



## POLICY ON POLITICAL ACTIVITY

### Political Affiliation

LifeWise Academy is not affiliated with or supportive of any particular political party, figure or candidate. LifeWise is for all families regardless of political persuasion.

### Political Activity

LifeWise Academy is thankful that individuals from many different professions, including elected officials and those running for office, volunteer and support our mission of positively impacting students, schools and communities through Bible-based character education.

The Bible was foundational to the forming of our society. We believe all students, regardless of religious and/or political background, can benefit from a greater understanding of such an influential book. LifeWise focuses on the central messages of the Bible. We avoid getting bogged down in the finer points of religious doctrine. Instead, we focus on the most foundational themes that speak to the issues common to all people.

One of the very first lessons we teach our students is that if we understand that we are all created in the image of God, then we will treat one another with respect. At a time when the world seems so divided, it is more important than ever for LifeWise employees and volunteers to model this respectful behavior in everything we do.

In addition, LifeWise Academy is prohibited by federal law from directly or indirectly participating in, intervening in or attempting to influence or show bias in political campaigns for any elective office or any political initiative. Our 501(c)(3) tax-exempt status is granted by the Internal Revenue Service (IRS), and violation of IRS regulations could result in the loss of our exempt status. The IRS defines two kinds of political activity. One is electioneering—**participating or intervening in political campaigns** for or against a **candidate for public office**—and the other is nonpartisan voter involvement. IRS regulations strictly prohibited 501(c)(3) organizations from engaging in “electioneering” or any partisan political activity.

According to the IRS, a **candidate for public office** is an individual running for a national, state or local elective office. It does not apply to nominees for appointed offices. An individual can be considered a candidate even before having officially announced his candidacy.

Finally, the IRS defines **participating or intervening in political campaigns** as written or oral endorsement of any kind of a candidate, rating candidates, forming a Political Action Committee (PAC), coordinating educational or lobbying activities with a campaign, or contributing or soliciting funds for campaigns or candidates.

LifeWise cannot engage in electioneering or partisan political activity of any kind. Any employee’s or volunteer’s use of LifeWise Academy for political purposes may jeopardize our non-profit status and our

access to schools and will not be permitted. Furthermore, LifeWise strongly discourages employees from participating in political activities and/or holding public office.

## Employee Political Contributions and Other Activity

As we continue to serve all students and families, it is important to note that the use of LifeWise Academy and its assets (i.e. logo, apparel, videos, etc.) in political messages, campaigns or advertisements is strictly prohibited and will not be endorsed by LifeWise Academy. LifeWise employees and volunteers who participate in civic and political activities must do so in an individual capacity and in their own personal time, not as representatives of LifeWise.

Employees may not use any of LifeWise's funds, assets or other company resources to directly or indirectly support any political:

- ◆ Candidates
- ◆ Parties
- ◆ PACs
- ◆ 527 organizations

Notwithstanding the foregoing paragraph, employees may make personal political contributions and participate in political activities of their own choosing during non-work hours, provided that such contributions and activities only occur in an individual and private capacity and not on LifeWise's behalf or time, or while using any other LifeWise resources. LifeWise will not reimburse any employee in any way for time or funds used for personal political contributions or activities.

An employee's personal, lawful political contributions and decisions not to make political contributions will not influence an employee's compensation, job security or opportunities for advancement at LifeWise.

Employees may not represent LifeWise Academy on policy issues except when it is part of their jobs to do so. Accordingly, if an employee personally participates in the political process, that employee may not:

- ◆ Implicitly or explicitly suggest or give the appearance in any way that the employee's personal view or position is one that is held or supported by LifeWise by, for example:
  - ◆ Using LifeWise's stationery, email, telephones, computers, printers or copiers in connection with an employee's personal political activities;
  - ◆ Providing political candidates or organizations with access to LifeWise's mailing lists, customer lists, employee lists, office space, telephones, computers, printers, copiers or other LifeWise resources; or
  - ◆ Posting a hyperlink to a political candidate's or organization's website, social media or email account on a website, social media or email account owned or operated by LifeWise.
- ◆ Allow the employee's employment by LifeWise to be used in support of or against any political candidate, issue or cause.

This policy is not intended to restrict communications or actions protected or required by state or federal law.