



Overview of the Foundation

Established in 2010, Adtalem Foundation is based in Chicago, Illinois. The private foundation was organized for charitable, educational literacy and research purposes. Its sole member is Adtalem Global Education. Its charitable activities will be both in the United States and abroad, while also encouraging employee activism in these communities for the purposes of creating sustainable community growth.

Statement of Policy

Given that Adtalem Global Education and its academic institutions are located worldwide, it is important to focus and manage investments in ways that will maximize the organization's current and potential programmatic presence.

Adtalem Foundation engagements should reflect commitment to one or more of the following strategic areas:

- A global vision that educational programs should serve to enhance career-oriented programs and services
- Strengthening our global communications and civic engagement priorities
- Supporting the economic growth and development, and the diversity of the communities where our employees and students live and work

Structure

Adtalem Foundation is a 501(c) (3) organization comprised of a Board of Directors of a minimum of three individuals, led by Lisa Sodeika, its President and Adtalem's Senior Vice President of External Relations. Other key company managers make up the rest of the Board.

The Board of Directors meets at least twice a year to review and set policies, procedures, and budgets and to oversee the grant making process. To gain ideas and input from constituency groups and employees, various advisory committees may be formed to review specific types of proposals and program ideas and to make recommendations to the Foundation regarding these proposals.

The Board reserves the right of ultimate approval over all philanthropic activities of the Foundation and shall not be bound by the advice or recommendations of these committees in making the Foundation's final support decisions. All program funding and philanthropic resources come from Adtalem.

Board Responsibilities

The Board will seek to follow a key set of responsibilities and standards in performing its duties for the Adtalem Foundation. These include:

• Governance

The Board of Directors is responsible for setting the vision and strategic direction of the Foundation and oversees the policies, operations, and finances of the Foundation as set forth in the Articles of Incorporation, the Bylaws and any other supporting documents.

• Grantmaking

The Board will be responsible for the overall design and implementation of the grantmaking activities of the Foundation. The Board will review and approve the grantmaking goals and guidelines on a regular basis.

• Program Evaluation

The Board will ensure that all programs supported by the Foundation will receive regular reviews for effectiveness and impact and maximize the resources that have been provided for their program efforts. The Foundation will provide reports, at least



annually, of the outcomes and results of program engagements in order to share data on program impact in the communities served, and to inform future program directions and investments.

- **Inclusiveness and Diversity**

The Board and the Foundation are rooted in the belief that all activities should demonstrate and promote an understanding and respect for diversity and inclusiveness as absolute necessities in achieving the goals, vision, and work articulated by the Foundation.

Types of Contributions

Cash, program expertise, or other in-kind donations may be made to eligible organizations and partners.

Areas of Focus

The Foundation will provide support to partners and programs through grants, educational programs, research, and volunteerism aimed at the following:

- Improving public education
- Strengthening the transition from high school to college
- Increasing access to higher education for underserved populations
- Promoting economic and workforce development
- Increasing access and improving health and wellbeing for underserved populations
- Honoring our nation's veterans, those currently enlisted and military families

Research grants may also be made as they relate to the specific areas of focus of the Foundation to benefit the greater communities that we serve.

Adtalem Foundation intends on entering into written grant agreements for any substantial grants made to other charitable organizations. Such grant agreements will provide that the grantee must use the funds only for specific charitable purposes of the grant and will also require periodic written confirmation that the grant is being used for its specified charitable purposes.

Adtalem Foundation will not have an annual solicitation process; therefore unsolicited proposals will be discouraged.

Restrictions

Adtalem Foundation does not support the following activities:

- Individuals
- Event sponsorship
- Legislators, support of legislation, political organizations, or campaigns
- Capital campaigns or endowments
- Religious purpose or sectarian organizations whose programs are limited or exclusive to just one group
- Organizations not exempt under Section 501 (c) (3) of the Internal Revenue Code, and not eligible for tax-deductible support
- Organizations that do not foster diversity and inclusive opportunities