



# 50

1969

– YEARS –

2019

## Leveraging Charity Match

Ethan Easterwood, PAC Manager



# About Leidos

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- ▶ 50 year old Government Contractor, focused in areas of IT and services
  - Operate in four areas: Defense, Intelligence, Health, Civilian
  - 33,000 employees: all 50 states and all 7 continents
  - Headquartered in Reston, VA with large presence in San Diego
- ▶ Formerly known as SAI and SAIC
  - Spun off in 2013 and rebranded as Leidos
  - In 2016, Leidos acquired Lockheed Martin's Information Systems & Global Solutions Group – doubling size of the company
  - Highly educated, widely spread employee base with competing cultures
- ▶ Receipts after split, pre-merger: \$240,322
- ▶ Receipts Now (2018): \$1,030,957
- ▶ Charity Match is the largest catalyst to this growth

# What You Need to Gather First

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- ▶ NEED Executive Support; Probably up to CEO
  - Get smart! Understand how your program would operate, and gather support from your business departments
- ▶ Need financial support:
  - Matched funds must come from your organization
  - Ensure you know where those funds will be allocated from
  - Leidos: Corporate Responsibility
- ▶ Who you will match to:
  - Set your parameters for charity giving
  - Leidos:
    - Organization must be tax-exempt under Section 501(c)(3) of the Internal Revenue Service (IRS) Code.
    - Leidos will not support organizations that practice discrimination based on age, gender, sexual orientation, marital status, physical or mental disabilities, race, color, religion, national origin or ancestry.
    - Donations will not be made to sectarian or denominational religious organizations (except for programs which are broadly promoted, available to anyone, and free from religious orientation), political parties, political candidates, or partisan political organizations

# What You Need to Gather First cont.

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- ▶ Determine how you will match, how much you will match, and who will be eligible to receive the match?
  - Will you allow employees to select multiple charities?
  - Will you match yearly or quarterly?
  - Will you offer (or afford) a 1:1 match?
  - Do employees need to contribute a certain amount, or be a certain level?
- ▶ Vendor Support
  - How much will the vendor handle for you?
- ▶ Others:
  - Internal Audit Support?
  - Legal Support?
  - Communications Support?

***Ensure the program you propose is administratively feasible for you***

# Our Program and Results

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## ➤ LPAC Gives Back

- Matches 100% up to \$2,500
- Employees must contribute at least \$500 to qualify
- Market as \$20 per pay period



## ➤ 2019 Expanded

- Matches 50% if employee gives between \$10-\$19 per pay period
- “A dollar a day”

## ▶ Annually Match in December

- 2017: \$366k matched
- 2018: \$430k matched
- 2019: \$480k matched

## ▶ Misc. to consider:

- Will you match if employee leaves?
- How you will handle no-charity selections?
- How you will handle checks that are uncashed?

# Challenges We've Encountered

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- ▶ Over Matching
- ▶ Securing additional funds
- ▶ Matching to inappropriate charities
- ▶ Employees electing Leidos Foundation
- ▶ Misconceptions about program



# Questions?

Ethan Easterwood, PAC Manager

571-526-7531

[Ethan.E.Easterwood@Leidos.com](mailto:Ethan.E.Easterwood@Leidos.com)

