



Teamwork Matters

PROGRAM PROFILE

OBJECTIVE

To enhance the Grants for Volunteers program by encouraging volunteer service performed by WestRock teams and recognizing the personal time groups of employees provide to charitable and community service organizations and public institutions.

VOLUNTEER ELIGIBILITY

- Salaried and hourly full-time and part-time U.S.-based employees, including employees of joint ventures that are at least 50% owned by WestRock
- U.S.-based interns and co-op students
- Spouse or partner of eligible employee volunteers

ORGANIZATION ELIGIBILITY

- Tax-exempt, public charities classified as 501(c)(3) organizations by the IRS
- Public and qualifying private educational institutions located in the U.S.
- Government entities such as volunteer fire & rescue squads and parks & recreation departments
- Faith-based organizations that provide nonsectarian community social service and educational activities that serve the public regardless of religious belief

GRANT INFORMATION

- Grants range from \$100 to \$1,000 and are calculated using the following formula: number of team members x number of volunteer hours x \$10 (e.g. 20 volunteers x 2 hours x \$10 = \$400).
- The maximum grant an organization can receive per event is \$1,000.
- There is an annual maximum of five (5) team events per employee.
- Grant payments are mailed quarterly in January, April, July and October.
- Grants for volunteer hours in calendar year 2018 must be validated by the organization by March 31, 2019.

TEAM VOLUNTEER SERVICE REQUIREMENT

- A group of WestRock volunteers, with a minimum of five employees, who each perform a minimum of two hours of volunteer service during a single day, event or project to a qualifying organization.
- Volunteer service time can be either personal or manager-approved during work hours. Examples include a group of volunteers who teach Junior Achievement classes to elementary school students, pack meals for homeless Veterans or participate in charity walks and runs.

RESTRICTION

- The Foundation's grant cannot be used to directly benefit any employee or their family members or meet any legally enforceable annual or multiple-year pledge obligation.



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Foundation