



### Dealer.Com Giving Guidelines

Dealer.com strives to connect and partner with our employees, community, and clients. Community engagement efforts are central to our mission and grounded in **L.I.F.E...**

***Living Sustainably – Innovative Leadership – Fostering Community – Employee Excellence.***

We primarily support Science, Technology, Engineering, Arts and Math (STEAM) initiatives, as well as youth development programs, local sustainability efforts, and diversity & inclusion advancement.

Funding requests are considered based on the below criteria:

#### **Employee-Inspired:**

We hire people whose passions, connections, and contributions extend beyond the workplace. Therefore, we consider our employees one of our most valuable sources of inspiration for our charitable giving.

#### **Diversity & Inclusion-Related:**

We invest in programs that create social, economic, leadership, and personal-growth opportunities for organizations and individuals who have traditionally been underrepresented or vulnerable based on gender, race, religion, sexual orientation or ability.

#### **Sustainability-Impact:**

We believe we have a responsibility to create a more sustainable environment for future generations. Our

commitment to leading by example, doing what's right for our people, community, and planet is critical to our long-term success.

#### **Art-Infused:**

Dealer.com has a rich history of supporting the arts. We energetically embrace the opportunity to collaborate on programs and events that educate, connect, and inspire members of our community through art and creative expression.

#### **Client-Driven:**

What matters to our clients matters to us. We are privileged to partner with our clients to make a positive impact in the communities where they live and work, and our eager to collaborate whenever possible.

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#### **Giving Timeline:**

- Proposal requests are accepted and reviewed October 31 through January 31.
- Requests are reviewed in January and responses are communicated in February/March.
- All requests must be submitted through the online application form.
- Off-cycle requests are considered on a case by case basis.

#### **Grants are made to organizations that:**

- Inspire and motivate our team members.
- Align with our company values and culture.
- Demonstrate measurable outcomes and a solid execution plan.
- Provide direct benefit to our community.
- Have an annual operating budget of less than one million dollars.
- Are located in and around Burlington, VT.

#### **Dealer.com will not fund:**

- Religious organizations.
- Political causes including political parties and candidates.
- Labor unions or fraternal groups.
- Local Sports teams, leagues, school graduations or yearbooks.
- Organizations that discriminate in any way on the basis of race, religion, gender, age, national origin, disability or sexual orientation.