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Matching Gift and Grant Programs

Verizon rewards our employee and retiree volunteers through matching gifts and grants to nonprofits our employees support.

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Eligibility:

Although we encourage everyone in our network to volunteer, we have a number of eligibility requirements to qualify for the Verizon Foundation Volunteer Matching Gift Program. You are eligible to participate if you are an employee on the Verizon Communications or Verizon Wireless payroll 90-days or more, who works full- or part-time, permanent, or temporary. For those working internationally, you must ensure organizations you donate time or money to are tax-exempt under the IRS laws in the United States.

Eligible retirees may participate in the "Education Choice" match only. Retirees of Verizon, the former Bell Atlantic, GTE and NYNEX can donate to accredited colleges and universities, up to \$5,000 per year and receive a 1:1 match on their contributions; however, Verizon Wireless and MCI retirees are not eligible to participate.

Here are some frequently asked questions about Eligibility Requirements for the Verizon Volunteer programs:

- How is "active" employee defined?
- Can retirees participate?
- If I leave Verizon, am I eligible for the retiree incentive?
- Can Verizon employees working abroad participate?
- What is my maximum yearly allowance across all employee programs?
- How do I know if my favorite organization is a 501(c)(3) nonprofit?
- If my designated nonprofit does not appear when I'm registering a gift after I do a "Search by Organization" on the Foundation's website, what can I do?
- What should I do if the organization still does not appear after doing a search using its 501(c)(3) tax ID number?
- What do I do if it is not qualified as a 501(c)(3)? Can the Verizon Foundation still make a donation?

- If I have any questions about the Verizon volunteers programs, whom may I contact?
- Does the Verizon Foundation provide retroactive gifts to nonprofits?
- If I register a gift through one of the programs and decide to leave Verizon, will my gift still be matched by the Verizon Foundation?
- How often does the Verizon Foundation make payments to the nonprofit organizations on behalf of employees and retirees?

How is "active" employee defined?

An employee on the Verizon Communications, Verizon Telecom, Verizon Wireless or Verizon Business payroll 90-days or more, who works full- or part-time, permanent, or temporary.

Can retirees participate?

Eligible retirees may participate in the "Education Choice" match only. Retirees of Verizon, the former Bell Atlantic, GTE and NYNEX can donate to accredited colleges and universities, up to \$5,000 per year and receive a 1:1 match on their contributions. Verizon Wireless and MCI retirees are not eligible to participate.

If I leave Verizon, am I eligible for the retiree incentive?

Only if you formally retire from Verizon. Verizon Wireless and MCI retirees are not eligible to participate.

Can Verizon employees working abroad participate?

Yes, as long as the organizations they donate time or money to are tax-exempt under the IRS laws in the United States.

What is my maximum yearly allowance across all employee programs?

Program Name	Allowance
Matching Incentive*	\$5,000 Education Choice + \$1,000 Employee Choice
	\$6,000 Total
Volunteer Incentive	\$1,500
Team Incentive	\$1,000
Disaster Relief	\$2,000
Total Allowance:	\$10,500 (Active Employees) \$5,000 (Retirees)

* Retirees are only eligible for MIP Education Choice.

How do I know if my favorite organization is a 501(c)(3) nonprofit?

You can log into the employee program website (<https://foundation.verizon.com/verizonvolunteers>), select the program you wish to participate in, and then do an organization search. You can also ask the organization prior to making a donation if they are a 501(c)(3) public charity.

If my designated nonprofit does not appear when I'm registering a gift after I do a "Search by Organization" on the Foundation's website, what can I do?

Since the Foundation is 100% Web-based, it relies on an electronic data feed from the IRS of eligible 501(c)(3) nonprofit organizations. You should contact the organization directly and verify that they are an eligible 501(c)(3) nonprofit. Ask them to provide you with their 501(c)(3) IRS tax-exempt ID number. You can then go back onto the Foundation's website and do a search using their tax ID number.

What should I do if the organization still does not appear after doing a search using its 501(c)(3) tax ID number?

You should use the link on the Foundation's website (Can't find your organization? Click here to submit it for consideration.) and fill out the form with the requested information. Once the Foundation verifies, with the IRS, that the organization is an eligible 501(c)(3) nonprofit, we'll notify you that your gift may be registered.

What do I do if it is not qualified as a 501(c)(3)? Can the Verizon Foundation still make a donation?

No. The Verizon Foundation only makes donations to qualified nonprofit public charities with 501(c)(3) status under IRS laws.

If I have any questions about the Verizon volunteers programs, whom may I contact?

You may call the Verizon Foundation's Customer Service Center at 1-866-247-2687 from 8:00AM to 8:00PM Eastern Time Monday through Friday or send an e-mail to vznmail@cybergrants.com. If sending an e-mail, please be sure to specify your question and include your e-mail address for a response.

Does the Verizon Foundation provide retroactive gifts to nonprofits?

Active Verizon employees are allocated a total of \$ \$10,500 per year, per employee, in matching gifts and grants for their contributions of time and money to nonprofit organizations. Employees must register gifts made in the current calendar year in order to be eligible for matching contributions from the Foundation. Eligible retirees are allocated a total of \$5,000 per year, per retiree, in matching gifts to accredited colleges and universities. Retirees must register gifts made in the current calendar year in order to be eligible for matching contributions from the Foundation. Verizon Wireless and MCI retirees are not eligible to participate.

If I register a gift through one of the programs and decide to leave Verizon, will my gift still be matched by the Verizon Foundation?

As long as your gift is registered prior to your leaving the company, it will be matched by

the Foundation.

How often does the Verizon Foundation make payments to the nonprofit organizations on behalf of employee and retiree gifts?

Matching gifts and grants are made to nonprofits each quarter by the Foundation. For example, if a gift is registered during January, February or March and the gift is verified by the nonprofit before the end of March, it will be paid by the Verizon Foundation in April. If the gift is not verified by the nonprofit until April, it will be paid out the following quarter - - in July.

The only exception is matching gifts for the Team Incentive Program (TIP). The Foundation pays these gifts within 90 days, once the nonprofit verifies the total amount, per team, with the Foundation.

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Volunteer Incentive Program (VIP):

The Volunteer Incentive Program recognizes employees' contribution of time and talent to nonprofit organizations located in their community or surrounding areas. Under the program, employees are eligible to apply for a grant on behalf of the qualified organization where they volunteered 50 hours or more during the year. The Foundation rewards these employee volunteers with a \$750 check for presentation to the designated organization. Employees may request VIP grants on behalf of two separate organizations for a total of \$1,500 each year.

Verizon employees also invest their time, talent and expertise by serving on nonprofit boards in their communities. Through a partnership with boardnetUSA, active Verizon employees can now review board opportunities in their local communities online. Employees must fill out a candidate profile in order to search boardnetUSA's database of nonprofit organizations looking for new board members.

To learn more about this volunteer initiative and to complete your candidate profile, please visit the employee volunteerism initiative page on the Verizon Foundation's employee Intranet site. Verizon Wireless employees should visit their employee Intranet site at:
<http://hrconnect.vzwcop.com:8000/pls/vzc/hrg.redr>.

Here are some frequently asked questions about the Verizon Foundation Volunteer Incentive Program:

- How can I ensure my volunteer time is verified by the nonprofit organization?
- How many \$750 grant awards are employees eligible for per year through the Volunteer Incentive Program?

- If I volunteer at a nonprofit organization but have not completed the 50 hours to apply for a Volunteer Incentive Program grant, should I enter the request ahead of time or wait until I complete the required amount of hours?
- If I serve on a nonprofit board, does the Verizon Foundation pay board membership fees, dues, and/or provide financial support in connection with my nonprofit board service?

How can I ensure my volunteer time is verified by the nonprofit organization?

You should encourage the nonprofit to verify online at

<http://foundation.verizon.com/nonprofit> or ask the nonprofit to call 1-866-247-2687 from 8:00AM to 8:00PM Eastern Time Monday through Friday, or send a fax (978) 824-0301 in order to verify your volunteer hours.

How many \$750 grant awards are employees eligible for per year through the Volunteer Incentive Program?

Active Verizon employees are allocated a total of \$1,500 per year, per employee, for two \$750 awards to two separate nonprofit organizations, when they volunteer 50 hours or more to each of these nonprofits. Employees must register volunteer hours made in the current calendar year in order to be eligible for the two grant awards from the Foundation.

If I volunteer at a nonprofit organization but have not completed the 50 hours to apply for a Volunteer Incentive Program grant, should I enter the request ahead of time or wait until I complete the required amount of hours?

Active Verizon employees must wait until they complete the 50 hours or more in order to register and apply for the grant to the nonprofit organization where they volunteered.

If I serve on a nonprofit board, does the Verizon Foundation pay board membership fees, dues, and/or provide financial support in connection with my nonprofit board service?

No. Employees are responsible for any/all board membership fees, dues and financial support in connection with nonprofit board service. Employees are, however, eligible to apply for one of their two \$750 VIP grants under the Volunteer Incentive Program - when they volunteer 50 hours or more per year to the nonprofit.

Nonprofits are encouraged to visit our website (www.verizon.com/foundation) to learn more about our funding priorities, where they may apply for competitive grants year-round that meet our grant guidelines in the areas of literacy and domestic violence awareness, prevention and recovery.

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Team Incentive Program (TIP):

The Verizon Team Incentive Program rewards teams of ten or more eligible employees who collectively raise funds for nonprofit organizations across the country through organized pledge-a-thons, such as walk-a-thons or bike-a-thons. Under the program, the Foundation matches funds collected by each team up to \$10,000 per team, per event, to qualified nonprofit organizations. Each active employee team member may individually earn a maximum of \$1,000 in matching funds for pledge-a-thons a year.

Here are some frequently asked questions about the Verizon Foundation Team Incentive Program:

- What is an organized pledge-a-thon?
- If I'm not certain if an event I'm participating in is eligible under the Team Incentive Program, what should I do?
- Does a team have to register before a pledge-a-thon event?
- If there's a registration fee associated with a Team Incentive Program pledge-a-thon event, is the registration fee eligible for a match from the Verizon Foundation?
- If a nonprofit requires a minimum dollar amount in order to participate in a pledge-a-thon, can an employee use the match to reach the minimum dollar amount?
- Can a team of 10 employees or more register a pledge-a-thon event after the event takes place?
- Can employees participating in a Team Incentive Program pledge-a-thon event register their pledge amount under the Matching Incentive Program?
- Can employees participating in a Team Incentive Program pledge-a-thon event register the hours they spent organizing the event and collecting pledges through the Volunteer Incentive Program?
- If I participate at a telethon/radiothon with other Verizon employees (answering phones, taking pledge information, etc.) would this be eligible under the Team Incentive Program?
- Are multiple teams eligible to receive separate matches for the same event (same host organization, city, state, event date)?
- How does the company's solicitation and distribution guidelines apply to these charitable activities?

What is an organized pledge-a-thon?

Organized pledge-a-thons are annual events sponsored by nonprofit organizations where groups of individuals and Verizon employees come together to participate in a physical activity (walk, run, bike or bowl) and raise pledges to further the mission and goals of the nonprofit organization.

If I'm not certain if an event I'm participating in is eligible under the Team Incentive Program, what should I do?

Please contact the Verizon Volunteers Support Center by e-mail at:

vznmail@cybergrants.com or by phone at: 1-866-247-2687 from 8:00AM to 8:00PM

Eastern Time Monday through Friday. We'll let you know if the event is eligible for matching funds under the Team Incentive Program.

Does a team have to register before a pledge-a-thon event?

Yes, the team of active employees must register at least 2 weeks prior to the event in order to encourage group participation, teamwork and to brand Verizon at the event. Team members will receive a company T-shirt to wear at the event (if registered at least two weeks prior to the event date). A team may be registered up until the day before the event, but will not be eligible to receive T-shirts if registered less than 2 weeks prior to the event date.

If there's a registration fee associated with a Team Incentive Program pledge-a-thon event, is the registration fee eligible for a match from the Verizon Foundation?

No. Only pledges raised by the employee and the team are eligible for the Team Incentive Program match.

If a nonprofit requires a minimum dollar amount in order to participate in a pledge-a-thon, can an employee use the match to reach the minimum dollar amount?

No. An employee must raise the full amount through pledges and cannot use the Foundation's match to reach the required minimum dollar amount requested by the nonprofit.

Can a team of 10 employees or more register a pledge-a-thon event after the event takes place?

No. In order to successfully promote group participation, teams must register events prior to the actual event date.

Can employees participating in a Team Incentive Program pledge-a-thon event register their pledge amount under the Matching Incentive Program?

No. Only individual active Verizon employee contributions - - not pledges -- are eligible for a match through the Foundation's Matching Incentive Program.

Can employees participating in a Team Incentive Program pledge-a-thon event register the hours they spent organizing the event and collecting pledges through the Volunteer Incentive Program?

No. Hours spent organizing a pledge-a-thon event are not eligible to receive a Volunteer Incentive Program grant award.

If I participate at a telethon/radiothon with other Verizon employees (answering phones, taking pledge information, etc.) would this be eligible under the Team Incentive Program?

No. Telethons/radiothons are not eligible for the Team Incentive Program.

Are multiple teams eligible to receive separate matches for the same event (same host organization, city, state, event date)?

No. Multiple teams may not be matched for the exact same event, they would be

combined and matched as one team.

How does the company's solicitation and distribution guidelines apply to these charitable activities?

The goal of the Foundation is to help provide support to employees desiring to give their time, talent and resources to charitable activities. The company has to be very selective regarding solicitation activities during working time, and on company premises, to minimize any disruptions to the work environment.

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Matching Incentive Program (MIP):

The Verizon Matching Incentive Program provides an opportunity for all eligible active employees and retirees to have their contributions matched in one or more categories of giving that meet Verizon's eligibility criteria. These categories are: education, arts and culture, health and human services, and the environment.

Eligible employees may contribute in both categories:

- Colleges and Universities: \$5,000 per year, matched 1:1.
- Employee Choice: \$1,000 per year for any qualified nonprofit charity, matched 1:1.

Eligible retirees may contribute to accredited colleges and universities to earn a maximum match of \$5,000 each year.

Here are some frequently asked questions about the Verizon Foundation Matching Incentive Program:

- Can I donate to a private foundation?
- Does the Verizon Foundation accept and process Matching Gifts forms for employee and/or retiree gifts to eligible nonprofit organizations?
- Can I move money from my college/university account to another type of organization as long as I stay within my total allotment?
- Can I donate to my private or public elementary, junior or senior high school as part of my \$1,000 "Employee Choice" allotment?
- Can I give to United Way, my favorite dance theatre or neighborhood YMCA with my \$1,000 "Employee Choice" allotment?
- If I've collected donations through a fundraiser, will this money be matched by the Foundation through its Matching Incentive Program?
- If I've set up a collection box to help raise money for a particular nonprofit, can I get the Foundation to match the amount of money I raise through its Matching Incentive

Program?

- If I've collected money from fellow co-workers, family members, friends, and/or customers of Verizon, are these donations eligible for a match through the Foundation's Matching Incentive Program?
- Are monies collected from local bake sales, t-shirt sales, ribbon sales, etc. eligible for a Foundation match through the Matching Incentive Program?
- Are monies raised, by an employee, through pledges eligible for a match through the Matching Incentive Program?
- If I am an eligible retiree, why doesn't the Foundation website allow me to input a Matching Incentive Program gift?
- Can I transfer Verizon stock over to an eligible 501(c)(3) nonprofit and have it matched by the Verizon Foundation through the Matching Incentive Program? If so, what date would apply to my gift of stock to the nonprofit?

Can I donate to a private foundation?

No, Verizon Foundation does not fund private foundations - only tax exempt IRS qualified 501(c)(3) public charities.

Does the Verizon Foundation accept and process Matching Gifts forms for employee and/or retiree gifts to eligible nonprofit organizations?

No. The Verizon Foundation is 100% Web-based. Eligible employees and eligible retirees must either register their gift online at <http://foundation.verizon.com/donor> or call the Verizon Foundation Customer Service Center at 1-866-247-2687 from 8:00AM to 8:00PM Eastern Time Monday through Friday to have their gift registered.

Can I move money from my college/university account to another type of organization as long as I stay within my total allotment?

No, you can only earn foundation dollars as allocated in the program.

Can I donate to my private or public elementary, junior or senior high school as part of my \$1,000 "Employee Choice" allotment?

Yes, as long as the private or public school is a tax exempt IRS qualified 501(c)(3) charity. (The Matching Incentive Program is not a substitute for tuition and cannot be used as such.)

Can I give to United Way, my favorite dance theatre or neighborhood YMCA with my \$1,000 "Employee Choice" allotment?

Yes, you can select any public charity of your choice, as long as they are a qualified nonprofit with 501(c)(3) status in the United States.

If I've collected donations through a fundraiser, will this money be matched by the Foundation through its Matching Incentive Program?

No. Only personal gifts made by active Verizon employees and eligible retirees are

eligible to be matched by the Foundation.

If I've set up a collection box to help raise money for a particular nonprofit, can I get the Foundation to match the amount of money I raise through its Matching Incentive Program?

No. Only individual active Verizon employee and eligible retiree donations are eligible for the match. Active Verizon employees and eligible retirees must individually send their donation to the designated organization and then register their gift with the Foundation to receive the match.

If I've collected money from fellow co-workers, family members, friends, and/or customers of Verizon, are these donations eligible for a match through the Foundation's Matching Incentive Program?

No. Only individual active Verizon employee and eligible retiree contributions are eligible for a match.

Are monies collected from local bake sales, t-shirt sales, ribbon sales, etc. eligible for a Foundation match through the Matching Incentive Program?

No. Only individual active Verizon employee and eligible retiree contributions are eligible for a match.

Are monies raised, by an employee, through pledges eligible for a match through the Matching Incentive Program?

No. Only individual active Verizon employee and eligible retiree contributions are eligible for a match. Monies raised through pledges are not eligible for matching funds.

If I am an eligible retiree, why doesn't the Foundation website allow me to input a Matching Incentive Program gift?

Because the Foundation is 100% Web-based, it relies on an electronic file feed from Human Resources. In some instances, retiree data is incomplete, causing the system to reject a retiree's Matching Incentive Program request. Affected retirees should contact the Verizon Foundation's Customer Service Center at 1-866-247-2687 from 8:00AM to 8:00PM Eastern Time Monday through Friday and provide the representative with their name, former company name and social security number. The Foundation will investigate and verify the retiree's eligibility with Verizon Human Resources. Verizon Wireless and MCI retirees are not eligible to participate.

Can I transfer Verizon stock over to an eligible 501(c)(3) nonprofit and have it matched by the Verizon Foundation through the Matching Incentive Program? If so, what date would apply to my gift of stock to the nonprofit?

Yes. Since the value of securities is determined based on the market value on the actual date of the contribution, the date that the nonprofit received the stock would be the date of your gift. Securities must have a publicly listed market value.

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Disaster Relief Incentive Program (DRIP):

The Verizon Disaster Relief Incentive Program provides eligible employees with the opportunity to earn up to a maximum of \$2,000 per year in matching funds, matched 1:1, to qualifying disaster relief organizations for natural disasters that include floods, hurricanes, fires and other extraordinary human disaster events.

Here are some frequently asked questions about the Verizon Foundation Disaster Incentive Program:

- Can funds go directly to an employee who may need financial assistance due to a personal disaster -- such as a fire in the home?
- Are retirees or vendors eligible to participate in the Disaster Relief Incentive Program?
- Is my donation tax deductible?
- If I've collected donations through a fundraiser, will this money be matched by the Foundation?
- If I've set up a collection box to raise money for victims of a disaster, can I get the Foundation to match the amount of money I raise?
- If I've collected money from fellow co-workers, family members, friends, and/or customers of Verizon, are these donations eligible for a match?
- Are monies collected from local bake sales, t-shirt sales, ribbon sales, etc. eligible for a Foundation match?
- Under the Disaster Relief Incentive Program, what is the minimum employee gift amount eligible for matching funds from the Foundation?

Can funds go directly to an employee who may need financial assistance due to a personal disaster -- such as a fire in the home?

The Foundation can only give to nonprofit charitable organizations and cannot donate directly to individuals. We can recommend good charitable organizations where an employee may seek assistance.

Are retirees or vendors eligible to participate in the Disaster Relief Incentive Program?

No, only active Verizon employees on the payroll 90-days or more who work, full or part-time, permanent or temporary, are eligible.

Is my donation tax deductible?

Yes, the donation amount that you contribute is tax deductible.

If I've collected donations through a fundraiser, will this money be matched by the Foundation?

No. Only personal gifts made by active Verizon employees are eligible to be matched by

the Foundation.

If I've set up a collection box to raise money for victims of a disaster, can I get the Foundation to match the amount of money I raise?

No. Only individual active Verizon employee donations are eligible for the match. Active Verizon employees, who wish to participate in a relief effort, must individually send their donation to the designated organization and then register their gift with the Foundation to receive the match.

If I've collected money from fellow co-workers, family members, friends, and/or customers of Verizon, are these donations eligible for a match?

No. Only individual active Verizon employee contributions are eligible for a match.

Are monies collected from local bake sales, t-shirt sales, ribbon sales, etc. eligible for a Foundation match?

No. Only individual active Verizon employee contributions are eligible for a match.

Under the Disaster Relief Incentive Program, what is the minimum employee gift amount eligible for matching funds from the Foundation?

The minimum gift amount eligible for matching funds under this program is \$25.00.

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Payroll Incentive Program and United Way (PIP):

As an easy way to contribute to health and human service agencies in local communities, Verizon offers the Payroll Incentive Program which allows employees to donate a portion of their payroll automatically to Health and Human Service agencies, including the United Way. Verizon Wireless employees are not eligible to participate in this program.

Please note that the Payroll Incentive Program (PIP) is applicable to Verizon Communications employees only. This program, and its information, is not applicable to Verizon Wireless employees.

Here are some frequently asked questions about the Verizon Foundation Payroll Incentive Program:

- Why aren't payroll deductions matched by the Foundation?
- How do I enroll, change, or cancel my payroll deduction?
- If I notice a mistake in my paycheck, what should I do?
- If I make a change to my payroll deduction, how long will it be before I see the change in my paycheck?
- If I have a problem with my paycheck and it isn't related to a deduction to the United

Way or a Health and Human Services agency, whom should I contact?

- Does the Verizon Foundation conduct employee United Way campaigns?
- Does the Verizon Foundation support local United Ways through direct grants?

Why aren't payroll deductions matched by the Foundation?

Due to the high cost associated with providing payroll deduction, the Foundation cannot match employee gifts. However, the Foundation pays for all administrative costs for this service, thereby supporting payroll deduction as another method for employees to donate funds to eligible 501(c) 3 nonprofits of their choice.

How do I enroll, change, or cancel my payroll deduction?

You must either log into the Payroll Incentive Program online at <http://foundation.verizon.com/donor> or call the Foundation's Customer Service Center at 1-866-247-2687 from 8:00AM to 8:00PM Eastern Time Monday through Friday.

If I notice a mistake in my paycheck, what should I do?

You must contact the Foundation immediately. You may either log into the Payroll Incentive Program online (<http://foundation.verizon.com/donor>) and make the correction or call the Foundation's Customer Service Center at 1-866-247-2687 from 8:00AM to 8:00PM Eastern Time Monday through Friday.

If I make a change to my payroll deduction, how long will it be before I see the change in my paycheck?

Additions, changes and cancellations will be reflected within two pay cycles.

If I have a problem with my paycheck and it isn't related to a deduction to the United Way or a Health and Human Services agency, whom should I contact?

Please contact the Payroll Office directly at 1-866-VZ-PAYS or 1-866-489-7297.

Does the Verizon Foundation conduct employee United Way campaigns?

No, the Foundation does not conduct a company-wide campaign exclusively to encourage employees to participate in the payroll deduction plan. Instead, we offer employees a variety of ways to donate to eligible 501(c)(3) nonprofits of their choice, year-round.

Does the Verizon Foundation support local United Ways through direct grants?

Yes, United Ways may apply for direct grants from the Verizon Foundation. They should visit our website at www.verizon.com/foundation for more information and apply on-line.

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