



Frequently Asked Questions

What is the Michael R. Walker Foundation?

The Foundation is a 501 (c)(3) nonprofit charitable organization that was established in 2005 to assist employees through unforeseen financial hardships. Together, we show our strength through our compassion and support for one another during life's severe hardships.

Who is eligible to apply for a grant?

Any active Genesis, affiliated or joint venture employee may be eligible, including full-time, part-time and casual employees. Employees on an approved FMLA/LOA may also apply.

What types of grant assistance can an employee apply for?

Employees may apply for a grant when an unexpected hardship occurs in one of the 4 circumstances listed below that has placed undue financial stress on them and their families:

- *Medical*
 - *the employee, or family member that the employee is legally financially responsible for, has overdue medical bills associated with an unexpected health issue that presents a financial hardship to pay, or if the employee has significant loss of pay due to an unplanned health issue and is unable to cover their basic living expenses.*
- *Funeral Expenses*
 - *the employee is responsible for the funeral expenses of a family member/loved one who has no/insufficient life insurance.*
- *Domestic Violence*
 - *the employee (with their children/dependents) needs assistance with relocation to safe affordable housing to escape the domestic abuse.*
- *Natural Disaster*
 - *the employee's primary residence has been deemed uninhabitable due a natural disaster such as a hurricane, wildfire, fire or flood and is in need of temporary housing, assistance with repairs, new housing or basic necessities.*

How does the Foundation receive their funding?

The Foundation is funded almost exclusively by the generosity of our employees who "give" through one-time and ongoing payroll donations.

Does the Foundation really help that many employees?

Yes! To date, the Michael R. Walker Foundation has awarded nearly \$10 million in grants since 2005 to over 8,000 employees. Sadly, the need amongst our employees continues to grow every day. The Foundation would not be able to provide the much needed assistance over the past 16 years without the kindness of every employee that continues to give.



Does donating really matter?

Absolutely! If all employees gave just a little, the impact could be very dramatic and is well needed. It's not about how much an employee can give, it's that they give what that can. Even a \$1.00 per pay will help your co-workers in need. Every donation makes a big difference!

How does participation with the Foundation affect taxes?

The Michael R. Walker Foundation is a registered 501(c) 3 nonprofit organization for the IRS, employees' contributions are tax deductible. Meaning pre-taxed and employees barely noticed the dollar they donated from their actual net pay. All donations made through payroll shows on your W-2 form. Grants awarded to employees in need are gifts and are not taxable.

How can an employee start Giving today?

*We thank you in advance for **supporting those who care for others**. To start donating today, please click on the following link that is most convenient for you.*

- *Print out the "**Contribution Form**" from the link below. Fill out, sign and give to your Workforce Specialist. <https://drive.google.com/file/d/1arc3DzZfYJ0fmUSwj1oY4UAHIOX-S6RD/view?usp=sharing>*
- *"**How to Donate via GenServ**" instructions – Have access to a company computer or laptop? Donating made even easier. Just a few quick clicks and you will be all set! <https://drive.google.com/file/d/11a2w2q6nWoHeZMQift2VfcFa-OPWMo9I/view>*

How can an employee apply for a grant?

All grants must be completed electronically. Grant applications can be found on Central (<https://sites.google.com/genesishcc.com/hr-qef/qef-home>) or on our external website (www.michaelwalkerfoundation.org). Click on the appropriate grant request form (i.e. medical, funeral, etc.) that best fits your hardship.

Would you like to learn more about the Foundation?

The Foundation is determined to help every employee through their unique hardships whether we can assist with a grant or provide additional resources that may be available to the employee locally or nationally.

Please feel free to contact us at 610-925-2121; by email at MRWFoundation@genesishcc.com or visit us at www.michaelwalkerfoundation.org.