

## **Matching Incentive Program (MIP)**

### Program Rules

#### **Matching Incentive Program Overview**

Our Matching Gifts Program provides opportunities for employees and retirees to have their donations to eligible nonprofit organizations, schools and accredited colleges/universities matched by the Verizon Foundation.

#### **Employees**

- Matching gifts: 1:1 match up to \$1,000 per year, per donor for eligible nonprofit organizations
- Matching gifts-Higher Education (colleges & universities and 501(c)(3) organizations dedicated to the sole purpose of funding scholarships and curricular development for affiliated Higher Education as defined in these program rules): 1:1 match up to \$5,000 per year, per donor for eligible colleges/universities

#### **Retirees**

- Matching gifts-Higher Education (colleges & universities and 501(c)(3) organizations dedicated to the sole purpose of funding scholarships and curricular development for affiliated Higher Education as defined in these program rules): 1:1 match up to \$5,000 per year, per donor for eligible colleges/universities

#### **Employee Eligibility & Rules**

- Active full-time and part-time employees are eligible; retirees have limited eligibility (see above). Employee must be active when the grant request is submitted.
- Donations must be a personal financial contribution of \$25 or more from the donor's own assets and paid directly to an eligible 501 (C)(3) organization, U.S. public or educational institution, a U.S. based accredited college or university or an eligible APAC, Canada, EMEA or LATAM organization. Team pledges are not eligible for matching.
- Donations must be in one of the following forms:

Personal check/cheque	Paypal
Money order	Payroll Deduction
Credit/debit card	Wire/Bank Transfer
Transfer of stock certificate	

- 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.
- Donor is not permitted to request a match on behalf of a charitable organization if they are a founder or employee of that organization.
- Team pledges are not eligible for matching via the Matching Gifts Program.
- 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 Matching Gift 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 (organization tax status can change); 509(a)(3) orgs are not eligible for this program
- APAC, Canada, EMEA, LATAM registered organizations.
- An organization may receive up to a total of \$25,000/year through this program.