

## FedEx FY19Q4 Volunteer Grant Challenge Official Rules

1. The FedEx FY19Q4 Volunteer Grant Challenge (the “Challenge”) is open to FedEx employees in all FedEx operating companies in the United States only.
2. The three (3) employees (each a “Winner” and together the “Winners”) with the highest number of hours volunteered and recorded in the YourCause volunteer system from March 15, 2019 through May 31, 2019 (the “Volunteer Period”) will get to choose a 501c3 (subject to approval) to receive a grant from FedEx in the following amounts:
  - a. Highest number of hours volunteered and recorded during the Volunteer Period - \$10,000
  - b. Second highest number of hours volunteered and recorded during the Volunteer Period - \$5,000
  - c. Third highest number of hours volunteered and recorded during the Volunteer Period - \$2,500
3. All hours must be volunteered AND recorded during the Volunteer Period. Hours volunteered prior to the Volunteer Period, but recorded during the Volunteer Period will not count towards the Challenge. Hours must be recorded in the volunteer system on fedexcares.com during the Volunteer Period to count towards the Challenge.
4. To record hours, visit fedexcares.com. Instructions are provided in this [job aid](#).
5. Winners will be notified the week of June 24, 2019.
6. Each Winner will provide the name of a 501c3 they would like to receive the grant. Each Winner’s choice is subject to the approval of FedEx in its sole discretion. Any decision by FedEx not to approve a grant to the Winner’s choice is final. Winners will be given the opportunity to choose another 501c3 until one is approved. Please keep in mind the following:
  - a. Must be a U.S.-based organizations that have been designated by the IRS as a 501(c)(3).
  - b. The Organization must be in good financial and public standing, show evidence of competent management, have low administrative/fundraising expense ratios and manage nondiscriminatory programs benefiting broad segments of the community.
  - c. May not be a 501c3 that discriminates on the basis of race, religion, sex, color, age, disability, national origin, veteran status, sexual orientation, gender identity or any other characteristic protected under federal, state, or local law.
  - d. Neither the winner, not the immediate family member of a winner, may directly benefit from the grant awarded.
  - e. Grants are generally not available for the following:
    - i. Additional funds to organizations already under a multi-year commitment
    - ii. Athletic groups or activities, including charity- benefit sporting events and youth sports teams
    - iii. Endowments or memorials

- iv. Individual needs, including scholarships
- v. Labor or political organizations
- vi. Social organizations, such as fraternities and sororities
- vii. Personal fundraising initiatives
- viii. Travel funds for tours, expeditions or trips
- ix. Beauty contest candidates
- x. Mission trips
- xi. Membership dues

7. Grants awarded through the Challenge will be paid directly to the 501c3 chosen by each Winner and approved by FedEx.