

2019 America's Farmers Grow Communities Organization Letter of Agreement

The Monsanto Fund, a philanthropic arm of Bayer, requires grantees to fulfill a variety of requirements. Fulfillment of grant requirements is essential for our internal evaluation of the impact that our grants have on rural communities, and they are a standard part of due diligence required by our auditors. Once all requirements are met, the Monsanto Fund will issue and mail your organization a check for \$2,500. To proceed with awarding the grant to your organization there are a few requirements:

1. **Letter of Agreement:** Please read this letter of agreement (this "Agreement") in its entirety, sign it and return it using DocuSign. By signing and returning a copy of this Agreement, your organization agrees to be bound by the terms set out in this Agreement.
2. **Publicity Release:** Your organization, as recipient of the grant made in connection with America's Farmers Grow Communities (the "Project") sponsored by the Monsanto Fund, is required to agree to the Publicity Release provided on the next page.
3. **Non-Discrimination Policy:** Any organization or program that receives funding from the Monsanto Fund in the United States of America must be in compliance with the Monsanto Fund Non-Discrimination Policy ("Policy"). It is important that you carefully read and understand the Policy below. It is also important that you understand that the Policy applies to your organization's and/or program's hiring practices as well as those served by your organization/program. By signing this Agreement, you confirm that you have read and understand the Policy and that your organization/program complies with the Policy.
4. **Tax Verification:** The Monsanto Fund, as governed by IRS rules, will verify that your organization has the appropriate tax-exempt status 501(c)(3) or 170(c)1 to be eligible to accept the America's Farmers Grow Communities grant. Your organization must also be Pub78 verified and Patriot Act compliant. The Monsanto Fund will acquire your tax- exempt documentation from GuideStar, NCES, or from your organization. Tax exempt documentation is due no later than May 1, 2019. If your organization is a government institution, an associate will work with you to gather acceptable alternate documentation. If the organization does not have the appropriate tax-exempt status, 501(c)(3) or 170(c)1, the organization will not be eligible for the grant.
5. **Progress Report:** The progress report provides the Monsanto Fund with a written record of grant-related activities and accomplishments. The Monsanto Fund uses this report for grant management purposes. Please mail or email the answers to the following questions within 6 months of receiving funding:

Tax Exempt Organization Name:

County/State:

Amount of Grant: \$2,500

Year Awarded: 2019

Contact Name:

Contact Email:

Mission of the organization:

Provide a summary of how grant funds will be used:

Provide details of accomplishments and their significance in your community (i.e. number served, items purchased)

6. **Media Clip and Organization Photos:** Submit links to/or a copy of the newspaper media clip to the associate working your grant. Email 1-2 photos that capture the intended use of grant funds. Acceptable examples of photos would include; engaging patrons, staff, and community members in grant related services or images of your celebration announcement/award signage picture. Submit links or a copy of the media clip to the associate working your grant.

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America's Farmers Grow Communities Publicity Release

Your organization, as recipient of the grant made in connection with America's Farmers Grow Communities (the "Project") sponsored by the Monsanto Fund, a philanthropic arm of Bayer, hereby grants permission for the Monsanto Fund, and those acting pursuant to the Monsanto Fund's direction, to use the name and address of the organization, descriptive information about the organization, and information about the organization's use of the Monsanto Fund's grant, in any and all advertising and promotional materials, worldwide, and/or through social media channels, on the Internet, including Monsanto Fund sponsored or affiliated websites, relating to the Project, and similar projects which may be offered by the Monsanto Fund. Your organization agrees that the Monsanto Fund may make slight stylistic modifications to comments made by individuals at your organization in related to the Project, which do not materially alter the original meaning. Your organization hereby waives any right to review or approve any such use and agrees that all media or other materials created by or on behalf of the Monsanto Fund are the property of the Monsanto Fund, including but not limited to any copyright therein. The organization hereby releases the Monsanto Fund from any and all claims for libel, copyright, and invasion of privacy or rights of publicity pertaining to such use.

The Monsanto Fund Non-Discrimination Policy

The Monsanto Fund Non-Discrimination Policy expects that organizations assisted by Monsanto Fund will provide employment opportunities and access to services in a manner that does not discriminate against any individual who is a member of a "Protected Class" (as described below).

For purposes of this Non-Discrimination Policy, any of the following is considered to be a "Protected Class": race, color, religion, sex, age, national origin, disability, veteran status, gender identity, gender expression, sexual orientation (real or perceived, as manifested by identity, acts, statements and associations), or any other characteristic protected by applicable United States federal or state law.

Any organization or program that receives funding from Monsanto Fund will:

- Recruit, hire, train, promote and provide conditions of employment and access to services without regard to a person's membership in a Protected Class (except for services to Special Needs Populations as described below).
- Be free of any discriminatory conduct relating to a member of a Protected Class: and avoid exclusionary practices or harassment in employee relations, and in providing services or determining the populations it serves.
- Not in any way, implicit or explicit, promote, advocate or instigate an ideology or environment that pits groups of people against each other or uses threats, intimidation or violence to advance its causes.
- Provide confirmation/affirmation that the organization or the program for which funding is requested does have a non-discrimination policy consistent with that of Monsanto Fund.
- Provide a copy of the organization or program's non-discrimination policy upon request.
- This Non-Discrimination Policy applies only to grants made in the United States of America and applies to any grant made by Monsanto Fund.

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America’s Farmers Grow Communities Non-Discrimination Policy - Continued

Special Needs Populations:

Monsanto Fund intends to ensure that members of Protected Classes have access to services. However, it is important to recognize that services provided to special need populations may represent specific gender, race, and other protected groups. Also, many groups that limit their membership provide social services and programs without discrimination to special needs populations. Therefore, funding of these types of organizations and programs shall be permitted under this Non-Discrimination Policy. The focus of the Monsanto Fund’s charitable funding decisions will be based on an organization’s or a program’s non-discrimination policy as it relates to access to services or selection of target populations to be served.

Special Needs Populations example:

- Funding for a YWCA women’s domestic abuse center would qualify as long as women served were not excluded due to race, religion, ethnic origin, sexual orientation or other means considered discriminatory to any protected class.
- Funding for a community health clinic operated by a church would not be excluded from consideration as long as the services were provided to anyone in the community and did not exclude services to any protected class. The clinic would be disqualified if it limited services only to members of the church or a specific religious belief.

The person signing below on behalf of your organization confirms that he/she has been authorized to sign this Agreement on the organization’s behalf, has been authorized to bind the organization to the terms of this Agreement, and has obtained all necessary approvals, as required by the organizations’ by-laws, other documents and practices, to undertake participation in this program.

Name of Nonprofit Organization: USD 377 Atchison County Community Schools

Prepared By:

Signature: _____ **Date:** 5/7/2019

DocuSigned by:
Megan Gracey
7DC2925CA96D43C...

Name (Please print.): Megan Gracey

Title: Board Clerk/Business Manager

Email: gracey.megan@usd377.org

Please return all signed paperwork via DocuSign. If for some reason you are not able to use DocuSign, please email signed paperwork to your **winner’s associate** or to americas.farmers@monsanto.com or to via fax to 314-694-3118 or mail to America’s Farmers Grow Communities, 800 N Lindbergh Blvd. B2NA, St. Louis, MO 63167.

We wish you the very best and thank you for the valuable service your organization provides to the community.

Very truly yours,

Monsanto Fund
Americas.Farmers@Monsanto.com