



## FOUNDATION GUIDELINES

Nexion Health Foundation was established in 2004 to make financial contributions to eligible organizations for a variety of charitable purposes. The Foundation primarily supports non-profit, charitable organizations that promote and support the health and well being of the elderly and disabled citizens of the communities served by Nexion Health affiliate facilities. In addition, the Foundation makes financial contributions that support the educational, social, civic and humanitarian goals of eligible Nexion Associates and their immediate family members.

### Eligibility Requirements

- Nexion Associates are eligible to participate in the Emergency Relief program upon their first day of employment.
- Nexion Associates are considered eligible to participate in the One 4 One and Volunteer Plus programs on the first of the month following 90 days of consecutive full-time employment.
- Immediate family members of eligible Associates are eligible for certain Foundation programs.
- Foundation contributions to charitable organizations via the One 4 One and Volunteer Plus programs will be made in the form of a check payable directly to the organization.
- Charitable organizations must provide a copy of the IRS Federal Tax Exemption Determination Letter that validates their 501(c)(3) status.
- The Foundation reserves the right to limit annual contributions made to any one charitable organization.
- With the exception of funds distributed through the Emergency Relief Program, the Foundation will not make contributions directly to individuals.
- Foundation Board Members and their families are not eligible to participate in Foundation programs.

### Additional Requirements for the Barbara Hair Excellence Through Education Program

- Nexion Associates are considered eligible to participate in the scholarship program **on the first of the month following one year of consecutive full-time employment**.
- Scholarships will be awarded based on a review of all applications postmarked by April 30th.
- Reviews will be conducted by the Foundation Board of Directors, whose decision will be final.
- Scholarship recipients will be asked to provide a letter of acceptance and remittance address for the educational institution of their choice. Scholarship funds **WILL NOT** be paid directly to individuals.
- Scholarship funds will be disbursed after completion of the **upcoming** Fall semester and paid directly to the school for credit towards the following Spring semester.
- Transcripts from the educational institution will be required and a minimum 2.5 (B-) GPA for the Fall semester must be achieved for the funds to be disbursed.
- Nexion Associate must be actively employed in a full time capacity at the time of disbursement for award to be paid.

*The Nexion Health Foundation seeks to improve the lives of those who live and work in the communities served by Nexion Health facilities through a variety of financial assistance and gift-giving programs. The Foundation is dedicated to addressing the needs of non-profit organizations and charities that serve the elderly and disabled. The Foundation also funds a variety of programs designed to enrich the lives of Nexion Associates who demonstrate a commitment to long term care. All funding will be determined on a case by case basis and approved by the Foundation Board.*