

## Premier Volunteerism Policy

Effective July 1, 2000, Premier implemented a volunteerism policy, designed to encourage employees to seek out mutually rewarding and beneficial volunteer activities in their communities.

- For every eight hours of volunteer work that an employee provides to an eligible agency or charity, Premier will donate \$100 to that organization.
- Where employees volunteer their hours is where Premier will provide the donation.
- **Premier will only make donations in \$100 increments for a full eight hours of volunteer work to one agency or charity.**
- The eight hours need not be completed in one day. They can be completed over the course of several days as long as they are completed within the fiscal year.
- The maximum donation to an organization is \$200 per employee per fiscal year, up to a maximum of \$40,000 in aggregate each fiscal year.
- Employees may divide their \$200 per employee per fiscal year maximum among two separate agencies or charities as long as they have volunteered eight hours to each organization.
- Eligible agencies or charities are those that hold 501(c)(3) status under the Internal Revenue Code. Employees who are unsure of the status should check with the specific agency or charity. In addition, employees may review some status listings on the IRS Web site at [www.irs.gov](http://www.irs.gov).
- All employees are eligible from their date of hire.
- Any volunteer activity in which employees personally do not receive compensation (such as walkathons, delivering meals, etc.) can be counted toward their eight hours.
- Volunteer hours must be completed within the current fiscal year. Volunteer hours completed prior to the beginning of this fiscal year cannot be counted.