Volunteer Match Guidelines

Who Can Participate?
- Regular full-time and regular part-time U.S. employees of 3M (on the 3M payroll at the time the matching gift is requested)
- U.S. retirees of 3M

Eligible Organizations*
- U.S. public charities that are tax exempt under Section 501(c)(3) of the Internal Revenue Service Code
- U.S. public schools, public school districts, and private schools
- Public serving, independent, non-religious affiliated programs of houses of worship/churches (examples include food shelves or private schools). Please note that these organizations may require additional vetting to confirm eligibility.

*To have an organization reviewed for eligibility, a donor can click “nominate your organization for inclusion” on the organization search page in the employee engagement portal. 3M Foundation will review and make a final eligibility determination.

Ineligible Organizations*
- Organizations that do not qualify as a 501(c)(3) public charity (this includes some 501(c)3 organizations, organizations that do not have a 501(c)3 tax exempt letter of determination from the IRS, and organizations that have lost their 501(c)3 tax exempt status)
- Houses of worship/churches, except as permitted under “Eligible Organizations” above
- Units or bodies of government (other than schools and educational institutions) including related entities such as volunteer police and fire departments
- 3M associated nonprofits (including but not limited to 3M Club, 3M Foundation, 3M Open Fund)
- Organizations that are inconsistent with 3M and 3M Foundation’s shared values

*3M Foundation reserves the right to reject a matching gift for any reason. Additional requirements may apply to organizational eligibility.

Volunteer Match Benefit
- $500 for 25 or more hours of volunteerism
- All 25 hours must be completed at the same organization within one calendar year
- The volunteer must first log hours with an eligible organization in the employee engagement portal. Upon completion of 25 hours or more, the volunteer must request the 3M Foundation Volunteer Match through the employee engagement portal. The match does not trigger automatically.

Matching Gift Designation
- A volunteer may include a designation for the 3M Foundation match.
- Recipient organizations will be instructed not to follow any designation that would not qualify as a deductible donation and instead allocate the donation to the charitable purpose that is closest to the original designation
- Designations may not benefit an individual, i.e., tuition or student participation account, memberships, or personal pledge obligations.
- Undesignated gifts will be utilized at the organization’s discretion.

*3M Foundation is not responsible for ensuring organizations follow the volunteer’s designation.

Administrative Conditions
- 3M Foundation makes payments to organizations approximately twice per year. The match will be sent directly to the eligible organization.
- If the organization recommended by the volunteer is ineligible to receive a 3M Foundation Volunteer Match grant (if, for example, the organization recommended by the volunteer has lost its charitable tax status between the time of volunteer’s match request and the time of payment processing), 3M Foundation will make a contribution to United Way Worldwide, the default recipient for 3M Foundation matching gift programs.
- Volunteers may not receive goods, services or benefits in return for volunteer services or the 3M Foundation Volunteer Match
- All matching gifts will accrue towards the match balance of the year in which the matching gift was entered in the system.
- Volunteers must submit their hours through the employee engagement portal by December 31. Volunteer hours must be completed and submitted in the same calendar year. 3M Foundation will not match volunteer hours from a previous year.
- 3M Foundation may modify, suspend or end this program at any time. 3M Foundation interprets program guidelines and administers the program under policies and procedures governed by the 3M Foundation Board of Directors.

For additional questions, please review the FAQ document or email questions to MatchingGifts@mmm.com.