

Frequently Asked Questions (FAQs)

WESTROCK EMPLOYEE PROGRAMS

GENERAL QUESTIONS

What is a 501(c)(3) organization?

A nonprofit organization, established for charitable, religious, educational, literary and scientific purposes within the meaning of Section 501(c)(3) of the U.S. Internal Revenue Code that is recognized by the Internal Revenue Service (IRS) as a tax-exempt, nonprofit, publicly supported charity.

Are all nonprofit organizations classified as 501(c)(3) organizations?

No. There are many nonprofit organizations that are not 501(c)(3) organizations. Examples include most fraternal, political, professional, service and veterans organizations. In most cases, local scout troops and local sports and recreation leagues are also not 501(c)(3) organizations. However, some of these organizations may have established a local foundation, or may be sponsored by an organization, that is recognized as a 501(c)(3) organization.

Why can the WestRock Foundation only give to 501(c)(3) organizations and government entities or public institutions?

The WestRock Foundation is a tax-exempt, nonprofit, private foundation. All of the Foundation's contributions are governed by the IRS, and the IRS has mandated that all foundation contributions must be made to 501(c)(3) organizations, government entities and public institutions.

Are WestRock employees located outside the United States eligible to participate in the programs?

Based upon IRS requirements for WestRock Foundation grants, our employee volunteer programs are currently available to employees in the U.S.

Are religious groups eligible to receive volunteer service grants?

Community social service and educational volunteer activities affiliated with a faith-based organization that serve the public regardless of religious belief are eligible to receive grants. Examples of eligible activities include but are not limited to food pantries, soup kitchens, home building and renovation projects. Grants will be made payable to the faith-based organization but restricted to the community social service activities. Volunteer service for other areas of church/religious organization activities or operations (i.e. worship services, Sunday School, Vacation Bible School, classes, youth groups, retreats or fundraisers) do not qualify.

Are spouses eligible to participate in the programs?

Yes, spouses are eligible to participate.

GRANTS FOR VOLUNTEERS

If I volunteer for a group like a scout troop or youth sports team, will the grant come directly to my troop or team?

No. Unless the IRS recognizes the individual troop or team as a qualified 501(c)(3) organization, the check will be issued to the scout council or youth athletics organization that is recognized by the IRS. It will be up to the employee to arrange for the grant funds to be used on behalf of his or her specific troop or team.

If I volunteer for a schools PTO or PTA, will the grant come directly to the parent teacher organization/association?

No. Unless the IRS recognizes the individual parent teacher organization as a qualified 501(c)(3) organization, the Foundation's check will be made payable to the school, not the PTO or PTA. It will be up to the parent teacher organization and the school to determine how the funds will be used.

Can I volunteer fewer than 25 hours and receive a partial grant?

No. The minimum hours required for a Grants for Volunteers grant is 25 hours.

If I volunteer at least 50 hours during a calendar year, can I apply for a \$500 grant?

No. You may apply for one Grants for Volunteers grant per organization per year. If your spouse/partner volunteers for the same organization, they may also apply for a grant for their hours.

TEAMWORK MATTERS

Can the hours I volunteer for an event also be counted towards my 25 hours of volunteer time under the Grants for Volunteers program if the organization is the same?

No. We hope you will take advantage of both volunteer programs in support of an organization's mission; however, we cannot combine across the programs.

If my family participates in a group volunteer event, can their hours of volunteer service be included in the grant request?

Absolutely! If your spouse/partner volunteers with you at a Teamwork Matters event their hours can be included on the grant application; however, we cannot include hours for children or other friends/family that join you.

What kinds of group events can be included in the Teamwork Matters program?

Teamwork Matters was designed specifically for group volunteer events such as walks/runs, single-day community revitalization projects and school-based events such as Junior Achievement.