



Alcoa Foundation 2012 Grant Guidelines

At Alcoa, sustainability is an integral part of our culture and our core strategy, including how we work with the communities where we operate. We share a “mutual sustainability” with these communities to build economic success, environmental excellence and social responsibility. Alcoa Foundation invests 50% of our resources in global Signature Programs where we look to:

- Invest** – Cultivate academic and nonprofit partnerships that are action-oriented and produce tangible outcomes
- Involve** – Partner with far-reaching and innovative organizations that engage Alcoa employees, retirees, families, friends, customers and communities through hands-on-activities
- Inspire** – Create ambassadors who advance our mission and provide teachers with resources to reach students in creative and dynamic ways

The other 50% of our resources are invested in community-based partners in the places where Alcoans live and work. In addition to Alcoa volunteer hours, these investments are meant to address specific community needs and interests particularly as they adapt in a changing world economy.

In determining **where to invest**, Alcoa Foundation looks to partner with nonprofit organizations that have:

- A demonstrated track record of success
- Organizational and staff capabilities to lead the work
- High industry rating

And in projects that:

- Produce measurable, long-term results
- Can be effectively implemented and ultimately continued without our funding
- Can be shared with other organizations looking to produce similar results
- Demonstrate commitment to the inclusion of diverse and/or under-represented populations

We focus our resources toward partners working in one of the following theme areas:



Environment: Bring about meaningful and systemic improvements in environmental sustainability through support for research, dialogue, standards and actions around the following areas of focus:

- Reduce, Recycle, Replenish
- Sustainable Design in Cities and Mass Transportation
- Measure and Set Standards



Education: Invest in educational and training endeavors where Alcoa, as a mining, manufacturing and innovation company, can offer our expertise and make a difference, specifically in the areas of:

- STEM
- Environment
- Safety
- Workforce Development
- General Education
- General Job Readiness

Within each theme area, Alcoa Foundation makes **Direct Service** investments which create positive gains for individual participants, communities or organizations. Projects include programs and efforts that **work directly with individual participants or places** to achieve a specific change in condition or behavior.

2012 Results Statements

Below you will find the result statements which Alcoa Foundation is particularly interested in tracking. Our goal is to be able to roll up the results we achieve through our investments.



ENVIRONMENT: Bring about meaningful and systemic improvements in environmental sustainability through support for research, dialogue, standards and actions around the following areas of focus:

➤ **Reduce, Recycle, Replenish**

- Use fewer natural resources, produce less waste, reduce emissions and mitigate climate change through exploration of renewable energy.
- Drive greater recycling rates and reuse of materials.
- Manage biodiversity, enhance parks and land use, promote reforestation and conserve quality of water resources.

Results we will count:

- Reduce* - Reduction of CO2 in pounds.
- Reduce* - Reduction in water use in gallons.
- Reduce* - Reduction in energy use in kwh.
- Recycle* - Pounds of aluminum recycled.
- Recycle* - Pounds of non-aluminum materials recycled.
- Replenish* - Number of trees planted.
- Replenish* - Acres of land restored
- Replenish* - Bodies of water restored.
- Replenish* - Number of plant or animal species saved.
- Number of individuals , organizations or communities impacted.

➤ **Sustainable design in cities and mass transportation**

Advance sustainable industrial and product designs that address challenges presented by global megatrends in Urbanization and Transportation.

- Urbanization: Explore the role of architecture and design in building and construction to enable climate change adaptation and enhance the environmental and social sustainability of cities.
- Transportation: lightweight, improve fuel efficiency and minimize the overall environmental footprint of mass transit

Results we will count:

- Number of system-wide solutions created or promoted for mass transportation.
- Number of system-wide solutions created or promoted for urbanization.
- Number of individuals , organizations or communities impacted.

➤ **Measure and set standards**

- Develop and gain adoption of meaningful standards that measure comprehensive product and industry environmental footprints, including support for holistic lifecycle analysis.

Results we will count:

- Number of standards developed.
- Number of organizations or countries signing on to use those standards.



Alcoa Foundation

2012 Grant Guidelines



EDUCATION: Invest in educational and training endeavors where Alcoa, as a mining, manufacturing and innovation company, can offer our expertise and make a difference, specifically in the areas of:

➤ **STEM**

- Support innovative education and training programs and teaching curriculums in Science, Technology, Engineering and Math to support careers in these disciplines.

Results we will count:

- Number of youth who gain transferable STEM skills or continue their education in pursuit of a career in STEM.
- Number of teachers trained or assisted.
- Number of schools impacted.
- Number of individuals , organizations or communities impacted.

➤ **Environment**

- Promote environmental awareness and create environmental community ambassadors among students, communities and Alcoa employees.

Results we will count:

- Number of individuals trained to support the environment.
- Number of individuals leading projects.
- Number of teachers trained.
- Number of individuals , organizations or communities impacted.

➤ **Safety**

- Encourage college students and young professionals to secure a position or advance their career in Environment, Health and Safety (EHS).

Results we will count:

- Number of individuals who received training and are pursuing a career in the Environment, Health and Safety (EHS) field.
- Number of individuals who gain employment in the Environment, Health and Safety (EHS) field.
- Number of individuals , organizations or communities impacted.

➤ **Workforce development**

- Provide education and training opportunities which lead to employment in engineering and manufacturing .

Results we will count:

- Number of individuals who acquire certification in a manufacturing field.
- Number of individuals who gain employment or improve their employment status in a manufacturing field.
- Number of individuals who acquire entry-level or advanced engineering credentials.
- Number of individuals who gain employment or improve their employment status in an engineering field.
- Number of individuals , organizations or communities impacted.



Alcoa Foundation *2012 Grant Guidelines*

➤ **General education**

- Support general academic achievement programs and teaching curriculums (not including STEM or environmental education).

Results we will count:

- Number of students who improve their academic achievement or 21st century skills.
- Number of individuals , organizations or communities impacted.

➤ **General job readiness**

- Support programs that provide adults with basic job readiness skills (not including engineering or manufacturing skills.)

Results we will count:

- Number of individuals who improve their general employment status.
- Number of individuals , organizations or communities impacted.