



EDUCATION FOUNDATION

Investing in the children of our employees and in our communities.

BACKGROUND

The mission of the US Airways Education Foundation, Inc. is to support educational initiatives in communities the airline serves by promoting employee engagement and funding college scholarships to dependents of airline employees and community education grants to nonprofit organizations.

The US Airways Education Foundation, Inc. was incorporated in 1990 in Phoenix, Arizona. Funding sources include contributions from US Airways employees, fundraising events and private donations.

The US Airways Education Foundation does not employ staff. Its Board of Directors includes community business and education leaders and US Airways employees who all volunteer their services. The US Airways Education Foundation tax identification number is 86-0670438.

Since its inception, the Education Foundation has donated over \$2.2 million to educational programs and scholarships across the airline's route system. Last year, the Education Foundation distributed 98 college scholarships totaling \$248,000 and 30 grants totaling \$101,500. The amount of annual funding is subject to change from year to year and is solely dependent on those funds raised through employee and private contributions and other community efforts.

GRANT APPLICATION GUIDELINES

The US Airways Education Foundation places a high value on educational programs that respond to social issues, especially those that directly or indirectly strive to improve education or increase skills for its participants.

To this end, the US Airways Education Foundation, Inc., will **consider providing grants of \$4,000.00** for nonprofit organizations with educational programs located in and providing services within the major metropolitan area of the airline's hub and focus cities of Boston, Charlotte, Las Vegas, New York, Philadelphia, Pittsburgh, Phoenix or Washington, DC that meet the following criteria:

- Educational programs that respond to the special needs of disadvantaged or disabled children age 18 and younger.
- Educational programs that teach or enhance social responsibility for children age 18 or younger.
- Educational programs that enhance academic achievement for children age 18 or younger.

(It is not necessary for each criterion to be included in the grant application; however, the above are key criteria the Grant Committee considers when rating the grant application.)

PROGRAM EXCLUSIONS

FUNDING SHALL NOT BE PROVIDED FOR:

- Individual schools and their support organizations (including booster clubs, PTA/PTO's, athletic teams, bands, performing arts groups, alumni associations or reunions)
- Service Clubs (including Lions and Rotary)
- Sports teams or sporting program
- Third party, auxiliary or pass-through organization such as a company or an organization fundraising on behalf of another nonprofit.
- Political, labor or fraternal organization (i.e. Fraternal Order of Police, Teacher's Association, Teamster's)
- Scouting troops
- Religious organization or church
- Start-up organizations defined as an organization whose 501(c)(3) has been instated less than 3 years
- Organization or program funded 50% or more by government sources
- Foundation or organization which is a grant-making entity.
- Organization whose primary mission is funding medical or scientific research
- Competition, beauty pageant or talent contest
- Organization that primarily serves to provide advocacy
- Individual scholarships, camperships or honorariums
- Organizations that discriminate on the basis of race, color, gender, national origin, marital status, age, disability, or veteran status
- Endowment program
- Non program-related consultant fees or stipends
- Software or hardware
- Grants for ground or air travel expenses or field trips
- Grants for debt retirement or operational costs
- Grants for general operational budgets
- Purchase of program advertisements
- Purchase of tickets or tables for dinners and/or benefits
- Individuals, including support for specific students, researchers or conference fees
- Capital or Building Projects (Please visit www.usairways.com for information on the US Airways Community Foundation Grant which funds capital and building projects.)

APPLICATION PROCESS

- All applications must be submitted by 5:00 p.m. PDT on July 1, 2009 via www.usairways.com/corporategiving.
- Funding through the US Airways Community Foundation or the US Airways Annual Corporate Giving program does not preclude an organization from applying for and receiving an Education Foundation grant.
- The organization must be exempt under section 501(c)(3) of the IRS Code.
- Due to the number of applications received, status calls will not be accepted.
- Funding will be distributed after October 1, 2009.
- The number of grant applications funded is contingent upon US Airways Education Foundation, Inc. fundraising efforts in the prior year and the quality of applicants.

Mailed, faxed or emailed applications will not be accepted. All applications must be completed online via www.usairways.com/corporategiving. For questions regarding the US Airways Education Foundation grant application process, please email community.relations@usairways.com or call 480.693.3652.