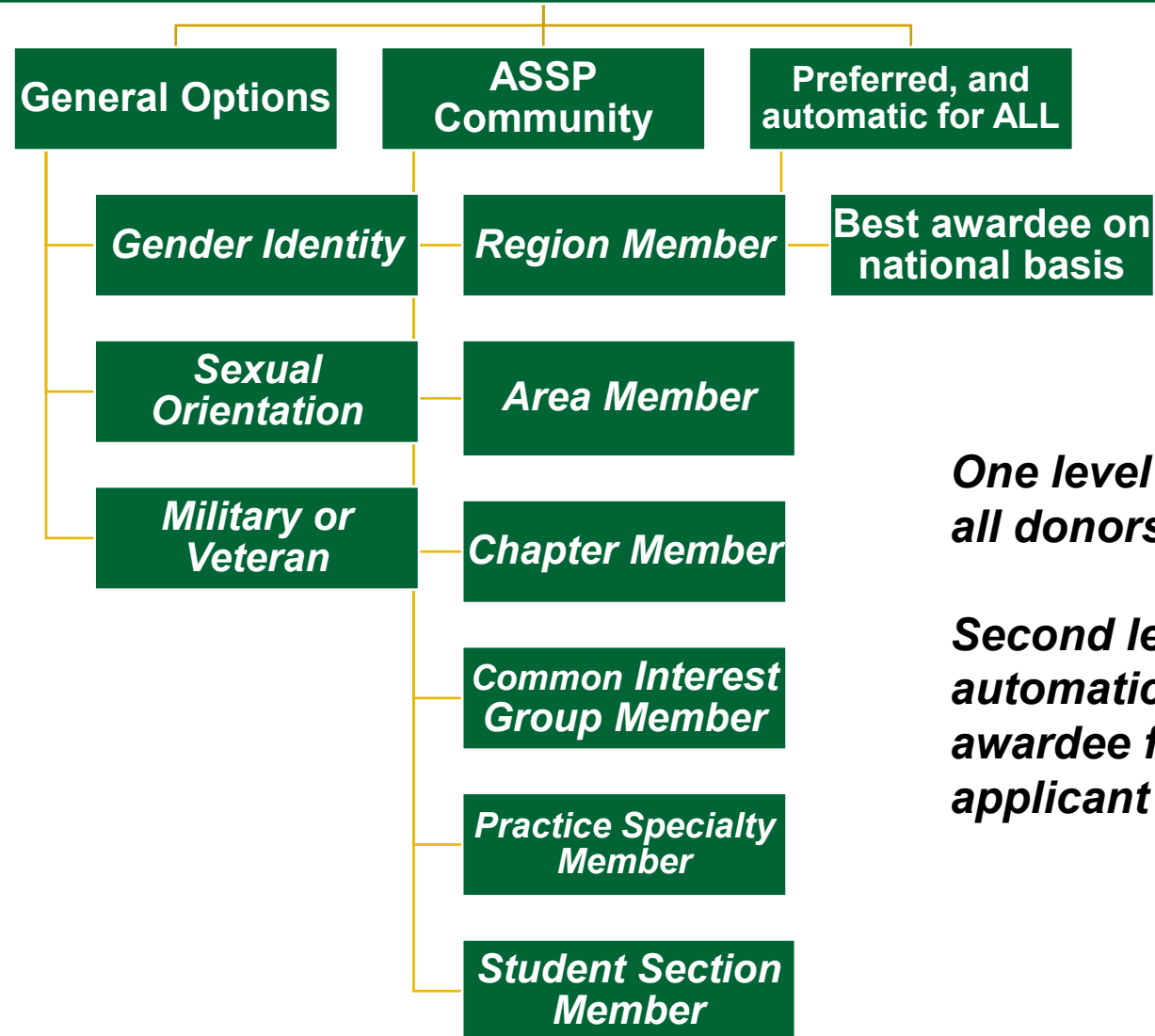
Career Development Criteria

- The ASSP Foundation Career Development Grant requires that individuals be professionals in the OSH field, seeking support for Career Development programs such as conferences, workshops, seminars, certification materials and prep. This applies to any ASSP Foundation-managed grant.
- Donor selects one from a list of established ASSP Foundation criteria options, based on ASSP Foundation strategic direction.
- If selected criteria cannot be met from candidate pool, the award will be issued to the best available from the applicant pool.
- If the donation is being split into multiple awards, each will have the exact same criteria.
- Any change made to criteria after initial set up will include a \$250 processing fee. The fee will be deducted from the original gift amount or will be invoiced as necessary.

Additional Legal Information

- The ASSP Foundation reserves the right to charge an administrative fee or alter the annual award or the fee from time to time to reflect current market conditions.
- The ASSP Foundation reserves the right to change the program and/or recognition policies based on strategic focus and administrative needs of the organization.
- “Donor” refers to the original party that established the fund. For donors that are individuals, the ASSP Foundation Board assumes discretionary control after the lifetime of the donor.
- The designated contact is also responsible for informing the ASSP Foundation of any changes to their contact information.
- All contributions are made to the ASSP Foundation, a 501(c)(3) charitable organization. Contributions cannot be returned to the donor.
- Excess donations not able to be awarded in a single year will be utilized to support other ASSP Foundation programs.

Criteria Options for Named Funds



One level criterion only for all donors.

Second level is automatically the “best awardee from available applicant pool”

