

## **Giving Policies**

[Can't find what you're looking for?](#)

### **NIKE's Community Investment**

NIKE's Community Investment is at the very core of our corporate responsibility efforts.

### **Eligible Employees**

All NIKE employees and members of the Nike, Inc Board of Directors are eligible for participation in NIKE's Employee Matching Gift Program.

ETWs, temporary employees, consultants and contractors are not eligible to participate in NIKE's Employee Matching Gift Program.

### **Eligible Organizations**

To qualify for matching funds, eligible organizations must be approved through the GLobalGiving due diligence process as a sponsor or project. Key criteria include the specification that qualified organizations must not discriminate against a person or a group on the basis of age, political affiliation, race, national origin, ethnicity, gender, disability, sexual orientation or religious belief.

Faith-based organizations or programs qualify only if they are open to all individuals in the community regardless of religious belief and serve a secular purpose, such as a food pantry or a homeless shelter. Donations that are intended to fulfill a person's pledges, tithes, or other church-related financial commitments are not eligible for matching funds.

Educational institutions must be accredited or approved by a recognized accrediting agency and public educational institution or non-profit governmental agency operated under public control.

### **Dollar for Dollar Match**

For all Nike, Inc. employees, the Dollar-for-Dollar Match allows cash gifts to qualifying non-profit organizations to be matched dollar for dollar (1:1) with a minimum gift of \$25 USD throughout the fiscal year.

## **Program Parameters**

The program operates on a fiscal year basis. Matching Gift requests must be received by the end of each calendar quarter to be considered for payment.

Matching funds are capped at a maximum of \$500,000 per quarter. Any eligible match requests received after the quarterly cap has been reached will be rolled into the following quarter and paid as part of that subsequent quarter. NIKE reserves the right to determine whether a program is eligible for matching.

Submissions for matching gifts can be made online at [www.globalgiving.com/wegiving](http://www.globalgiving.com/wegiving).

Only gifts of an employee's own contribution funds are matched and must be paid in full in order to be matched. An employee's personal contributions to their own non-profit organization do not qualify for match.

NIKE will not match gifts of stock, dues payable to national or local alumnae groups, subscription fees for publications, insurance premiums, tickets to events, payments for gift items sold as fundraisers, collected from others, or other payments which are not in the form of direct gifts to a non-profit organization. Violation of this policy as defined by NIKE will result in loss of access to the Employee Matching Gift program and could result in discipline up to and including termination.

## **Maximum Yearly Match**

Employees can qualify for matching contributions through NIKE's Employee Matching Gift Program Dollar for Dollar Match. NIKE employees may give as much as they choose but the maximum amount matched is a total of \$2500 USD for full-time employees and \$1000 USD for part-time employees per fiscal year.