

Atkore Family Foundation (AFF) Grant Eligibility

The Atkore Family Foundation's grant process is aligned with company core values. Atkore's company culture and performance is grounded in, "Accountability, Teamwork, Integrity, Respect, Excellence"

<http://www.atkore.com/about-atkore/atkore-business-system/>.

A grant from the AFF is available for the Atkore employee and employee's legal dependents for the purposes of providing one-time or short-duration financial relief in a manner that allows an employee to mitigate temporary financial hardship. The approval of, or the amount of relief approved, is not contingent on status or position of the employee within the company.

Given the limited amount of funds, all requests cannot be approved even though there may be a clear need for assistance. This fund may be insufficient in the case of widespread disasters, community crises, or war/terrorism.

The Atkore Family Foundation is controlled and administered by an independent Board of Directors, comprised of non-Atkore International employees. All decisions on monetary grants will be made by the Atkore Family Foundation Board, whose decisions are considered final.

Eligibility Criteria

You're eligible to apply for grant assistance if:

- You're a permanent full-time, part-time (≥ 30 hours per week) Atkore employee for at least 6 months, or a recent retiree (within 6 months).
- You're currently an active employee and in good standing (not on final warning)
- Your family combined household gross income (including you, your spouse and eligible dependents) is less than 400 percent of the Federal Poverty Guidelines. This is \$97,000 for a family of four; see the eligibility thresholds for families of different sizes. (Source: <http://familiesusa.org/product/federal-poverty-guidelines> and US. Dept. of Health & Human Services).
- You've considered other possible resources, which were not available or are not sufficient to meet the need.
- You have a *temporary financial hardship because of an emergency situation.

*"Temporary" means that you were able to manage your finances before but are now several hundred dollars in debt due to an event or situation, where a one-time, short-duration financial grant could mitigate or help regain your financial stability within a couple of months. If your financial problems are longer-standing you may potentially still receive a grant, but would not be eligible to submit a new request for a similar reason.

Qualifying Events

A temporary financial hardship is one caused by a defined, time-limited, specific event such as (non-exclusive list):

- Death of an immediate family member
- Natural disasters: Fire, flood, tornado, etc.
- Medical emergencies: Critical injury, serious illness requiring hospitalization, disability, accidents, or unique medical situations
- Short-term inability to pay for basic living needs with impact to dependents: Food, housing, water, gas, electricity.

Award Amount

The average Atkore Family Foundation grant is expected to be \$300; no single award will exceed \$2,500 within a rolling 12-month period.

Except in extremely special circumstances, relief will not be given more than once to the same employee for the same need, and an award of defined, limited ongoing support will be considered a single award.

An application cannot be submitted more than twice during a rolling 12 month period. Applications for same/similar issues previously denied funding in the same 12-month period will not be accepted.

No award will be given with the intent of supplementing a severance payment.

It is the preference and practice to pay relief to third parties, on behalf of the employee, as opposed to directly to the employee, as practical.