

Cell Signaling Technology

Empowering our Employees, Strengthening our Communities, and Reducing our Environmental Footprint



2016 Small Grants Program Report

Investing in our Communities

CORPORATE CITIZENSHIP

About Us

Founded by research scientists in 1999, Cell Signaling Technology (CST) is a private, family-owned company with over 400 employees worldwide. Our mission is to deliver the world's highest quality research and diagnostic products that accelerate biological understanding.

Science is our passion, and it's how we pay the bills—we create and sell antibodies and related products that can be used in research, aspiring to improve human health. But we are also citizens of our local and global communities. We are parents who care about the quality of science taught at our local schools, project managers who care about the environment, business leaders concerned with the footprint we leave behind and scientists curious about art. We measure our success not only in terms of economic prosperity but rather in the combined value of building an inspiring workplace for our employees, strengthening our communities and minimizing the impact we have on the planet.

Customer satisfaction is our highest priority. We are a company founded by scientists, with expert scientific staff dedicated to understanding the needs of a researcher. We are committed to developing only the highest quality products. Our rigorous validation process ensures the most credible and reproducible results with the least expenditure of a researcher's costly time, samples, and reagents.

"It was really great to hear how the schools and organizations are using the grant money from CST. My sense is the teachers and schools are generating some good interest and enthusiasm around science which is great to see. They all seemed very appreciative to CST for giving them funds for kits, equipment and supplies that might not otherwise be available. I was also impressed to hear about how many students are actually impacted by the CST grant money."

John Letcher

Senior Vice President of Global Human Resources
Cell Signaling Technology



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Forty-nine percent of our US employees volunteered a total of 922.5 hours at 32 different nonprofit organizations.

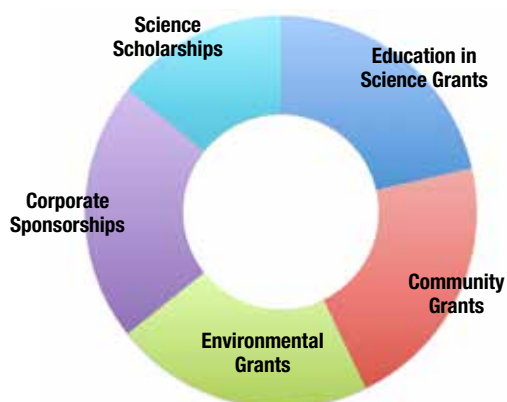
Small Grants Program



The Ipswich River Watershed Association (IRWA) works to protect the river and ensure there is enough clean water for people and nature. CST is a long time supporter of IRWA, and sponsored their first annual Paddle-a-thon fundraising event held in June. *Photo Courtesy of Ipswich River Watershed Association.*

2015 Small Grants Program

Dating back to our early years as a company, CST has maintained a commitment to investing in community organizations in the North Shore area of Boston. The Small Grants Program allows funding decisions to be made by three separate employee committees. The Education in Science Committee focuses on improving science education in public schools while the Community Grants Committee primarily supports social needs in local towns and cities. The Green Committee oversees environmental conservation and education grants, while also serving as a vehicle for sustainability programs to help reduce CST's ecological footprint. All committee members meet twice a year to review and vote on grant proposals that range from \$500 to \$8,000. Organizations can only receive CST funding once per calendar year.



BY THE NUMBERS

53

2015 Grants and Sponsorships

\$4,389

Average Size of CST Small Grants

\$272,614

Total CST Contributions in 2016

Investing in Education

Education In Science Committee



LEAP for Education empowers low income and first-generation-to-college students to perform at higher levels in middle school and high school, and to graduate college prepared to pursue a successful career that matches their strengths and passions. CST provided funds for upgrading some of their technology and also sponsored their annual fundraiser held in the Spring.
Photo Courtesy of LEAP.

2016 Education in Science Grants

The Education in Science Committee (EIS) is made up of CST employees, who, in addition to reviewing grant proposals, often volunteer as judges at local school science fairs. In 2016, the EIS funded 14 grant proposals to enrich science classrooms. EIS grant funding is available to science teachers and science departments at public elementary, middle, and high schools.

Funds from EIS allow schools to acquire additional resources that help create positive experiences that keep science fun and engaging. For example, 2016 CST grants provided funding for field trips to Natural History museums as well as specialized lab equipment and kits for chemistry and biology in public high schools.

Organization	Project Title	Grant
Beverly Education Foundation	Science Fairs (All Grade Levels) and Tri-fold boards	\$1,200
Beverly High School	AP and Biology Lab Kits and equipment	\$4,114
Children's Center for Communication	ADA Mobile Lab Station Equipment	\$3,280
Cove Elementary School	Change is Simple Program, 3rd-5th Grade	\$7,500
Masconomet Education Foundation	Laboratory Equipment , Masconomet Middle and High School	\$5,000
Hannah Elementary Schools	Science from Scientists / STEM Enrichment Program	\$7,500
Centerville Elementary	Digital Microscopes and Time Lapse Camera	\$1,000
Pathways for Children	STEM Enrichment Program with Maritime Gloucester	\$6,000
Thomas Carroll Elementary School	Science from Scientists / ISMB STEM Enrichment Program	\$7,500
Salem High School	Virtual/Augmented Reality Lab and Lab Supplies	\$5,000
Hamilton-Wenham High School	PCR Informatics Kits and other Lab Kits	\$1,270
Briscoe Middle School	Natural History Museum Field Trip & Four Triple Beam Balances	\$1,800
Gloucester Education Foundation	Aquaponics System for Studying Microorganisms	\$6,418
Ayers Ryal Side Elementary School	LEGO Education WeDo 2.0 for 2nd-5th Grade	\$1,970
TOTAL		\$59,552

"In 2016, CST funded a pilot program at O'Maley Innovation Middle School in Gloucester. This project is exciting for students as they design and construct miniature aquaponics systems. The students then will be able to use the systems to study the biological cycles involved in the aquaponics environment."

— Elisabeth Antanavich, CST Product Scientist and EIS Committee Chair

Investing in our Community

Community Grants Committee



The Food Project has built a national model of engaging young people in personal and social change through sustainable agriculture. In the spring CST 's supported The Lynn Central Square Farmers Market (shown above) which is managed by The Food Project to ensure affordable access to farm fresh fruits, vegetables, and herbs.

2016 Community Grants

Organization	Project Title	Grant
Beverly Bootstraps	Adult Education Materials	\$7,272
Citizens for Adequate Housing	AEDs for "The Inn Between" Family Shelters	\$2,490
Expressive Yourself	Expressive Arts for Youth with Mental Illness	\$3,000
The Food Project	North Shore Bounty Bucks	\$8,000
Peabody Institute Library Foundation	Samsung Galaxy Tablets for Mobile Apps Course	\$1,800
Wenham Museum	Mechanical Toy Exhibit at the Wenham Museum	\$7,260
Supportive Living	Therapeutic Horticulture Program	\$4,500
Mass. Coalition for the Homeless	A Bed for Every Child Initiative	\$5,000
LEAP for Education	Technology Upgrades	\$2,500
Plummer Home for Boys	Group Home Capital Improvements Project	\$5,000
Wellspring House	New Computers for Adult Learning Initiative	\$4,080
The Haven Project	The Access Project, Homeless Young Adults in Lynn	\$3,100
Harborlight Community Partners	Family Housing Renovations	\$2,000
Healing Abuse Working for Change	Emergency Shelter for Victims of Domestic Violence	\$3,000
TOTAL		\$59,002

The Community Grants Committee (CGC) oversees grant programs that support social organizations in Boston's North Shore communities. In 2016, the CGC provided funding for 14 grant applications.

From fostering arts and music, to expanding recreation opportunities or improving affordable housing, committee members are always faced with difficult funding decisions. We take great pride in the positive influence we can make in our local communities and are glad to report that many CST employees have enjoyed the ability to volunteer at an organization that has received funding from our Small Grants Program.

"I was very happy that CST was able to fund Supportive Living Inc. Our support for their therapeutic horticulture gardens will help survivors of brain injuries improve their social interaction, self confidence, and relieve stress. "

— Kim Lee, Director of Proteomics and Community Grants Committee Chair

Investing in our Environment

Green Committee (Environmental Grants)



Thacher Island Association was awarded funds by CST to purchase solar panels that assist the organization in the historic preservation and operation of Thacher Islands and their historical light house structures.

With roots in our early years as a company, the Green Committee at CST brings together cross-departmental perspectives on environmental issues at our U.S. offices. We share a central vision to minimize our ecological footprint through quarterly meetings that help shape sustainability initiatives for our business operations.

The Green Committee also meets twice a year to review environmental grants. In 2016, our environmental grants totaled \$60,000. As seen in the table to the right, the Green Committee voted to provide funding for a diverse group of local environmental education programs as well as supporting fishery conservation in Amatique Bay on the border of Belize and Guatemala.

2016 Environmental Grants

Organization	Project Title	Grant
Strongwater Farm	Composting Program	\$8,000
Friends of Northshore Education Consortium	Nature Trips for Special Needs Youth	\$4,000
Change is Simple	Topfield Elementary School	\$4,000
Kestrel Education Adventures	Get Outside Center	\$4,000
Whale Center of New England	Gloucester Renovations	\$8,000
Salem Sound Coastwatch	Ocean Acidification Lab	\$2,000
Ecologic	Fisheries Protection in Belize	\$4,500
Friends of Endicott Park	Nature Welcome Center	\$4,500
Girls of Lynn	Beach Sisters Marine Science	\$8,000
Gloucester Meeting House	Climate Change Curriculum	\$5,000
Thacher Island Association	Solar Panels for Thacher Island Museum	\$8,000
TOTAL		\$60,000

Supporting renewable energy infrastructure is an important step for meeting climate change commitments, and to make strides toward sustainable development. The solar panel installation at Thacher Island "Museum was an ideal siting for of renewable energy, and CST was glad to fund this program which has immediate benefits to the public, and the environment as whole."

— Elias Witman, Sustainability Coordinator and Green Committee Chair.

Investing in our Future

CST Corporate Sponsorships



Since 1961, Greenbelt has helped landowners, farmers, cities, towns and organizations in Essex County realize their land conservation vision. As a result of their efforts, nearly 17,000 acres of land in Essex County have been protected. CST sponsored Greenbelt's annual Tour de Greenbelt held in the fall and several CST employees participated in the 50 mile fundraising bike ride. *Photo Courtesy of Greenbelt.*

2016 Corporate Sponsorships

Organization	Project Title	Grant
Creative Action Institute	Corporate Sponsorship Fund Raising Event	\$5,000
Building a Better Beverly	YMCA-Improving Educational Outcomes Sponsorship	\$5,000
Change Is Simple Inc.	Corporate Sponsorship Fund Raising Event	\$5,000
Conservation Law Foundation	Cashes Ledge Conservation Funding/Support	\$5,000
Essex County Greenbelt Association	Tour De Greenbelt, Bike Ride Sponsorship	\$2,500
Essex County Velo	Gran Prix Of Beverly, Corporate Sponsorship	\$2,000
Ipswich River Watershed Association	IRWA Paddle-A-Thon Fundraiser	\$5,000
JDRF Walk for Diabetes	Matching Funds for Employee Participation	\$500
LEAP for Education	Great Expectations Fund Raiser	\$2,500
Mass Commute	Bike Week Bronze Sponsorship	\$1,000
Montserrat College of Art	Artreageous Art Auction	\$5,000
Ipswich River Watershed Association	Annual Corporate Sponsorship	\$10,000
Raw Art Works	RAW's Bash Bash Party Sponsorship	\$5,000
Seeding Labs	Visiting Scientists Lecture & Annual Fundraiser	\$1,000
TOTAL		\$54,000

In 2016, CST provided resources independent from the Small Grants Program to support special regional organizations and programs. We also sponsored a handful of sporting events, including a bike race where a group of CST employees volunteered and rode together to support the Essex County Greenbelt and their land conservation initiatives. At our Trask Lane Facility, CST hosted an “eco-fashion show” complete with a model runway as a fundraiser for Change is a Simple’s environmental education programs. Change is Simple designs and leads engaging lessons on environmental science for K-12 students across Massachusetts. In just five years of operations, Change is Simple has held workshops and school programs that reached out to over 8,837 students in 22 MA communities.

“In one hour, sixth graders at Briscoe Middle School learned that they could save 45,000 pounds of lunchroom waste from going into a landfill each year simply by implementing a compost and recycling program in the cafeteria.”

— Kate Evans, reporting about Change is Simple 's impact in The Beverly Citizen

Commitment to the Arts



CST gallery and reception area at Beverly's Tozer Rd. facility.

As a dedicated patron of the arts, CST hosts two separate in-house art galleries located in our Danvers and Beverly facilities. Works from regional and local artists are rotated between both buildings producing three new exhibits each year. Informal "art talks" and receptions with featured artists allow CST employees to take a break from work and acknowledge the creative contributions artists bring to our workplace and to our communities.

CST is proud to serve as a corporate sponsor of Raw Arts of Lynn, a non-profit group that aims to transform the lives of at-risk teenagers in underserved communities through art. For the past 10 years, CST has sponsored the Montserrat College of Art, through their annual art auction fundraisers. All proceeds from the auction go directly to student financial aid at the college, and CST employees enjoy the benefit of engaging with fresh, exciting works of art.



© Rosemary Broton-Boyle

ARTIST APPRECIATION

Rosemary Broton-Boyle, the recipient of a Fulbright Fellowship, is a recognized mixed media artist known for her use of found materials in uncommon forms and unexpected shapes. Her exhibition at CST in the winter of 2016-17 was titled; "Pulsating & Contemplative Views of Life and Nature's Patterns."

As a collector and arranger, Rosemary Broton-Boyle approaches her abstract creations with inquisitive exploration. The materials she uses are varied and unconventional: acrylics, oils, wood, found and weathered objects, house paints, plaster, masking tapes, and sand. "Much of the content of my work evolves from a desire to communicate my affections toward the aged and antiqued surfaces that I find so sumptuous," Rosemary explains.

LOOKING FORWARD

The catalyst to improve the quality of life around us is part of our DNA at CST. We are fortunate to have a mission that moves science forward to help us understand questions about disease and cancer that ultimately improves human health. We believe in the power of science to solve some of the big challenges that lie ahead, but as we go about our business, we cannot ignore the important connection to the earth's life support systems, the communities we live in and the employees we surround ourselves with every day. The Small Grants Program is based on these connections, and in 2016 we were able to expand the program and were recognized by the Boston Business Journal as one of Massachusetts's top charitable contributors. Under a new initiative, CST awarded four \$10,000 science scholarships to juniors in public high schools within four of North Shore's most underserved communities. All four science scholarship winners will be the first to attend college in their families and will start a paid summer internship at CST before they begin their college education. Our corporate sponsorships assisted 13 non-profit organizations obtain unrestricted funds that are needed to support their efforts in strengthening social services, education and preserving green spaces. On a different note, our Employee Volunteer Program has been a great success, as 49% of our US employees volunteered a total of 922.5 hours at 32 different organizations. This was an increase over 2015's participation of 46%.

We are proud to report to our customers and partners in business, that as good corporate citizens, we are able to promote economic growth alongside social and environmental responsibility. We thank our customer's loyal patronage and we encourage more schools, community organizations and environmental groups to apply for our biannual grants: <http://www.cellsignal.com/smallgrants>

Together we can realize a better future!

Dave Comb

Director of Corporate Social Responsibility
Cell Signaling Technology



Cell Signaling Technology (CST) is a private, family-owned company, founded by scientists and dedicated to providing high quality research tools to the biomedical research community. Our employees operate worldwide from our U.S. headquarters in Massachusetts, and our offices in the Netherlands, China, and Japan.



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