

# Kohl's Volunteer Program

## Nonprofit Guidelines - Updated Feb 2020

### What is volunteering at Kohl's?

At Kohl's, we know your local community is nearest and dearest to your heart! That's why we're here to help by giving our personal time, energy, and talent to volunteer with local nonprofits; because we're not just in the community, we're part of it too!

### Nonprofit Organizations

#### Eligible

- Nonprofit public charity that has a current tax-exempt status under section 501(c)(3) of the Internal Revenue Code.

#### Not Eligible

- Organizations that engage in political activities.
- Organizations that discriminate based on race, ethnicity, gender, gender identity, religion, sexual orientation, age or have exclusionary practices.
- Organizations for which its tax-exempt status has been revoked by the Internal Revenue Service.
- Organizations that intend to use Kohl's donation for a purpose other than its charitable purpose.

### Criteria

- A minimum of five Kohl's associates from any Kohl's location must volunteer for a minimum of three consecutive hours with an eligible 501(c)(3) nonprofit organization.
- To further support our volunteer efforts, the eligible organization will receive a \$500 volunteer reward (previously known as a grant) for every five associates that volunteer for three consecutive hours at each event.

### Kohl's On-Property Events

We strongly encourage associates to work directly with the nonprofit off Kohl's property; however, we understand there may be an instance when on-property is approved. Keep the following requirements in mind prior to scheduling an on-property volunteer opportunity:

- All on-property events must be pre-approved by leadership and in accordance with the Store Event checklist found on myKohl's.
- Soliciting customers and/or associates on Kohl's property is not permitted (i.e., collection bins, homemade baked goods, pamphlets, requests for monetary donations, etc.). For additional information, review policies listed below.
- At least one nonprofit contact must oversee the volunteer opportunity taking place on property.

### To maintain the integrity of the program, the following are NOT eligible for a volunteer dollar reward:

- Activities where volunteers are compensated by a non-Kohl's organization.
- Travel and sleep time (i.e., for longer volunteer events). Only the hours spent participating in the service activity will count toward a volunteer dollar reward.
- Donating blood, plasma, etc.

### Resources

- Need volunteers? Review the criteria above and visit the Benevity Causes Portal <<https://causes.benevity.org>> to register your organization and submit volunteer requests.
- Additional Questions? From the Benevity Causes Portal click Help>Charity Support Request or email [causes@benevity.org](mailto:causes@benevity.org).
- Visit the Kohl's Corporate site at <https://www.kohls.com/volunteer> for additional details.

### Additional Terms and Conditions

- Failure to comply with the terms of the Kohl's Volunteer Program may result in permanent revocation of the associates' volunteer privileges and may lead to other disciplinary actions, including without limitation, termination of employment.
- Kohl's reserves the right of final decision on the interpretation of these terms, including a determination not to issue a volunteer dollar reward to an organization if eligibility and program criteria are un-met/unfulfilled.
- Kohl's reserves the right, without prior notice and in its sole and absolute discretion, to discontinue or amend this program at any time.