

Volunteer Incentive Program (VIP)

Program Rules

Volunteer Grant Program Overview

The Volunteer Grant Program provides opportunities for employees who volunteer 50 or more hours in the current calendar year with the same eligible U.S. or international nonprofit organizations, public and private schools and accredited colleges and universities to request a \$750 grant from the Verizon Foundation on behalf of that organization or educational institution.

Employee Eligibility & Rules

- Active full-time and part-time employees are eligible; retirees are not eligible.
- The employee must be an active full or part-time employee when hours are logged and when the grant request is submitted online with the Verizon Foundation.
- 50-hours of volunteering are required and must be actual hours volunteered; employees are not permitted to estimate future volunteer time.
- Hours must be volunteered on employee's personal time to qualify.
- Employees are not permitted to request a volunteer grant on behalf of an organization if they are a founder or employee of the org.
- A grant may not be used to provide the employee, employee's family member, or person with whom the employee shares a close personal relationship any direct or financial benefit.
- Hours volunteered in conjunction with a Verizon team grant program are not eligible for a volunteer grant.
- The following individuals are NOT permitted to confirm on behalf of the organization or educational institution: the employee, a member of the employee's family, someone with whom the employee shares a close personal relationship any Verizon employee.
- All Volunteer Grant Program grant requests are subject to review by Verizon Internal Audit and Verizon Security.
- Per the Code of Conduct, Verizon does not tolerate falsification or improper alteration of records. Failure to comply with any provision of the Code or company policy is a serious violation and may result in disciplinary action, up to and including termination of employment.

Eligible Organizations

- Most U.S. based 501 (C)(3) organizations, U.S. public and private schools and U.S. accredited colleges and universities.
- Organization must meet the tax status requirements at the time of payout in order to receive payment (as an organization's tax status can change), and 509(a)(3) orgs are not eligible for this program.
- APAC, Canada, EMEA, LATAM registered organizations.
- Employees can receive up to two volunteer grant awards of \$750 each in a calendar year for two separate organizations or schools (Total per employee/year is \$1,500).
- An organization may receive up to a combined total of \$25,000/year through this program.