

Area of Impact: Employee and Partner

Objective: Support organizations and causes that resonate with our employees and partners, especially those not covered by our other focus areas. Initiatives must reflect our purpose and core values.

Impact: Efforts should enhance the communities where we support, live and do business in.

The Maschhoffs Impact Future Leaders Scholarship:

- Details:
 - Up to 8 scholarships awarded 1x annually:
 - 4 – \$2,500 for children & dependents of employees
 - 4 – \$2,500 for children & dependents of partners
- Criteria:
 - Parent(s) of applicant must be employed and/or contracted with The Maschhoffs for a minimum of 1 year.
 - Parent(s) of recipient must be employed/contracted at the time of award.
 - Each child or dependent of an employee or partner is eligible to receive only one scholarship from The Maschhoffs per year.
 - Multiple children from the same family are eligible to apply.
 - Scholarship recipients will be invited, but not required, to participate in a 3-day Leadership Externship Experience.
 - The Maschhoffs Impact Future Leaders Scholarship will be awarded directly to the student's educational institution.
- Process:
 - Application
 - Contact Information
 - Education
 - Intended for students obtaining Trade, Associates, Undergraduate, Graduate or Doctorate
 - Leadership & Activities
 - Essay Questions
 - 3 questions (2,000 character maximum – includes characters, text and spaces)
- Review and Allocation Timeline:

Application timeline: Q1 September 1 st - December 31 st
Board review: Q2 January 1 st – March 31 st
Award/allocate scholarship: Q3 April 30 th

Version History

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The Maschhoffs Impact Match Program:

- Details:
 - Employee and partners request a match for a monetary donation made to non-profit organizations through The Maschhoffs.
- Criteria:
 - Support non-profit organizations and causes that resonate with our employees and partners, especially those not covered by our other focus areas. Organizations must reflect our purpose and core values.
- Process:
 - Application (Employees and partners use same application to identify if requesting match or giving for an organization)

Unplanned Events:

- Details:
 - Unplanned events include but is not limited to natural disasters, community recovery initiatives, health emergencies, or unforeseen illness and death.
 - The dollar amount will be determined by the Board based on the severity and impact of the unplanned event.
 - If the allocated budget is not fully used, the Board will review and discuss the remaining funds as needed.
- Criteria:
 - Program intended for impacted employees and partners within the communities where we support, live and do business in.
- Process:
 - Form completed and submitted by the employee or partner in need or an employee requesting on behalf of another employee or partner.

[Application Link](#)

Volunteer Hours:

- Details:
 - The Maschhoffs encourage community involvement by our employees. To support this, the Company provides one Paid Volunteer Day (8 hours) each fiscal year. This time may be used in a single day or split into 4-hour increments, allowing flexibility for employees to give back to the communities where we live, work, and do business.
- Criteria:
 - All regular full-time employees will receive one paid, eight-hour, Volunteer Day per fiscal year. This time may be used in a single day or split into 4-hour increments.
 - Employees are eligible for the Volunteer Day after ninety consecutive days of employment.
 - The Volunteer Day will be refreshed on the first payroll of the fiscal year. Unused Volunteer Days will not roll over, nor will they be paid out at the end of the fiscal year.
 - The Volunteer Day must be used for time spent giving back to the communities we support, live and do business in. The following guidelines should be used for Volunteer Day eligibility.
 - Organizations must be non-profit in nature
 - Organizations must be aligned with The Maschhoffs purpose and values
 - Volunteer time must be aligned to one of the Areas of Impact of The Maschhoff Impact Community Program.
 - Disaster response efforts should be coordinated with a non-profit organization.
- Process:
 - Employees must submit their Volunteer Day request through the HRIS (UKG) system, submitting to their supervisor with as much notice as possible. All Volunteer Day requests are subject to supervisor approval. The supervisor should consult with Human Resources or a member of the Community Board with any questions or concerns before approving or denying the request. Employees are encouraged to use the notes section to indicate the non-profit organization they are supporting for Volunteer Day.
 - Volunteer Days should not be used for personal use, but rather are in place to support giving to the community. Examples of Paid Volunteer Days that are not approved include, but are not limited to:
 - Attending your child's parent-teacher conference
 - Coaching your child's sports club
 - Helping a neighbor with a home project
 - Employees are encouraged to document and photograph their Volunteer Day experience and share with the Communications Manager and/or Community Board.

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