



CTE Giving Policy

This policy applies to CTE and its family of brands.

Since our founding in 1926, CTE and the Weisiger family have proudly supported the communities we serve. From supplying equipment for critical infrastructure and commerce to charitable contributions and volunteerism, CTE is invested in the future of our region.

We're building the strength and resiliency of our communities by focusing our giving on:

- Facility Construction & Support
- Education & Technical Training

Overview

Our Community Giving Policy ensures that all CTE contributions, sponsorships, and in-kind services are coordinated and aligned with our giving strategy and business goals, maximize the opportunity for corporate visibility, foster long-term business relationships, and are within our budget and resource limitations.

All requests for charitable contributions/sponsorships and/or in-kind services or support from CTE or any of its companies will be coordinated and administered by CTE's Giving Committee.

Requests for sponsorships, charitable donations, volunteers, in-kind services, gifts or giveaways must be made through the form on CTE's website and forwarded to Communications for research, CTE Giving Committee review, and final disposition. Communications will communicate directly with agencies regarding all requests and coordinate any follow-up documentation, and/or collateral activities.

Contribution Guidelines

The following guidelines will be used in reviewing requests for charitable contributions, sponsorships, in-kind donations, and company volunteer initiatives:

Organizations must:

- Have a 501(c)3 designation and be in good standing with the IRS
- Serve within CTE's service territory
- Have a minimum of three board members who are unrelated
- Receive a public percentage of at least 33.33% on their 990
- Provide proof of affiliation if designated a government institution

CTE will focus its efforts on these strategic giving areas:

- Facility construction & support for agencies working in human and social services
- Education & technical training

CTE does not contribute to:

- Individuals
- Organizations or educational institutions to support a specific individual



- Organizations classified under § 509 as a private foundation
- Political/partisan causes
- Fraternal organizations
- Churches or religious organizations are not eligible, but community-based programming at faith-based organizations (such as playground builds or schools) will be considered
- Sports teams are not eligible, but community-based athletic programs that fit within CTE's focus areas (such as creating or refurbishing safe spaces to play sports) will be considered
- Organizations that discriminate based on race, color, ethnicity, creed, religion, gender, gender identity and expression, national origin, sexual orientation, age, pregnancy, disability, veteran status, protected genetic information, or political affiliation
- Multi-year requests