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 only): 1:1 match up to $5,000 per year, per donor for eligible colleges/universities

Retirees
- Matching gifts-Higher Education (colleges & universities only): 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 are not eligible. Employee must be active when hours are logged and 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:
  o Personal check/cheque
  o Money order
  o Credit card payment
  o 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.
- All Matching Gift requests are subject to review by Verizon Internal Audit and Verizon Security.
- As stated in 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
- 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 total of $25,000/year through this program.