

Voya Financial® Office of Corporate Responsibility and Voya Foundation Nonprofit Eligibility Guidelines

(as of August 18, 2016)

About Us

Voya Financial® has a long history of investing in our communities, which we characterize in three ways: grant making, charitable sponsorships and employee engagement. Voya Foundation is the primary channel for our community investment work and awards grants to eligible nonprofit organizations whose programs are in line with our giving priorities in the communities where Voya Financial operates and our employees and customers live. Voya Foundation matches employees' gifts to eligible nonprofits and amplifies employee volunteerism through a Volunteer Matching Gift program. Voya Financial's Office of Corporate Responsibility awards funds in the form of charitable sponsorships to qualified organizations that meet our eligibility guidelines.

Nonprofit Eligibility Guidelines*

- Must be an organization recognized by the Internal Revenue Service as tax-exempt under 501(c)(3) or 509(a)(1, 2 or 3) of the Internal Revenue Code or as an instrumentality of a federal, state or local government as provided by Section 170(c)(1) of the Internal Revenue Code.
- May be a program, subject to compliance pre-clearance (PARC/Pay-to-Play Considerations), that operates under a religious organization or house of worship's employer identification number (EIN) provided it does not discriminate on the basis of faith.
- May be an organization with an advocacy wing that performs services for the greater good (subject to pre-clearance with External Affairs and Corporate Communications from a reputational perspective).
- May be an international organization if it has a U.S. location and is a 501(c)(3) organization.

Ineligible Organizations or Activities

- Any organization that discriminates on the basis of faith, gender, creed, race, national origin, sexual orientation or gender identity, in terms of participation in programs, employment, or benefits of employment.
- Alumni associations/organizations.
- Greek-letter/professional honor societies.
- Salvation Army.
- Political, legislative and/or lobbying causes.
- Private foundations.
- Community foundations.
- Scholarships to individuals/limited beneficiaries/based on discriminatory criteria.
- Youth and adult athletic leagues, teams and sporting events.
- Employee donor-advised accounts, family funds/charities or other funds where an employee can redirect future disbursements.
- Employee match of tuition to any private or public educational institution (e.g., elementary, secondary, technical/vocational, university/college).
- Capital and/or endowment campaigns or building funds.
- Dues or subscription fees.
- Certain educational organizations that:
 - Discriminate on the basis of faith, gender, creed, race, national origin, gender identity, or sexual orientation.
 - Are not accredited by a nationally recognized accreditation body.
 - Are seminaries or theological schools that require students' participation in a particular faith-based curriculum.
 - Are evangelical organizations.
- Participants may not receive goods, services or benefits in return for their own or Voya Foundation's donations.

* Voya Foundation reserves the right to ask an employee to designate an alternative recipient in the rare instance that the nonprofit he or she has selected is deemed ineligible to receive a matching gift from Voya Foundation.