



## Lam Research Inspire.Together Grant Program Guidelines

The Inspire.Together Grant program is an opportunity to help Lam fulfill our mission of extending the Core Values of our company into the communities where we live and work. Lam employees can nominate nonprofits that inspire them and submit a grant application for up to \$5,000 on behalf of that organization.

### FOCUS AREAS

- This program is intended for nonprofit organizations/programs that align with one of our focus areas – **K-12 STEM/Education programs** and **Quality of Life programs** (priority consideration given to organizations at which employees are engaged):

**K-12 STEM/Education** - Math, science, or engineering programs (especially those that serve disadvantaged students), or programs that address education shortcomings such as achievement or gender gap challenges, secondary education preparedness, education quality improvement, and workforce readiness.

**Quality of Life** - Activities that support underserved populations or community shortcomings, including but not limited to food/nutrition and health initiatives, environmental programs, or supplies to economically disadvantaged.

### TIMELINE

- There are four grant rounds each year, and applications are **due no later than 5:00pm PST** on:
  - Round 1: **March 31** (decisions communicated in May)
  - Round 2: **June 30** (decisions communicated in August)
  - Round 3: **September 30** (decisions communicated in November)
  - Round 4: **December 31** (decisions communicated in February)
- As the Lam sponsor you will work with the organization to collect the requested application information. Once that information is collected, you submit the online application as outlined in the Inspire.Together Grant Application.
- Using selection criteria, an employee Inspire.Together Selection Committee will select finalists for each grant round based on alignment with criteria and grant budget availability.
- All recommended finalists **will then be vetted for standard eligibility by Silicon Valley Community Foundation** to ensure charitable status (which may include the request for additional documentation),



and then the selected nonprofit awardees will be notified/sent their award letter and check as per timeline above.

## POLICIES AND GUIDELINES

1. The grant award for selected organizations is up to \$5,000 and is at the discretion of the Inspire.Together Selection Committee based on selection criteria and budget. Grant funding can be for general operating or program support.
2. The nominated nonprofit must have a **current tax-deductible IRS status** under Section 501(c)(3) or comparable if outside the U.S.
3. While not limited to, **preference is given to:**
  - Organizations servicing communities within a 50-mile radius of a Lam Research site
  - Organizations at which employees have been personally engaged with (volunteerism, donations, etc.)
4. As noted above, the purpose of this program is to support organizations whose missions inspire our employees personally; therefore, nominations of a Lam supplier's or customer's charitable interest will not be considered unless that interest is only coincidental to the employee's active engagement.
5. Employees may nominate one nonprofit per grant round, and there is a limit of one grant per organization per calendar year.
6. An employee may nominate a nonprofit that they, their spouse or family member work for as long as Lam Research receives no direct benefit. Employee Inspire.Together Committee members that are related to staff members of nominated organizations will be recused from that grant round selection process.
7. Inspire.Together grants are **NOT** available for:
  - Individuals
  - Sports teams
  - Social fundraising events and ticket purchases, (i.e., dinners, walks, runs, rides, etc.)  
However, grants CAN be requested specifically for the **benefitting program/the organization** itself if it aligns with our areas of focus
  - School athletics programs, Boy & Girl Scouts Troops, or home-based education collaboratives
  - Professional associations, labor organizations, fraternal organizations or social clubs
  - Religious organizations for religious purposes or programs that do not serve a secular audience
  - Coverage of operating deficits and/or for debt service
  - Endowments and/or general annual fund drives



- Capital campaigns/projects if not specifically supporting a program
  - Political parties or candidates including political candidates, campaigns, lobbying and activities
  - Organizations that discriminate based on sex, sexual orientation, race, religion, disabilities, political views or that do not comply with Lam Research's policies on discrimination
  - Any organization or purpose which would directly benefit Lam Research
8. The interpretation, application and administration of the Inspire.Together grant program will be determined by the Inspire.Together Selection Committee and Lam Research Foundation, whose decisions are final.
9. At any time, Lam Research Foundation may amend, suspend, discontinue, modify or expand the Inspire.Together program. However, no such action shall affect the obligation of Lam Research Foundation made prior to the date of the amendment, suspension, discontinuation, modification or expansion.