

Principal® Foundation & Community Relations

Match Giving and Volunteer Grants

Non-profits

Organization Eligibility

We support organizations that are IRS-registered 501(c)3 with a non-private foundation status of 509(a)1 or 509(a)2.

Ineligibility:

We will not support efforts for organizations that discriminate; organizations, private foundations or programs that fund terrorist groups or activities; political causes, candidates, organizations or campaigns; religious organizations or programs promoting a faith or creed.

However, programs that operate under the sponsorship of a religious organization that are open to and used by a cross-section of the community and are non-religious may be eligible if there is no requirement to participate in religious activities.

Any organization may be asked to provide their non-discrimination policy, as well as proof that funds were not used for specific programs that are disqualified by the ineligibility provided in this policy.

Principal Eligibility

- Employees of Principal who are eligible for benefits.
- Anyone receiving Principal Financial Group retirement benefits under either "The Pension Plan for Corporate Center and Field Employees" or "The Pension Plan for Agents, General Managers and Agency Supervisory Assistants". The exception is people whose employment of Agents Contract was terminated prior to reaching age 57.
- Full-time agents of Principal Financial Group with a DD713 Career Agent's contract or prior versions of that contract, who have a minimum of three years of service under the contract and have met contract continuance in each of those years.

Match Giving Programs

United Way Match

United Way is our financial security partner. To further advance our mission of helping underserved populations learn, earn and save, charitable donations are matched fifty cents for every dollar donated. Principal will give up to \$250,000 per year for each eligible person under this program. The Principal Foundation match dollars will go to the local United Way of the employee, retiree or financial professionals work zip code. The match will be unrestricted and go directly to the local United Way's community impact general fund.

Board Membership Match

Principal employees, retirees and financial professionals who serve on a non-profit board are eligible for this program. Principal Foundation will match their financial contributions dollar for dollar directly to the organization up to \$1,500/year. Business and personal board participation are honored if eligibility requirements are met.

- If the person is on multiple boards, they can choose to split the match between two organizations or send it all to one.
- For institutions of higher education, service on advisory committees, dean's groups or other university leadership groups are included as approved by the matching gift administrator.

Dual Eligibility:

If someone serves on an eligible non-profit board of directors and makes a charitable gift to that organization, they can apply for both the United Way and Board Membership matching gift programs on a single donation.

Volunteer Grant Programs

These programs turn volunteer hours into dollars for an organization. Principal-sponsored events are not eligible unless the volunteer is serving on an event or planning committee that requires additional volunteer time ahead of the event date.

Dollars for Doers

For every 25 hours of volunteer time at one organization, the Principal Foundation will donate \$250. Each employee, retiree, and financial professional can apply for this program four times each year, with an annual cap of \$1,000.

Organizations that have compensated or reimbursed the volunteer are not eligible. These include, but are not limited to, AmeriCorps stipends and civil service volunteer work.

Dollars for Teams

A “team” is defined as five people, four of whom must be an eligible employee, retiree, or advisor. They can form a team and volunteer a minimum of 1 hour together to give an organization \$500.

There can be up to four teams that apply for the grant per event, maxing the contribution to the organization at \$2,000.

Please note:

Participation in a volunteer event is not eligible unless they are volunteering. For example, playing in a golf tournament, walking a 5k, or simply attending a dinner does not count as volunteer time.

YourCause

YourCause is the internal website where employees can submit match giving requests, make new donations, create and manage volunteer events and sign up for volunteer events. Retirees and financial professionals are not able to access this site, instead they should contact [Principal Foundation and Community Relations](#) to submit match giving requests and volunteer hours.

You can register your organization on YourCause which allows you to create and manage volunteer events, update profile and contact information, and view donor and donation details. Step by step instructions to register can be found [here](#). Click “Registration” then “stand alone non-profits...” and follow the 4 parts.

If you have any questions regarding these programs email [Principal Foundation and Community Relations](#) to learn more.