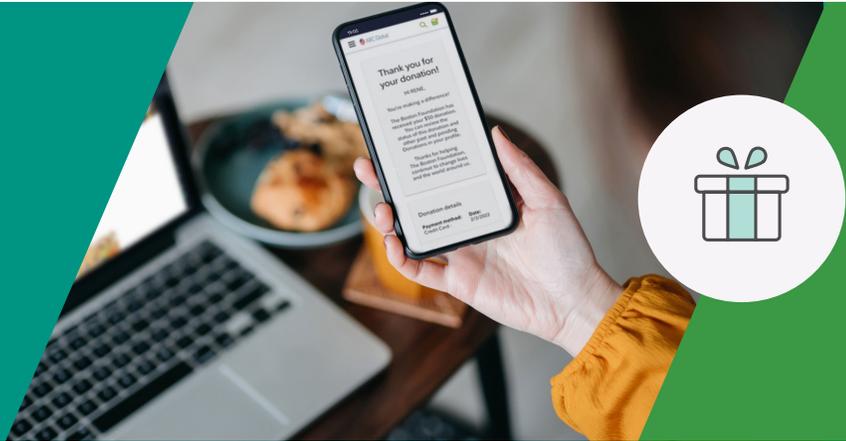


# Workplace Giving Help create a culture of giving



In an effort to help employees focus their attention and energy on causes that matter to them, we're creating cause-specific messaging for various causes and how employees can make a difference. Plus, we'll encourage them to visit **Fidelity Workplace Giving<sup>SM</sup>** on NetBenefits<sup>®</sup>, where they can easily donate or sign up to volunteer.

## Workplace Giving on NetBenefits<sup>®</sup> helps your employees:

- Donate to causes that matter to them
- Find volunteering opportunities
- Record volunteer hours (and request a volunteer match if eligible)

## Thematic giving

Each month, we'll provide customizable emails focused on national donating and/or volunteering opportunities. You can personalize the emails for your employees to get them excited about participating in your workplace giving program. See a monthly breakdown of giving and volunteering opportunities on the following page.

## Delivering consistent messaging

By delivering consistent messaging, you can incorporate giving throughout the year — not just during times of disaster or the giving season. It can help you set, meet, and share yearly goals that show the good your company can do with a focused giving plan.

## Here are some tips on how to engage the employees in your giving program:

- 1. Launch a campaign** — Consider creating a giving and/or volunteering campaign to help support the national giving themes. If employees know what to expect from your campaign, they'll be more likely to participate in it.
- 2. Communicate and share your message with your employees** — Announce the availability of the monthly giving campaign via your company intranet, workplace social media channels, emails, and other outlets.
- 3. Set and share a goal** — Create a monthly or quarterly giving and/or volunteering goal and measure and report the campaign's success.

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# Thematic Giving Calendar

<b>January</b> National Blood Donor Month National Mentoring Month	<b>February</b> American Heart Month Black History Month	<b>March</b> Multiple Sclerosis Awareness Month National Developmental Disabilities Awareness Month National Reading Month Women's History Month	<b>April</b> Autism Awareness Month Earth Day National Volunteer Month	<b>May</b> Asian American and Pacific Islander Heritage Month Be Kind to Animals Week Jewish American Heritage Month Mental Health Awareness Month National Nurses Week National Teacher Appreciation Week	<b>June</b> Juneteenth Men's Health Month National Boys & Girls Club Week Pride Month
<b>July</b> Clean Beaches Week Honoring Veterans/Troops	<b>August</b> Be Kind to Humankind Week International Youth Day National Women's Equality Month	<b>September</b> Disaster Preparedness Month Hunger Action Month National Hispanic Heritage Month National Suicide Prevention Month	<b>October</b> Breast Cancer Awareness Month National Book Month National Domestic Violence Awareness Month	<b>November</b> American Diabetes Month Lung Cancer Awareness Month National Alzheimer's Disease Awareness Month	<b>December</b> Giving Season

The following are just some of the organizations that relate to each monthly theme. They're intended to be used as a guide and don't represent a complete list of charities for each theme. Visit **Fidelity Workplace Giving<sup>SM</sup>** on NetBenefits<sup>®</sup> to see more charities.

## January: National Blood Donor Month

**American Red Cross** (53-0196605)

The American Red Cross prevents and alleviates human suffering in the face of emergencies by mobilizing the power of volunteers and the generosity of donors.

## January: National Mentoring Month

**iMentor** (30-0105507)

iMentor builds mentoring relationships that empower students from low-income communities to graduate from high school, succeed in college, and achieve their ambitions.

**NPower** (13-4145441)

NPower creates pathways to economic prosperity by launching digital careers for military veterans and young adults from underserved communities. In today's economy, over 50% of all jobs require some degree of technological and digital skill. Yet, the job market isn't keeping pace. A recent Microsoft Data Science report estimates that digital job capacity—or the total number of new technology-oriented jobs—in the U.S. will grow to 13 million by 2025.

## February: American Heart Month

**American Heart Association** (13-5613797)

Powered by over 32 million volunteers and supporters, the AHA is a leading funder and curator of heart and brain research; fights for public health policies; provides lifesaving tools and information; and creates science-based treatment guidelines to help ensure quality health care.

## February: Black History Month

**100 Black Men of America, Inc.** (58-1974429)

The organization's mission is to improve the quality of life and enhance educational and economic opportunities for all African Americans, particularly the youth.

**NAACP Legal Defense and Educational Fund** (13-1655255)

The NAACP Legal Defense and Educational Fund, Inc., is America's premier legal organization fighting for racial justice. Through litigation, advocacy, and public education, LDF seeks structural changes to expand democracy, eliminate disparities, and achieve racial justice in a society that fulfills the promise of equality for all Americans. LDF also defends the gains and protections won over the past 75 years through the civil rights struggle and works to improve the quality and diversity of judicial and executive appointments.

## March: Multiple Sclerosis Awareness Month

### **Accelerated Cure Project INC.** (04-3555864)

The Accelerated Cure Project for MS believes that research is the only way to greatly improve the outlook for people with MS. The organization promotes scientific collaboration and accelerates research by rapidly and cost-effectively providing researchers with data and the biospecimens they need to explore novel research ideas that can lead to better care for people with MS.

### **National Multiple Sclerosis Society** (13-5661935)

The National Multiple Sclerosis Society works to cure MS while empowering people affected by MS to live their best lives.

## March: National Developmental Disabilities Awareness Month

### **American Association of People with Disabilities** (52-1930174)

The American Association of People with Disabilities is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities. As a national cross-disability rights organization, AAPD advocates for full civil rights for the over 61 million Americans with disabilities by promoting equal opportunity, economic power, independent living, and political participation.

### **Developmental Disabilities Service Organization** (23-7428879)

DDSO exists to enrich the quality of life for persons with intellectual and developmental disabilities by fostering individual growth, creativity, and community involvement through innovative strategies and artistic expression.

## March: National Reading Month

### **Reading Partners** (77-0568469)

Reading Partners is a national education nonprofit dedicated to improving students' reading skills. Their mission is to help children become lifelong readers by empowering communities to provide individualized instruction with measurable results. Their aspiration for the future is to be at the center of a nationwide movement for educational equity, engaging communities to support students through trusted and proven literacy solutions.

## March: Women's History Month

### **Global Fund for Women** (77-0155782)

The Global Fund for Women is a global champion for the human rights of women and girls. They use their powerful networks to find, fund, and amplify the courageous work of women who are building social movements and challenging the status quo. They're committed to getting money and attention where it will make the biggest difference in the fight for gender equality. Since 1987, Global Fund for Women has invested in nearly 5,000 grassroots organizations in 175 countries, helping to win rights for millions of women and girls.

## April: Autism Awareness Month

### **Autism Speaks** (20-2329938)

Autism Speaks is dedicated to promoting solutions for the needs of individuals with autism and their families through advocacy and support; increasing understanding and acceptance of autism spectrum disorder; and advancing research into causes and better interventions for autism spectrum disorder and related conditions.

### **NEXT for AUTISM** (57-1136147)

Next for AUTISM transforms the national landscape of services for people with autism by strategically designing, launching, and supporting innovative programs.

## April: Earth Day

### **Clean Air Task Force** (04-3512550)

Clean Air Task Force is a nonprofit environmental organization that works to help safeguard against the worst impacts of climate change by catalyzing the rapid global development and deployment of low carbon energy and other climate-protecting technologies through research and analysis, public advocacy leadership, and partnership with the private sector.

### **The Nature Conservancy** (53-0242652)

The Nature Conservancy is tackling the dual threats of accelerated climate change and unprecedented biodiversity loss. Grounded by decades of local on-the-ground experience, the conservancy maximizes its ability to affect change by bringing together real-world solutions, policy expertise, sustainable financing, and collaborative partnerships.

## April: National Volunteer Month

### **Give an Hour** (61-1493378)

Give an Hour's mission is to develop national networks of volunteers capable of responding to both acute and chronic conditions that arise within our society. Give an Hour provides access to confidential, no-cost mental health services for those who qualify, including active duty National Guard and Reserve service members, veterans, and their families. In addition, Give an Hour changes the culture of mental health through prevention and early identification of emotional suffering.

### **World Central Kitchen Incorporated** (27-3521132)

Founded by Chef José Andrés, World Central Kitchen provides meals in response to humanitarian, climate, and community crises while working to build resilient food systems with locally led solutions.

## May: Asian American and Pacific Islander Heritage Month

### **Asian Americas Advancing Justice** (13-3619000)

AAJC's mission is to advance civil and human rights for Asian Americans and to build and promote a fair and equitable society for all.

### **Asian Americans/Pacific Islanders in Philanthropy** (94-3150064)

AAPIP expands and mobilizes resources for Asian American and Pacific Islander communities to build a more just and equitable society.

## May: Be Kind to Animals

### **The Humane League** (04-3817491)

They exist to end the abuse of animals raised for food.

### **International Fund for Animal Welfare, Inc.** (31-1594197)

Fresh thinking and bold action for animals, people, and the place we call home.

## May: Jewish American Heritage Month

### **American Jewish Joint Distribution Committee** (13-1656634)

Active today in some 70 countries, they work to alleviate hunger and hardship; rescue Jews in danger; create lasting connections to Jewish life; and help Israel overcome the social challenges of its most vulnerable citizens, both Jewish and non-Jewish. Their reach extends beyond the global Jewish community by providing high-impact disaster relief and long-term development assistance worldwide.

## May: Mental Health Awareness Month

### **National Alliance on Mental Illness** (43-1201653)

Millions of people in the United States—1 in 5, or nearly 60 million—face the day-to-day reality of living with a mental health condition. NAMI is the nation's largest grassroots mental health organization dedicated to providing advocacy, education, support, and public awareness so that individuals and families affected by mental illness can build better lives.

### **The Jed Foundation** (13-4131139)

The Jed Foundation is a nonprofit that protects emotional health and works to prevent suicide for the nation's teens and young adults. JED is partnering with high schools and colleges to strengthen their mental health, substance misuse, and suicide prevention programs and systems. They're equipping teens and young adults with the skills and knowledge to help themselves and each other. And they're encouraging community awareness, understanding, and action for young adult mental health.

## May: National Nurses Week

### **American Association of Colleges of Nursing** (52-0971333)

As the collective voice for academic nursing, AACN serves as the catalyst for excellence and innovation in nursing education, research, and practice.

### **National Council of State Boards of Nursing Inc.** (36-3481016)

The purpose of the National Council of State Boards of Nursing Inc. is to advance regulatory excellence for patient safety and public protection.

## May: National Teacher Appreciation Week

### **DonorsChoose** (13-4129457)

DonorsChoose makes it easy for anyone to help a classroom in need, moving us closer to a nation where students in every community have the tools and experiences they need for a great education.

### **Urban Teachers** (27-0989006)

Urban Teachers is driven by the conviction that access to a high-quality education is a key lever for equity in our communities. As such, their mission is to improve the educational and life outcomes of children in urban schools by preparing culturally competent, effective career teachers who accelerate student achievement and disrupt systems of racial and socioeconomic inequity.

## June: Juneteenth

### **Equal Justice Initiative** (63-1135091)

EJI is committed to ending mass incarceration and excessive punishment in the United States; to challenging racial and economic injustice; and to protecting basic human rights for the most vulnerable people in American society.

### **Innocence Project** (32-0077563)

The Innocence Project is a national litigation and public policy organization dedicated to exonerating innocent people who are wrongfully convicted—primarily through DNA testing—and reforming the criminal legal system to prevent future injustice.

## June: Men's Health

### **Men's Health Network** (52-1855419)

Men's Health Network is a national nonprofit organization whose mission is to reach men and their families where they live, work, play, and pray with health prevention messages and tools, screening programs, educational materials, advocacy opportunities, and patient navigation. With a network of chapters, affiliates, and health partners, MHN has a presence in every state and over 30 countries.

### **Movember** (77-0714052)

Movember is the leading charity changing the face of men's health on a global scale, focusing on mental health and suicide prevention, prostate cancer, and testicular cancer. They raise funds to deliver innovative, breakthrough research and support programs that enable men to live happier, healthier and longer lives. Committed to disrupting the status quo, millions have joined the movement, helping fund over 1,250 projects around the world. In addition to tackling key health issues faced by men, Movember is working to encourage men to stay healthy in all areas of their life, with a focus on men staying socially connected and becoming more open to discussing their health and significant moments in their lives.

## June: National Boys & Girls Club Week

### **Boys & Girls Clubs of America** (13-5562976)

The Boys & Girls Clubs enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens. Their vision is to provide a world-class club experience that assures success is within reach of every young person who enters our doors, with all members on track to graduate from high school with a plan for the future, demonstrating good character and citizenship, and living a healthy lifestyle.

## June: Pride Month

### **GLAAD** (13-3384027)

GLAAD is the world's largest lesbian, gay, bisexual, and transgender (LGBT) media advocacy organization promoting and ensuring fair, accurate, and inclusive representation of people and events in the media as a means of building a culture that embraces full acceptance of the LGBT community, thereby eliminating homophobia, transphobia, and discrimination based on gender identity and sexual orientation.

### **The Trevor Project** (95-4681287)

The Trevor Project's mission is to end suicide among gay, lesbian, bisexual, transgender, queer, and questioning (LGBTQ) young people. It is the world's largest suicide prevention and crisis intervention organization for LGBTQ young people.

## July: Clean Beaches Week

### **Ocean Conservancy** (23-7245152)

From the Arctic to the Gulf of Mexico to the halls of Congress, Ocean Conservancy educates and empowers people to take action on behalf of the ocean. They make ocean issues accessible and engaging, bringing science, political action and communications together to condition the social climate for change and protect the ocean for future generations.

### **Ocean Exploration Trust Inc.** (83-0488383)

Ocean Exploration Trust advances the emerging fields of ocean exploration and archaeological oceanography through cosponsoring and supporting deep sea expeditions and supporting the development of advanced technology required by deep sea expeditions. It furthers public interest and scientific research in the fields of ocean exploration and archaeological oceanography through the support of real-time educational programming and dissemination of deep sea expedition research through a variety of educational outreach efforts.

## July: Honoring Veterans/Troops

### **Operation Second Chance** (20-2624345)

Operation Second Chance is composed of patriotic citizens committed to serving wounded, injured, and ill combat veterans. The organization supports veterans and their families by building relationships and identifying and supporting immediate needs and interests. They're dedicated to promoting public awareness of the many sacrifices made by the U.S. armed forces.

### **Freedom Service Dogs** (84-1068936)

Freedom Service Dogs partners people with custom-trained assistance dogs so individuals can have the freedom to live their lives to the fullest with a custom-trained assistance dog by their side. Clients include children, veterans, and active-duty military.

## August: Be Kind to Humankind Week

### **BRAC USA** (20-8456741)

The mission of BRAC USA is to empower people and communities in situations of poverty, illiteracy, disease, and social injustice. Its interventions aim to achieve large-scale, positive changes through economic and social programs that enable everyone to realize their potential.

### **National Center for Families Learning** (61-1159549)

NCFL works to eradicate poverty through education solutions for families.

## August: International Youth Day

### **International Youth Foundation** (38-2935397)

Together with local community-based organizations and a network of corporate, foundation, and multilateral partners, IYF connects young people with opportunities to transform their lives. IYF is a global nonprofit with programs directly benefiting 7.7 million young people and operations spanning 100 countries.

### **National Center for Youth Law** (94-2506933)

The National Center for Youth Law believes in the incredible power, agency, and wisdom of youth. For more than 50 years, the organization has worked to center the voices and experiences of youth blocked from educational, health, and social well-being opportunities, particularly Black youth and youth of color, LGBTQ youth, disabled youth, immigrant youth, and youth in child welfare and juvenile justice systems. Their purpose is to amplify youth power; dismantle racism and other structural inequities; and build just policies, practices, and culture that center youth.

## August: National Women's Equality Month

### **UN Women USA** (54-1244401)

UN Women USA is committed to expanding support for UN Women's work in over 100 developing countries to promote women's human rights, political participation, economic security, and the elimination of violence.

### **Women's Funding Network** (41-1685134)

They bring together the financial power and influence of funders of gender equity to address and solve critical and complex social issues.

## September: Disaster Preparedness Month

### **Center for Disaster Philanthropy Inc.** (45-5257937)

The goal of the Center for Disaster Philanthropy is to leverage the power of philanthropy, mobilize a full range of resources that strengthen the ability of communities, and withstand disasters and recover equitably when they occur.

### **Good360** (54-1282616)

Good360's mission is to transform lives by providing hope, dignity, and a sense of renewed possibility to individuals, families, and communities affected by disasters or other challenging life circumstances who, without our help, would struggle to find that hope. As a global leader in product philanthropy and purposeful giving, they partner with socially responsible companies to source highly needed goods and distribute them through their network of diverse nonprofits that support people in need.

## September: Hunger Action Month

### **Feeding America** (36-3673599)

Their mission is to advance change in America by ensuring equitable access to nutritious food for all in partnership with food banks, policymakers, supporters, and the communities they serve.

### **The Good Food Institute** (81-0840578)

They develop the roadmap for a sustainable, secure, and just protein supply. They identify the most effective solutions, mobilize resources and talent, and empower partners across the food system to make alternative proteins accessible, affordable, and delicious.

## September: National Hispanic Heritage Month

### **Hispanics in Philanthropy** (94-3040607)

HIP is on a mission to strengthen Latino leadership, influence, and equity by leveraging philanthropic resources, and doing so with an unwavering focus on social justice and shared prosperity across the Americas.

### **Hispanic Federation Inc.** (13-3573852)

Hispanic Federation (HF) is the nation's premier Latino nonprofit membership organization. Founded in 1990, HF seeks to empower and advance the Hispanic community, support Hispanic families, and strengthen Latino institutions through work in the areas of education, health, immigration, civic engagement, economic empowerment, and the environment.

## September: National Suicide Prevention Month

### **American Foundation for Suicide Prevention** (13-3393329)

Established in 1987, the American Foundation for Suicide Prevention (AFSP) is a voluntary health organization that gives those affected by suicide a nationwide community empowered by research, education, and advocacy to take action against this leading cause of death.

### **Suicide Awareness Voices of Education (SAVE)** (41-1702239)

SAVE is one of the nation's first organizations dedicated to the prevention of suicide. Their work is based on the foundation and belief that suicide is preventable and everyone has a role to play in preventing suicide. Through raising public awareness, educating communities, and equipping every person with the right tools, they can SAVE lives.

## October: Breast Cancer Awareness Month

### **Breast Cancer Research Foundation** (13-3727250)

BCRF is dedicated to bringing about the end of breast cancer by advancing the world's most promising research. Founded by Evelyn H. Lauder in 1993, BCRF-funded investigators have been deeply involved in every major breakthrough in breast cancer prevention, diagnosis, treatment, survivorship, and metastasis.

### **Dana-Farber Cancer Institute** (04-2263040)

An affiliate of Harvard Medical School and the recipient of a comprehensive cancer center designation by the National Cancer Institute, Dana-Farber provides training for new generations of physicians and scientists; designs programs that promote public health, particularly among high-risk and underserved populations; and disseminates innovative patient therapies and scientific discoveries throughout Boston, the United States, and the world.

## October: National Book Month

### **Children's Literacy Initiative** (23-2515768)

Children's Literacy Initiative works with educators to transform instruction so that children can become powerful readers, writers and thinkers. CLI envisions a nation where every child has the power of literacy and the opportunity for a lifetime of success.

### **Learning Ally** (13-1659345)

Learning Ally transforms the lives of new and struggling learners through literacy. By understanding how each student learns, Learning Ally will provide solutions to support and empower educators and students to solve the literacy problem.

## October: National Domestic Violence Awareness Month

### **National Network to End Domestic Violence** (52-1973408)

The National Network to End Domestic Violence is a social change organization dedicated to creating a social, political, and economic environment in which violence against women and gender-based violence no longer exists.

### **National Domestic Violence Hotline** (75-1658287)

The National Domestic Violence Hotline answers the call to support and shift power back to those affected by relationship abuse.

## November: American Diabetes Month

### **Diabetes Youth Families** (94-6003673)

The mission of DYF is to improve the quality of life for children, teens and families affected by diabetes. The organization provides education and recreation within a supportive community, encouraging personal growth, knowledge and independence.

### **JDRF International** (23-1907729)

JDRF, formally known as the Juvenile Diabetes Research Foundation, is the leader in research leading to a cure for type 1 diabetes. It sets the global agenda for diabetes research and is the largest charitable funder and advocate of diabetes science worldwide. The mission of JDRF is to accelerate life-changing breakthroughs to cure, prevent and treat T1D and its complications.

## November: Lung Cancer Awareness Month

### **International Association for the Study of Lung Cancer** (20-0499338)

The mission of the International Association for the Study of Lung Cancer is to promote the study of the etiology, epidemiology, prevention, diagnosis, treatment and all other aspects of lung cancer and other thoracic malignancies; to provide education and information about lung cancer and other thoracic malignancies to IASLC members, the medical community, and the public; and to use all available means to eliminate lung cancer and other thoracic malignancies as a health threat for the individual patient and throughout the world.

### **Lung Cancer Alliance** (91-1821040)

Lung Cancer Alliance is dedicated to saving lives and advancing research by empowering those living with and at risk for lung cancer.

## November: National Alzheimer's Disease Awareness Month

### **Alzheimer's Foundation of America** (91-1792864)

The mission of the Alzheimer's Foundation of America is to provide support, services, and education to individuals, families, and caregivers affected by Alzheimer's disease and related dementias nationwide and to fund research for better treatment and a cure.

### **Fisher Center for Alzheimer's Research Foundation** (13-3859563)

Their mission is to understand the causes of Alzheimer's disease and to improve the care of people living with it by enhancing their quality of life and finding a cure.

## December: Giving Season

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