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Deluxe Foundation Awards Grants to Nonprofits Through New Employee Resource Group (ERG) Initiative

Empowering Communities Through ERG-Led Grantmaking and Partnerships

MINNEAPOLIS--(BUSINESS WIRE)-- Deluxe (NYSE: DLX), a Trusted Payments and Data company, announced today that nine nonprofit organizations nationwide have been awarded grants from the Deluxe Corporation Foundation, following the company's first-ever ERG-led grant selection process. Each nonprofit, aligned with the mission of one of the Deluxe Employee Resource Groups (ERGs), will receive a \$25,000 grant to advance initiatives that address critical needs within their communities.

This new grant strategy empowers the diverse employee-led ERGs at Deluxe to shape impactful grantmaking aligned with social causes close to their communities. The nine ERGs engaged in selecting and awarding grants to nonprofit organizations whose missions reflect the unique focus of each group. The result is a powerful lineup of community organizations working in areas like education, accessibility, economic development, and more.

"Our giving at Deluxe is all about putting dollars where our people are involved and invested," said Barry McCarthy, President and CEO of Deluxe. "By empowering our employee resource groups to lead the grantmaking process, we're ensuring that our contributions reflect the passions and priorities of our team. This approach not only amplifies the impact of our giving but also strengthens the connection between our people and the communities we serve."

2024 Deluxe Foundation ERG Grant Recipients:

- **Empowr Co (Atlanta, GA)** – Selected by the African-American ERG. Provides a career pipeline for low-income high school students through software development training, mentorship, and internships.
- **Sunshine on a Rainy Day (Atlanta, GA)** – Selected by the AVID (Awareness for visible & invisible disabilities) ERG. Creates custom wheelchair-accessible spaces for children with special needs at no cost to families.
- **Ronald McDonald House of Kansas City (Kansas City, MO)** – Selected by the Cancer Support ERG. Supports families of children facing critical illnesses with respite and shelter during medical treatments.
- **Latino Economic Development Center (Minneapolis, MN)** – Selected by the Hispanic ERG. Promotes economic opportunities for Latinos through leadership and community development initiatives.
- **My Very Own Bed (Minneapolis, MN)** – Selected by the Parents ERG. Provides beds and Dream Kits for children who have recently experienced homelessness, creating a safe and comforting space for them.

- **Code Savvy (Minneapolis, MN)** – Selected by the PIMA (Pacific-Islander, Middle-Eastern & Asian) ERG. Empowers youth with computer science skills, bridging racial, gender, and socioeconomic gaps in STEM fields.
- **Open Arms of Minnesota (Minneapolis, MN)** – Selected by the Pride+ ERG. Provides medically tailored meals and nutrition support for clients with chronic illnesses, rooted in the LGBTQIA+ community.
- **Oscar Mike Foundation (National)** – Selected by the Veterans ERG. Supports veteran mobility and mental health through recreational and community events.
- **Alexandra House (Minneapolis, MN)** – Selected by the Women ERG. Empowers survivors of domestic and sexual violence with education, advocacy, and support.

Deluxe empowers employees to make a difference in their communities, offering 24 hours of paid Volunteer Time Off (VTO) each year to support nonprofits of their choice during work hours. Employees who wish to contribute further can request an additional 16 hours, totaling up to 40 hours of paid volunteer time annually.

The Deluxe Corporation Foundation's new ERG-led grantmaking program demonstrates the company's commitment to supporting a diverse, inclusive workforce that is empowered to make decisions with meaningful, community-driven impact. By involving ERGs in the grant selection process, Deluxe has created a model for authentic, socially responsible giving, aligning employee interests with corporate philanthropy to foster lasting community partnerships.

For more information about the Deluxe Foundation, ERGs at Deluxe, and grant recipient organizations, please visit [Deluxe's website](#).

About Deluxe

Deluxe, a Trusted Payments and Data company, champions business so communities thrive. Our solutions help businesses pay, get paid, and grow. For more than 100 years, Deluxe customers have relied on our solutions and platforms at all stages of their lifecycle, from start-up to maturity. Our powerful scale supports millions of small businesses, thousands of vital financial institutions and hundreds of the world's largest consumer brands, while processing more than \$2 trillion in annual payment volume. Our reach, scale and distribution channels position Deluxe to be our customers' most trusted business partner. To learn how we can help your business, visit us at www.deluxe.com.

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