



# **WORKING TOGETHER AT WALLACE: A GUIDE FOR STAFF**



## MATCHING GIFTS

The Wallace Foundation supports the generosity of its staff by matching their contributions to qualifying not-for-profit organizations. Staff who have successfully completed the orientation period are eligible to participate in this program. The Foundation will match a staff member's gifts on a two-to-one basis, up to an annual maximum Foundation contribution for each employee of \$2,000.<sup>1</sup>

To qualify for a matching contribution, an organization must be not-for-profit, located in the United States, and recognized as a tax-exempt public charity under Section 501(c)(3) of the Internal Revenue Code. The Foundation will **not** match contributions to:

- Any organization that promotes or engages in violence, terrorism, bigotry, or the destruction of any state;
- Religious, political, fraternal and veterans organizations;
- Programs that operate under sponsorship and tax-exemption of a religious organization;
- Fulfill tithes or other religious-related financial commitments;
- Cover the donor's cost for services, tuition, books or student fees;
- Cover the cost of ticket purchases, subsequent fees or other direct value or benefits received by the donor; and
- Individuals or private foundations.

In addition, the following are **not** eligible for the Foundation's matching contribution if the staff member's contribution is:

- Made jointly by several individuals or with funds provided by other individuals;
- For the private benefit of the donor, his or her family members,<sup>2</sup> or individuals designated by the donor;
- Real or personal property, insurance premiums or bequests; and
- Previously pledged but not yet paid.

If the Matching Gifts form is received from the organization more than one year after the date of the staff member's contribution, the contribution will not be matched by the Foundation. If the staff member has separated from service but made a contribution in compliance with all provisions of this policy while still an active employee, the Foundation will match eligible gifts to qualifying organizations.

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<sup>1</sup> A staff member may make a contribution of \$1,000 to a single organization that will be matched by the Foundation's \$2,000 contribution. Or a staff member may contribute to a number of different organizations, where each gift will be matched two-to-one up to a maximum annual Foundation contribution of \$2,000.

<sup>2</sup> For purposes of this policy, family members are considered to include spouse, ancestors, children and their spouses, grandchildren and their spouses, and great grandchildren and their spouses. This definition is consistent with the definition of a disqualified person under the Internal Revenue Code.

*This policy statement is not a contract of employment. The Wallace Foundation reserves the right to change or revoke this policy statement at any time without notice.*