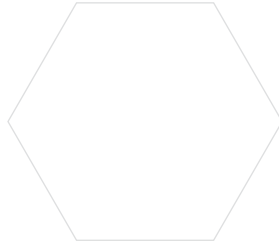




Graco Foundation



2018 Community Report

graco.com/foundation





A Note from Pat

Graco has a long history of giving back. The Graco Foundation was established in 1956 by Graco's former President, CEO and Chairman, David A. Koch, who left a legacy of community support and doing things the "right way." We're committed to the communities where we work – our neighbors. Graco employees also reflect this mindset, giving their all to their work, then doing the same for their communities at home through giving and volunteering.

You can see through our funding priorities – education, workforce development and youth development – that we're passionate about helping people in our communities become self-sufficient and more productive. That could mean assisting students in staying on track in school, inspiring and enabling youth to pursue sustainable careers, or providing adults with desirable skills that can be readily applied in our workforce. Through our funding, real people are being supported every day by the hardworking nonprofits we partner with. I hope you enjoy reading some of their stories.

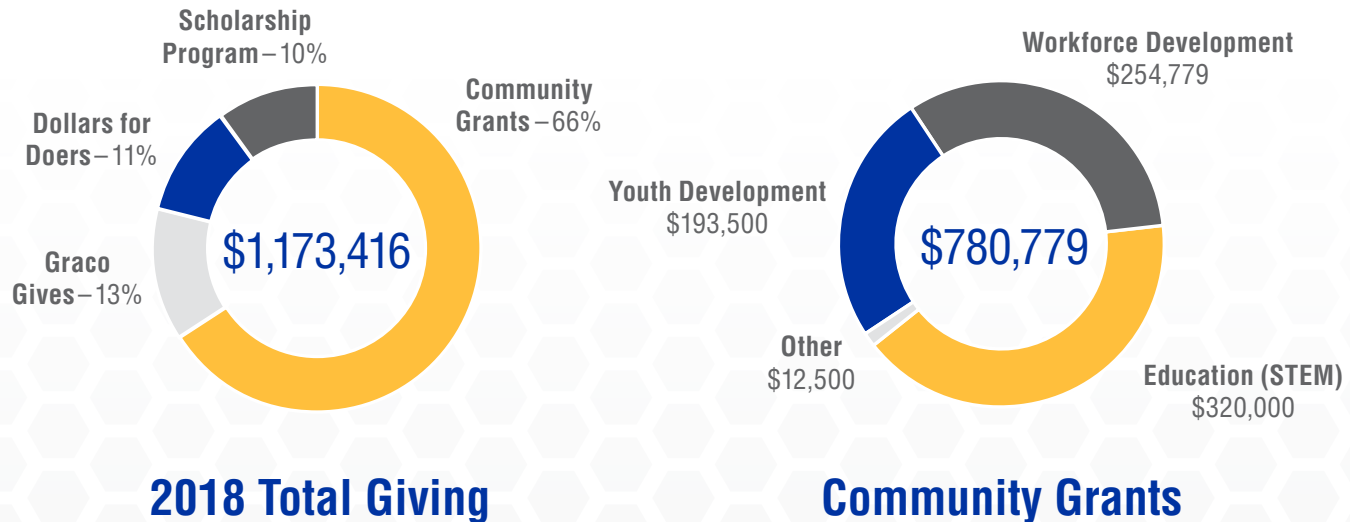


Pat McHale
President and CEO, Graco Inc.
President, Graco Foundation

Committed to Communities Where We Work

Our goal is to help organizations grow their ability to serve community needs through grants focused on capital projects, specific programs and technology needs. We place a priority on organizations with a proven track record of enabling people to become self-sufficient and more productive. We place emphasize on educational programs, especially STEM (science, technology, engineering and math) programs; human service programs promoting workforce development; and youth development programs. We especially like to reach out to communities close to our U.S. facilities.

In 2018, the Graco Foundation's contributions reached \$1,173,416.





◆ Cody Finds Brighter Future With Scholarship

“Thank you so much! I am not sure I can put into words the impact your time, thoughtfulness and awards such as this have at Anoka Technical College,” said Cody Majernik, a recipient of a scholarship funded through a Graco Foundation grant. “I suppose I am trying to say that our goal as students is to become a cut above the rest in the manufacturing technology field, and a nod from Graco is like your role model saying, ‘Keep working hard, you’re on the right path. Maybe one day you can be here, too.’”

The appreciation expressed by Cody shows some of the benefits of the funding provided by the Graco Foundation to support long-term community growth by investing in today’s students.

Cody received one of five Graco Foundation-funded \$2,000 scholarships for Anoka Technical College students in the Machine Trades and Mechanical Drafting programs. Before receiving the grant, he intended to complete a certificate program. However, the scholarship encouraged and allowed him to work for the full two-year degree.

“I am a better person and student because of this opportunity. Thank you for helping myself and others to create a brighter future.”

The Graco Foundation provides \$10,000 grants for scholarship funding to Anoka Technical College and 15 other schools every year. The Foundation also provided a \$90,000 grant to purchase a CNC turning center for the college last year.



BADRIYA

◆ Badriya Explores Passions in Internship

Badriya came to Graco as a high school intern through the Step Up Youth Employment Program, which she learned about through her involvement in the AchieveMpls Career & College Center at her high school. She completed two summer internships at Graco helping engineers on various projects and assisting with inventory and restocking.

Badriya says she appreciated all of the skills she gained during her internship and the flexibility she was given to explore her passions and to get out of her comfort zone in positive ways.

“I love being on my feet and not sitting at a desk,” she explained. This hands-on experience allowed Badriya to check out different roles and functions in manufacturing and also has shaped her career pathway.

The experiences Badriya received at Graco and through Step Up have helped her narrow her

area of study and begin building her career. She is currently in college and plans to major in either engineering or nursing.

Step Up connects youth and employers through internships that build careers and lead to a diverse, skilled and equitable workforce. Step Up is a partnership of the City of Minneapolis, AchieveMpls, CareerForce Minneapolis and Project for Pride in Living.

In 2018, the Graco Foundation provided \$20,000 for Step Up and \$100,000 for the AchieveMpls Career Readiness Initiative, which equips students to identify and access high-wage, sustainable careers and choose their best post-secondary options. Graco also was named a Step Up Employer of the Year and an AchieveMpls Community Partner Ally.



MATT
COM

◆ Matt Finds Independence Through MDI

Matt was born with a genetic condition called Leber's disease which causes vision loss in young adult males. During the peak of his career, he had to learn to live without his vision.

To help readjust, Matt came to Minnesota from his home in Delaware to complete a 10-month program provided by the National Federation of the Blind to help him adapt to blindness.

After completing the program, Matt decided to stay in Minnesota. He had grown connected to the community and had developed strong friendships.

Before his vision loss, he had been working in manufacturing. This made MDI a good fit for Matt to re-enter the workforce.

"MDI is accommodating, and everyone helps out," said Matt. "And ... I love Minnesota."

Today, he is confident and independent. He enjoys playing bass guitar in a band called Reven McGee and the Phantom Hands.

MDI, a Minnesota-based nonprofit manufacturer, provides meaningful work in an inclusive environment for people with disabilities. MDI received a \$54,779 grant from the Graco Foundation in 2018, which funded the purchase of five pallet lifts and a pallet wrapping system. The equipment will save hours of work weekly and increase the facility's capacity.



◆ Dollars for Doers

Each year, our employees volunteer many hours of their personal time to help their favorite nonprofit causes. In an effort to recognize and support these important and worthwhile volunteer hours, we donate \$500 to any eligible nonprofit organization where an eligible employee has volunteered at least 25 hours during one calendar year, and \$1,000 where an employee has volunteered 50 hours or more. Time contributed by spouses and dependents of the employee can also be counted toward these hours. Dollars for Doers support in 2018 totaled \$129,000.



◆ Graco Gives

The Graco Foundation encourages employees to give back to the community by participating in charitable giving, and we match all eligible donations dollar for dollar up to \$2,500 per employee per calendar year.

Employee gifts of \$147,532 were matched by the Graco Foundation in 2018, resulting in more than \$295,000 donated to 235 nonprofits. Employees also raised proceeds that went to the 2018 employee-elected charity of choice, Feed My Starving Children.



◆ Scholarship Program

As today's students enter our workforce, they are facing new challenges and opportunities never before imaginable. At Graco, we recognize the contributions of these students and the important role that education plays in their development. The Graco Scholarship Program gives us an opportunity to invest in the education of employees' children around the world.

Scholarship support in 2018 totaled \$116,750, which went to 12 students for new scholarships and 14 students renewing previous scholarships.

2018 Awarded Grants

ONE-TIME CAPACITY-BUILDING GRANTS

- AccessAbility, Inc. –
AbleTo capital building campaign: \$100,000
- AchieveMpls –
Career Readiness Initiative: \$100,000
- Anoka Technical College –
machine purchase: \$90,000
- MDI, Inc. –
equipment purchase: \$54,779
- The Link – educational space for the Passageways
Capital Project: \$25,000
- Summit Academy OIC –
1,000 GED Campaign: \$100,000

PROGRAM GRANTS

- AchieveMpls Step Up Program: \$20,000
- Dunwoody College of Technology
Youth Career Awareness Program: \$15,000
- FIRST Robotics at Dexter High School
in Dexter, Michigan: \$7,500
- FIRST Robotics at Edison High School
in Minneapolis, Minnesota: \$12,500
- Metro Paint-A-Thon: \$12,500
- Page Education Foundation: \$27,000

SCHOLARSHIP GRANTS

- Alexandria Technical College: \$10,000
- Anoka Technical College: \$10,000
- Dunwoody College of Technology: \$10,000
- Gannon University: \$10,000
- Lake Area Technical Institute: \$10,000
- Mpls. Community & Technical College: \$10,000
- Minnesota Private College Fund: \$40,000
- S. Dakota School of Mines & Technology: \$10,000
- South Dakota State University: \$10,000
- St. Paul College: \$10,000
- Stark State College Foundation: \$10,000
- University of Akron: \$10,000
- University of Minnesota – Duluth: \$10,000
- University of Minnesota – Twin Cities: \$20,000
- University of Sioux Falls: \$10,000
- University of St. Thomas: \$10,000
- Washtenaw Community College: \$10,000

In addition, \$6,500 was given to 11 high school groups in Minneapolis to celebrate Graco's Manufacturing Day program.

For more about the Graco Foundation, visit graco.com/foundation or email gracofoundation@graco.com.



Graco Foundation

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