

Cell Signaling Technology

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



2015 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, accountants 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.

“At CST we believe in the promise of science to solve big problems in the world today. Among the many social benefits of CST’s Small Grants Program, we’re proud to support public school teachers acquire the science tools they need to inspire the next generation of scientists and creative thinkers.”

Roby Polakiewicz Ph.D.

Chief Scientific Officer
Cell Signaling Technology



Roby Polakiewicz Ph.D.

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Forty-six percent of our US employees volunteered a total of 874.5 hours at 27 different nonprofit organizations.

Small Grants Program



CST sponsored the 2015 Beverly Grand Prix, an annual criterium bike race in downtown Beverly, MA.

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. Today, our corporate donations committee has evolved into a unique Small Grants Program that 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

46

2015 Grants and Sponsorships

\$3,972

Average Size of CST Small Grants

\$182,748

Total CST Contributions in 2015

Investing in Education

Education In Science Committee



Girls of Lynn Inc. provides a marine science summer program for inner-city students. Photo Courtesy of Girls of Lynn Inc.

2015 Education in Science Grants

The Education in Science Committee (EIS) is made up of nine CST employees, who, in addition to reviewing grant proposals, often volunteer as judges at local school science fairs. In 2015, the EIS partially funded 14 of 16 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, 2015 CST grants provided funding for oceanographic field trips as well as spectrometers and micro-pipettes for chemistry in public high schools. Funding for “worm-based” vermiculture composting kits and aquaponics systems were introduced into elementary and middle schools to provide holistic ecology lessons.

Organization	Project Title	Grant
Beverly Education Foundation	Science Fairs (All Grade Levels)	\$3,000
Beverly High School	A&P and Biology Lab Kits	\$4,000
Children’s Center for Communication	ADA Mobile Lab Station	\$1,963
Lynn Public Schools	School-to-Sea Program	\$3,000
Masconomet Regional High School	SMART Projector for Science Classes	\$2,494
Hannah Elementary Schools	Crazy Chemistry Program	\$1,500
Centerville Elementary	Vermiculture Composting System	\$657
Danvers High School	Vernier LabQuest Devices	\$1,952
Essex Elementary School	Family STEM Night Event	\$800
Gloucester Education Foundation	Aquaponics Program Equipment	\$2,000
Hamilton-Wenham High School	Mini PCR Machines and Lab Kits	\$3,385
Manchester-Essex High School	Spectrometers and Micropipettes	\$2,000
Science from Scientists	In School Module Based STEM Enrichment Program	\$3,000
TOTAL		\$29,751

“Items requested by the Beverly High School Science Department include biology models, materials for laboratory dissections, and hands-on computer sensor probe-ware for measuring temperature, pH, turbidity, and humidity. I’m glad to support the purchase of these materials which will benefit a wide range of students enrolled in biology, anatomy & physiology, marine biology, and environmental science classes.”

— Elisabeth Antanavich, CST Product Scientist and EIS Committee Chair

Investing in our Community

Community Grants Committee



The Food Project supports farmers' markets in Lynn, MA. Photo Courtesy of The Food Project.

2015 Community Grants

Organization	Project Title	Grant
The Haven Project	Access Project for Homeless Young Adults	\$2,500
Friends of Winthrop	ADA Dynamo Playground Swing	\$3,105
Maritime Gloucester	Expansion of Community Rowing Program	\$7,500
Wicked Running Club	Wicked Frosty Four Race	\$500
Harborlight Community Partners	Low-Income Family Housing Renovations	\$5,000
Raw Art Works, Inc.	Promotional Video for Project Launch	\$1,500
Beverly Music and Performing Arts Association	BHS Music Department Chairs and Stands	\$2,500
Salem Jazz and Soul Festival	2016 SJSF Music Education Program	\$2,400
Beverly Bootstraps	HiSET Exam Prep Software	\$5,000
Cuvilly Arts and Earth Center	Three Sisters Garden Project	\$5,000
Ditty Days	A Year in Nature Children's Program	\$2,000
LEAP for Education	Technology Training for Low-Income Youth	\$2,900
The Food Project	Lynn Central Square Farmers' Market	\$7,500
The Wellspring House	MediClerk Job Training Textbooks and Software	\$2,592
TOTAL		\$49,997

"Music is a critical learning tool that keeps students engaged in school, helps develop well-rounded individuals, and encourages skills that are vital for lifetime success. CST is glad to support the Salem Jazz and Soul festival educational workshop expansion, enabling MusicKidz workshops for elementary school students in Salem, music-recording workshops at North Shore Recovery High School in Beverly, and a music therapy program at Northeast ARC, supporting people with developmental disabilities. "

— Kim Lee, Group Leader of Mass Spectrometry and Community Grants Committee Chair

The Community Grants Committee (CGC) oversees grant programs that support social organizations in Boston's North Shore communities. In 2015, the CGC provided funding for 14 out of 22 grant applications. This year marked the greatest diversity in project themes, and CST was pleased to support a wide range of programs from renovations of low-income housing, to music programs, community rowing centers and training software for those looking to finish their high school degrees.

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.

Investing in our Environment

Green Committee (Environmental Grants)



CST continued our support of Conservation Law Foundation's (CLF) campaign to protect Cashes Ledge located 80 miles east of Cape Ann in the Gulf of Maine. Cashes Ledge supports the largest kelp forest on the east coast and is a biodiversity hotspot. This unique habitat hosts abundant marine mammals, seabirds and is an important nursery for commercial fish as well as a wide array of invertebrate life. *Photo Courtesy of Brett Seymour.*

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 monthly meetings that help shape sustainability initiatives for our business operations.

In addition to a responsibility to make our company more “eco-conscious,” the Green Committee meets twice a year to oversee environmental grants. In 2015, our environmental grants totaled \$50,000, which represented generous funding for 8 of 13 grant proposals received. As seen in the table to the right, the Green Committee voted to provide funding for a diverse group of environmental education programs as well as sponsored scientific research on right whale populations and bee conservation programs.

2015 Environmental Grants

Organization	Project Title	Grant
Mass Audubon	Summer Camp and Nature Lessons	\$5,000
Girls Incorporated of Lynn	Beach Sisters Environmental and Marine Ecology Programs	\$8,000
Topsfield Elementary PTO	Change is Simple Elem. School Environmental Curriculum	\$8,000
Salem Sound Coastwatch	Boat Trips and Equipment for Oceanographic Lessons	\$6,960
UM Boston/Center for Coastal Studies	Graduate Research on Right Whale Populations	\$6,040
Xerces Society	Pollinators Workshop and Bee Conservation	\$5,000
Backyard Growers	Community Garden Program in Gloucester	\$8,000
Gloucester Education Foundation	Partial Payment Along with EIS For Aquaponics Kit	\$3,000
TOTAL		\$50,000

“As an advocate of ‘hands-on’ environmental literacy and ecology research, I was proud to support the Beach Sisters Program of Girls Inc. of Lynn. Not only did this summer program provide a memorable experience of muddy shoes and transects in the saltmarsh, it also created an opportunity for young women in urban areas to forge an understanding of ecosystems and gain a lifelong appreciation of nature.”

— Elias Witman, Sustainability Coordinator and Green Committee Chair.

Investing in our Future

CST Corporate Sponsorships



Change is Simple leads environmental education programs in schools across MA. Photo Courtesy of Change is Simple.

2015 Corporate Sponsorships

Organization	Project Title	Grant
Montserrat College of Art	Annual Art Auction Fundraiser	\$5,000
RawArts	Annual Fundraising Auction	\$5,000
Essex National Heritage Commission	Essex County Conservation Hero Award	\$3,750
LEAP for Education	Annual Fundraiser	\$1,000
Beverly Grand Prix Race	Annual Biking Event	\$2,000
Ipswich River Watershed Association	River Restoration and Outreach	\$5,000
Ipswich River Watershed Association	Legal Fees: Stop the Pipeline	\$1,500
Essex County Greenbelt Association	Tour de Greenbelt /1st Annual Bike Ride	\$2,500
ArtCorps	Annual Fundraiser	\$5,000
Climate Ride Missoula MO	CST Employee Matching Funds	\$250
Madre	Nepal Earthquake Relief	\$1,500
Cape Ann Chamber of Commerce	Manchester Art Festival	\$2,500
Change is Simple	Annual Fundraising Event Held at CST	\$5,000
Conservation Law Foundation	Marine Conservation/Cashes Ledge	\$5,000
TOTAL		\$53,000

In 2015, 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 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 facility.

As a dedicated patron of the arts, CST hosts three 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.

Each summer CST holds an annual CST Kids’ Art Show that livens up our gallery walls with artwork from our employee’s children. 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.



Artist Silvia López Chavez exhibited her “Fresh Air” series at the Tozer Rd. Gallery in 2015. Her project was initially funded by the Massachusetts Cultural Council in 2013. Chavez’s self-portrait (left) was part of her Portraits of Chelsea project that expressed environmental concerns about the high rates of asthma among residents in her community. Chavez also directed a group of young women from Raw Art Works in creating a multi-panel mural in CST’s cafeteria.

LOOKING FORWARD

We believe in the power of science to solve some of the big challenges that lie ahead. Science is our passion, and our mission at CST is to help move science forward in order to understand questions about disease that may ultimately improve the quality of our lives. But as we go about our business, we cannot ignore the important link we have with our local communities and the planet. And because CST is a private family-owned company, we are not captive to shareholder's bottom line interests. Instead, our corporate model is based on the triple bottom line of people, planet and profit. As good corporate citizens, we are able to promote economic growth alongside social and environmental responsibility.

The success of our Small Grants Program is largely a result of good corporate governance and leadership, as well as having engaged and committed employees that want to make a difference in the world we live in. As we expand our Small Grants Program, 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



David Comb

“Our corporate model is based on the triple bottom line of people, planet and profit”



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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