

2023 America's Farmers Grow Communities Organization Letter of Agreement

Bayer Fund 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, Bayer Fund will issue and mail the organization identified below in this letter of Agreement ("your organization") a check for \$5,000. 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 Bayer 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 Bayer Fund must be in compliance with Bayer Fund's Non-Discrimination Policy ("Policy"). It is important that you carefully read and understand the Policy provided on the next page. 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:** Bayer 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. Bayer Fund will acquire your tax- exempt documentation from GuideStar, NCES, or from your organization. Tax exempt documentation is due no later than June 1, 2023. 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 Bayer Fund with a written record of grant-related activities and accomplishments. Bayer 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: \$5,000

Year Awarded: 2023

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. numbers served, items purchased)

6. **Media Clip:** Submit links or a copy of the media clip to the Bayer Fund 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 the Project, hereby grants permission for Bayer Fund, and those acting pursuant to Bayer Fund's direction, to use the name and address of your organization, descriptive information about your organization, and information about your organization's use of Bayer Fund's grant, in any and all advertising and promotional materials, worldwide, and/or through on-line social media channels or websites including, but not limited to, Bayer Fund sponsored or affiliated websites, relating to the Project, and similar programs which may be offered by Bayer Fund. Your organization agrees that Bayer Fund may make slight stylistic modifications to comments made by individuals at your organization 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 Bayer Fund are the property of Bayer Fund, including but not limited to any copyright therein. Your organization hereby releases Bayer Fund, its employees, directors, officers, agents and affiliates from any and all claims for libel, copyright, and invasion of privacy or rights of publicity pertaining to such use.

Bayer Fund Non-Discrimination Policy

The Bayer Fund Non-Discrimination Policy provides that organizations assisted by and/or receiving a grant from Bayer 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 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 Bayer 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, implicitly or explicitly, 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 has a non-discrimination policy consistent with that of Bayer Fund.
- Provide a copy of the organization or program's non-discrimination policy upon request.

This Policy applies to any grant made by Bayer Fund.

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

Special Needs Populations:

Bayer 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 Policy. The focus of Bayer 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.

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 governing documents and practices, to undertake participation in the Project.

Name of Nonprofit Organization: Todd County Central High School FFA Department

Prepared By: Mark Thomas

Signature:  Date: June 6, 2023

Name (Please print.): Mark Thomas

Title: Superintendent

Email: mark.thomas@todd.kyschools.us

Please return all signed paperwork via DocuSign. If for some reason you are not able to use DocuSign, please email signed paperwork to your Bayer Fund **winner's associate** or to americasfarmers@bayer.com 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,

Bayer Fund
AmericasFarmers@Bayer.com