



You give. We match.

[Home](#) | [Contact Us](#) | [Logout](#)

## The Progressive Insurance Foundation Employee Giving Program Guidelines

---

- [Who can participate?](#)
- [Eligible Organizations](#)
- [Contribution Eligibility](#)
- [Ineligible Contributions](#)
- [Percent Match Calculation](#)

---

### Who can participate?

Progressive employees are eligible to have their personal contributions matched if all of the following apply to them. They:

- must have 30 days of service, during the year the contribution was made;
- must be a regular full- or part-time employee as of 12/31 the year the contribution is made;
- must have at least 30 days of service as of 12/31 the year the contribution is made;
- must personally contribute at least \$20 to an eligible Designated Charitable Organization during the year; and
- must have paid the Designated Charitable Organization and not simply pledged money.

[Back to Top](#)

---

### Eligible Organizations

Eligible organizations must be located in the United States or one of its possessions and recognized by the Internal Revenue Service as tax-exempt and designated a public charity under Section 501(c)(3) of the IRS Code or as an instrumentality of a federal, state or local government as provided by Section 170(c)(1) of the Code. Organizations must be qualified as a public charity and is not a code 17 organization.

[Back to Top](#)

---

### Contribution Eligibility

- Progressive supports year-round giving by payroll deduction and direct to charity options.
- Employee contributions given via payroll deduction are withheld for the number of pay periods specified by the employee. Enrollment in payroll deduction and the request for a match are performed by the employee during a single online session.
- Employees who give contributions directly to the charity via check or credit card can request a match at the time they give their contribution or following the date of gift. Employees must request a match within the calendar year of the gift date.
- Employee gifts designated to special programs offered by the eligible organization are eligible to receive matching funds.
- Donations given directly to the charity must be verified prior to April 15 of the year following the date of gift in order to qualify for the match.
- The maximum amount of the gift or combination of gifts eligible to receive matching funds under

Progressive's Charitable Matching Program is \$2,500 per employee per year.

- If the total eligible contributions for any one Progressive employee exceed \$2,500 in any year, the match will be prorated over the total eligible dollars for that person.
- The minimum gift amount is \$20 per organization.
  - Employees who give multiple donations, each of which are less than the \$20 minimum gift amount, directly to the same charity can submit one matching gift request following the last gift of the year providing the total amount equals \$20 or more.

[Back to Top](#)

---

### Ineligible Contributions

- Amounts paid for tuition, fees, memberships, dues, tickets, meals, entertainment and the like are ineligible for the match.
- Gifts-in-kind such as clothing, household articles or for services are ineligible for the match.
- Group gifts and/or pooled funds collected from employees or non-employees for walk-a-thons or other events are ineligible for the match.

[Back to Top](#)

---

### Percent Match Calculation

- The amount of the contribution from the Foundation is determined by calculating the "percent match" in this way:
  1. the available Foundation funds divided by the total dollars given by all employees equals the percent match.
  2. an individual employee's gift multiplied by the percent match equals the match amount sent to the charity.
- Example
  1. \$1,000,000 fund balance divided by \$2,500,000 in total employee contributions equals 40% match.
  2. an individual employee contribution of \$75 would be matched 40%. \$30 in match funds would be sent to the charity.

[Back to Top](#)