

Kohl's Volunteer Program

Nonprofit Organization Guidelines– Updated Feb 2018

What is volunteering at Kohl's?

If it's important to you, it's important to us. That's why in everything we do; we strive to show how much Kohl's Cares. 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- Organizations for which its tax-exempt status has been revoked by the Internal Revenue Service.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 effective for events dated Feb. 1, 2018 and beyond:

- 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.

**Less applicable fees. For more information, visit Benevity Causes Portal.*

Kohl's On-Property Events

We strongly encourage our 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:

- 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.).
- At least one nonprofit contact must oversee the volunteer opportunity taking place on Kohl's property.
- All on-property events must be pre-approved by Kohl's Leadership and Corporate.

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.
- Participation in a run/walk and other sporting activities, including those involving a campaign or fundraising event (i.e., 5Ks, bowling events, golf outings, 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.

Additional Terms and Conditions

- Kohl's Volunteer Program is strictly a volunteer program. Kohl's cannot guarantee availability of Kohl's Volunteers for each volunteer request. Only organizations and events meeting specified criteria will be eligible to participate in the program and/or receive a volunteer dollar reward. For more information visit, <https://www.kohls.com/volunteer>.
- 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.