

OFFICIAL BECU RULES

People Helping People Awards- 2025

PROMOTER/SPONSOR

BECU

Social Impact

PO BOX 97050
Seattle, WA 98124

ENTRY

Nominate a nonprofit you support to receive a grant of up to \$50,000 by filling out the online form available at www.becu.org/awards. All required sections of the form must be completed and within the character limits specified. Nominations will be accepted 9:01am PDT April 7, 2025 through 4:59pm PDT April 25, 2025. This awards program is sponsored entirely by BECU.

LIMITATIONS

BECU members, holding a primary or joint membership, (including employee members*) can nominate one or more eligible 501(c)3 nonprofit(s) for the People Helping People Award program via the entry form. At time of application, entrant can also elect to be considered for Member Volunteer of the Year Award. Nominations must be the sole work of the member nominator. Submissions known to be copied from an organization's website or any paid affiliate or employee of the organization who is not a BECU member will be disqualified. Organizations are eligible to receive one Community Benefit award, People's Choice Award, Past PHPA Recipients' Choice award, BECU Employees' Choice Award, or Member Volunteer of the Year award. Each organization may only win one award in a calendar year. Nonprofits that have received a People Helping People Award in the last three funding cycles are not eligible to receive another award. After that, they are eligible to receive an award (example: 2022 recipients are eligible again in 2025). Each organization is able to receive up to three total People Helping People Awards in their lifetime; however, they are only eligible to receive one each of the Member Volunteer of the Year or "Choice" awards in their lifetime.

*BECU employees who are members may nominate a nonprofit for PHPA, excluding employees on the Impact Division and employees in Business Services who directly support nonprofit business members. BECU employees who nominate a nonprofit for PHPA may not participate in the scoring and selection process.

Eligible nonprofits must have active 501(c)3 status with the IRS and must be operating and having a direct impact in Washington, Oregon, Idaho and/or South Carolina. The nonprofits' work must be focused in one of seven giving categories:

- **Advancing Education (Pre-K through College):** Access to education, mentoring, educational materials & programming, classroom/school and PTA funding for education programs/materials/experiences
- **Arts & Culture:** equitable access to arts experiences, underrepresented arts and cultural organizations, cultural programs
- **Creating Economic Opportunity:** Living-wage jobs, small & startup businesses, job quality for low-wage workers
- **Preserving Health and Promoting Wellness:** Access to healthcare, illness prevention/cure, mental health, patient support, disabilities, veteran advocacy

- **Preserving or Restoring the Environment:** Conservation, stewardship, sustainability
- **Providing for Basic Human Needs:** Affordable housing, homelessness, senior advocacy, infant/child advocacy, food/diaper/clothing banks
- **Strengthening Local Communities:** Neighborhoods, public safety, search & rescue, outdoor spaces, rotary/chambers of commerce

Nonprofits that fall outside of the giving areas will be disqualified.

Organizations seeking charitable support from BECU must generally certify they do not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of their policies, activities or operations.

Social service or community programs provided by religious or faith-based organizations are eligible when the following conditions are met: Registered US-based 501(c)3 nonprofit organization; programs have a formal mission statement and separate program budget; the secular programs or services are offered to eligible participants without regard to their faith or willingness to participate in religious activities; and the group ensures that People Helping People Award funds are not used to support religious activities such as worship or proselytization.

Ineligible organizations include: political organizations; religious or sectarian programs for inherently religious purposes (including but not limited to religious worship or proselytization); churches, synagogues, mosques, ministries, other houses of worship or religious organizations unless for specific social programs that meet the criteria identified above. We are unable to award funds that do not fall into the categories above, including, but not limited to: sports teams, and animal rescue organizations. Nonprofit organizations that have received funding of \$15,000 or more from BECU in the last three years are ineligible for these awards.

Those who wish to nominate an organization must be a legal resident of the United States, a BECU member, and 18 years of age or older. To nominate, members must visit the BECU Awards page (www.BECU.org/awards), and then complete the form as indicated above. Sponsor is not responsible for early, late or misdirected entries or transmissions. All federal, state and local laws and regulations apply. Void where prohibited by law.

WINNERS

A panel of judges comprised of BECU employees will review all eligible member nominations received from 9:01am PDT Monday, April 7, 2025 through 4:59pm PDT on Friday, April 25, 2025 to determine semi-finalists. Semi-finalist organizations will be contacted no later than Monday, May 12, 2025 with a request to submit supplementary applications. Applications will be due by 4:59pm PDT Friday, May 30, 2025.

All semi-finalist nominations and applications are reviewed and scored by a panel of judges comprised of BECU employees. Once finalists are identified, the Member Volunteer of the Year award will be selected by a panel of judges comprised of employees from the BECU Impact Division. The People's Choice Award will be selected from among the finalists via popular vote through BECU's voting website (one vote per email address). If an entrant receives irregular or fraudulent votes or multiple votes from the same user or users, including but not limited to, votes generated by a robotic, programmed, script, macro, other automated means or other source, the votes will be disqualified. Organizations will in no way incent or "buy" votes by offering compensation or a prize for voting for them; or by using paid social posts. The BECU Employees' Choice Award will be selected from among the finalists via popular vote through a voting site internal to BECU (one vote per employee). The Past PHPA Recipients' Choice Award will be selected from among the finalists via popular vote of organizations who have received People Helping People Awards in the past (one vote per organization). Finalists that are not selected for any of the above listed awards will receive the Community Benefit Award. All decisions of the judges and BECU Impact Division regarding the finalists

and in regard to all matters relating to the contest (including, without limitation, eligibility) shall be final and binding in all respects.

A nonprofit may only win one award in the same year. In the event that the same nonprofit wins multiple categories, the winner of the Member Volunteer of the Year Award will be selected first, followed by the winner of the most votes for the People's Choice Award, then the next highest vote recipient for the Employees' Choice Award, and then the next highest vote recipient for the Past Recipients' Choice Award. In the event of a tie within any category, the winner will be randomly selected from among the eligible tied organizations. The People Helping People Awards program encompasses a minimum of fourteen \$15,000 Community Benefit Awards; one \$50,000 Member Volunteer of the Year Award (payable to the nominated nonprofit), one \$40,000 People's Choice Award, one \$30,000 Past PHPA Recipients' Choice Award and one \$30,000 BECU Employees' Choice Award. In addition, all award recipients will receive a grant of \$2,500 for the two years following their initial award.

Odds of receiving an award are based on the total number of nominations and applications received, as well as the judging criteria and quality of the nomination and application (if applicable). The judging criteria for the People Helping People Awards encompass both the nomination forms of the member and the nonprofit (see examples below).

Member nomination:

1. How have you supported the organization in the past 12 months?
2. A story about personal involvement with the organization
3. The way the organization brings the credit union philosophy of People Helping People to life
4. Confirmation that the organization models diversity, equity & inclusion

Nonprofit application:

1. The organization's mission and alignment with the People Helping People philosophy and category selected
2. The organization's description of their approach to diversity, equity & inclusion in their work
3. Up to 3600 characters on the impact of the funding
4. Up to 1800 characters on a story that illustrates the impact of the organization

Member Volunteer of the Year:

Member Volunteer of the Year is selected by a panel of BECU Impact Division members who review the member's own description of their work for the organization as well as interviews with each Member Volunteer of the Year finalist organization.

If fewer than 18 applications are received, not all awards may be awarded. Operating budget of the nonprofit, as well as population, number of people served, and equity will be taken into consideration in order to compare similarly sized nonprofits. Location of the nonprofit will be taken into consideration in an effort to represent winners across BECU service areas.

The finalists for the Community Benefit Award recipients will be notified via email that they have received an award by July 7, 2025. Award recipients for Member Volunteer of the Year, People's Choice, Employees' Choice, and Past Recipients' Choice will be notified of which award they are receiving during a special event in December 2025. Winners need not be present at the event to accept the award. Payments will be issued no later than December 31, 2025.

Should for any reason the recipient be deemed ineligible to receive the award, it will go to the first selected alternate. For a list of award recipients email communityrelations@becu.org. Any and all taxes assessed on the award shall be the responsibility of the nonprofit.

CONDITIONS

By participating, entrants agree to these Official Rules and the decisions of BECU, which shall be final and binding in all respects. BECU employees, who are also BECU members, are eligible to apply, excluding members of the Impact Division, Business Services employees who directly support nonprofit business members, and employees on the judging panel. By participating, entrants release BECU, its respective affiliates, subsidiaries, advertising/promotional agencies, vendors, and the employees, officers, directors and agents of any of the above organizations from any and all liability for any injuries, losses, or damages of any kind caused by participation in the awards process or the acceptance, possession or use/misuse of an award or participation in any award-related activities. The Sponsor reserves the right, in its sole discretion, to modify, cancel or suspend part or all of this Award should virus, bugs, non-authorized human intervention or other causes beyond the control of the Sponsor corrupt or impair the administration, security, fairness or proper play of the Awards. Sponsor may prohibit an entrant from participating in the Awards or winning a prize if, in its sole discretion, it determines that said entrant or somebody on their behalf is attempting to undermine the legitimate operation of the Award by cheating, hacking, deception, or other unfair playing practices. Where legal, by accepting award, winner awards permission to use his/her name, address, likeness, photograph and statements by BECU for advertising/publicity purposes without further compensation.