



Disaster Relief Accounts. COVID-19 Response

Disaster Relief Overview

The Givinga Foundation, a registered 501c3 charitable organization, has approved the establishment of Disaster Relief Accounts in response to COVID-19. Contributions to designated Disaster Accounts qualify as charitable donations, tax-deductible to the donor and tax-free to the recipient. Participating organizations can customize the Account to meet the needs of their specific community and direct funds to approved individuals and community impacted by COVID-19. Qualifying individuals can include current and former employees, their families and local community business partners.

The Givinga Foundation Disaster Relief Accounts are established in accordance with Internal Revenue Code section 139, which provides that qualified disaster relief payments from any source, including employers, reimbursing or paying individuals' specified expenses in connection with qualified disasters are not taxable as income and are not subject to employment taxes or withholding.

Givinga Disaster Relief Accounts

Givinga, the technology partner of the Foundation, has enhanced their existing Corporate giving and grant management platform functionality to provide companies, their employees and extended community with a customizable platform to create, contribute, manage, distribute and track Disaster Relief Account Donations.

How it Works

1

Customizable Corporate Disaster Relief Accounts

Organizations can customize a disaster relief account within the Givinga platform based on their defined organization goals, needs and objectives.

2

Flexible Fundraising Platform

Customize account contribution rules and channels: Corporate Funds, Employee Funds, Matching Funds and External Community Donations. Tax receipts automatically provided to all appropriate parties.

3

Employee Request Application

Simple web-based application to collect requests from individuals in need of assistance.

4

Corporate Review and Approvals

Customized review and approval workflow within a management portal.

5

Distribution and Payments

With Organizational approval, funds are distributed to individuals with multiple payment options to ensure fast, safe delivery of funds.

6

Reporting and Tracking

Full reporting and tracking of all fund donation activity. Customized to your organization requirements.

COVID 19 Disaster Relief Accounts

What are the Required Guidelines and Rules Determining Recipient Payouts?

Qualified disaster relief payments include payments for the following expenses:

- Reasonable and necessary personal, family, living, or funeral expenses incurred as a result of a qualified disaster
- Reasonable and necessary expenses incurred for the repair or rehabilitation of a personal residence due to a qualified disaster (a personal residence can be a rented residence or one you own)
- Reasonable and necessary expenses incurred for the repair or replacement of the contents of a personal residence due to a qualified declared disaster.

Qualified disaster relief payments **do not include**:

- Payments for expenses otherwise paid for by insurance or other reimbursements
- Income replacement payments, such as payments of lost wages, lost business income, or unemployment compensation.

Can the Account Support an Individual Internationally?

Yes. While there is no guidance that IRS Notice 2006-109, which establishes the exception enabling 501c(3) public charities to donate to individuals, pertains to non- US employees, the Givinga Foundation has determined there is enough basis to make these grants during this extraordinary period. We recommended companies internally verify recipient country tax laws and internal OFAC and Patriot Act compliance. In addition, while relief provided by the Givinga Foundation to a US employee is tax free, the same might not be true for foreign nationals.

Does the Account Recipient Need to be a Current or Former Employee?

No. Employment is not relevant factor in the selection process, or in the amount or type provided.

What Review Process is Required by the Company to Approve Requests?

Every company may have specific guidelines geared toward their plan; however, all companies must have a person or committee granting final approval that comprised of **one of the following**:

- Persons who have no financial interest in the company
- Employees who represent a broad range of employees not limited to executives. Employees understand they are acting as "agents" of the relief fund and not representatives of the employer

