



Employee Care Programs

WHAT IS AN EMPLOYEE CARE PROGRAM?

Your associates are your most valued asset. We can help you support them.

Employee care programs are charitable funds established by companies to provide short-term financial assistance to associates impacted by natural disasters or personal emergencies. The St. Louis Community Foundation currently helps companies support over 30,000 associates, both locally and nationally.

The Community Foundation offers a cost effective employee care program to provide compassionate, short-term financial assistance to associates in need. We help you set the parameters for the assistance your company wants to provide. We provide guidance and objectivity in setting up your company's program to align with your corporate culture and meet the specific needs of your employee base.

OUR SERVICES:

We listen and customize care funds to incorporate a company's culture and values.

- Work with you to determine the qualifying events such as natural disasters, health crises, financial hardship, and other eligibility
- Help define minimum and maximum grant amounts and frequency of employee eligibility
- Help to determine how employee care will be funded: through employer donations, employee payroll deductions, employer matches, and/or vendor contributions

We efficiently manage employee care fund operations.

- Objectively review assistance applications
- Notify recipients and distribute payments
- Maintain grant records and fund activity reporting

“ I would like to say that the Spirit Co. Program truly helped my daughter and me. With unforeseen medical issues and medical equipment costs during the past few months, we were in desperate need of a hand. I would like to thank all who contributed to this cause. If it weren't for you, I'm not sure what we would have done. It is nice to know there are caring people in our organization to give from their hearts to hands that need it! ”

Why Choose an Employee Care Program?

Provide the support your employees need when disaster strikes.

Employee Care Program	"Passing the Hat" and Online Fundraising
Program donations are tax deductible (company and associates) and tax free (recipient) and are compliant with IRS regulation	No tax deductions and recipient may be taxed
Privacy of associates is a priority	Inherently public
Grant award process is standardized and pays vendors	Grant award process is undisclosed
Awards based on agreed upon criteria, creating a more equitable approach	Disbursement process is undisclosed; conflict of interest between the company and team member is possible
Setup and fundraising occur before a qualifying event occurs, allowing for immediate response to a crisis	Setup occurs post-disaster, without advance planning, causing a delay in response
Reduces company risk and ensures full compliance with federal regulations	May not comply with federal regulations and/or company human resources policies

“ **As the recipient of a gift from the AOK Company Program, it felt like I received a gift from my guardian angel! The gift from AOK Program came at the most needed time and helped to take a load off my shoulders. I felt really cared for and valued as an employee. I will be forever grateful for the care and consideration shown to me and my husband, not only by AOK Company, but also my co-workers.** ”



For more information, please contact a member of the Giving Strategies Team:

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