

Global Regulatory Review — Employee Communications Templates

# 1. Messaging for employees in Bahrain, Saudi Arabia, Kuwait, Oman, Pakistan, Qatar or the emirates outside of Dubai when removed from Spark

## Subject: Important information about <<Program Name>>

## 

## Body:

Hello <<First Name>>,

We’re writing to let you know about changes to <<Program Name>> that affect you.

Benevity, the company who powers <<Program Name>> at <<Company Name>>, continually ensures their platform complies with global giving and volunteering laws. In doing so, they undertake ongoing regulatory reviews and assess operating risks.

Following a recent review, Benevity has determined that, as of <<Date>>, they can no longer allow employees access to <<Program Name>> if they are based in Bahrain, Saudi Arabia, Kuwait, Oman, Pakistan, Qatar or any of the emirates outside of Dubai in the United Arab Emirates.

Benevity made this decision based on several reasons: the complex legal environment, severe penalties for noncompliance and their desire to protect the interests of their clients, nonprofits and donors and volunteers like you. As they continue to assess the regulatory landscape, they will let us know if this decision changes.

If you have any questions, please contact <<Contact Details>>.

Thank you for your understanding — and for all the good you have done.

<<Program admin sign-off>>

# 2. Messaging for employees in Egypt and/or Jordan who were fully removed from your program but can now be added back into program offering

## Subject: Important information about<<Program Name>>

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## Body:

Hello <<First Name>>,

We’re writing with some great news about your ability to donate! This is a follow-up on an email we sent you on <<date of original email to employees>>.

Benevity, the company who powers <<Program Name>> at <<Company Name>>, continually ensures their platform complies with global giving and volunteering laws. In doing so, they regularly undertake regulatory reviews and assess operating risks.

Benevity has consulted with us, and we have determined we can allow employees in Egypt and Jordan to have access to <<Program Name>> as of <<Date>>.

As Benevity continues to assess the regulatory landscape in these jurisdictions, they will let us know if circumstances change.

If you have any questions, please contact <<Contact Details>>.

<<Program admin sign-off>>

# 3. Messaging for employees who have donated/matched to causes based in Azerbaijan, Bahrain, Kuwait, Oman, Qatar or the emirates outside of Dubai

## Subject: Important information about <<Program Name>>

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## Body:

Hello <<First Name>>,

We’re writing to let you know about changes to <<Program Name>> that affect you.

Benevity, the company who powers <<Program Name>> at <<Company Name>>, continually ensures their platform complies with global giving and volunteering laws. In doing so, they undertake ongoing regulatory reviews and assess operating risks.

Following a recent review, they determined that nonprofits located in Azerbaijan, Bahrain, Kuwait, Oman, Qatar or any of the emirates outside of Dubai can no longer receive donations and/or matching funds. This means you will not be able to donate/track time/request a match to nonprofits in these countries. Nonprofits in Saudi have already been deactivated.

Benevity made this decision based on several reasons: the complex legal environment, severe penalties for noncompliance and their desire to protect the interests of their clients, nonprofits and donors and volunteers like you. As they continue to assess the regulatory landscape in these jurisdictions, they will let us know if circumstances change.

If you have any questions, please contact <<Contact Details>>.

Thank you for your understanding — and for all the good you have done.

<<Program admin sign-off>>

# 4. Messaging for employees outside of Pakistan who can now donate to Pakistan causes

## Subject: Important information about <<Program Name>>

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## Body:

Hello <<First Name>>,

We’re writing with some great news about your ability to donate to Pakistani causes!

Benevity, the company who powers <<Program Name>> at <<Company Name>>, continually ensures their platform complies with global giving and volunteering laws. In doing so, they undertake ongoing regulatory reviews and assess operating risks.

The good news is that, based on updated advice about the regulatory landscape in Pakistan, Benevity has determined that nonprofits located in Pakistan can now receive donations and/or matching funds. This means that if you’re located outside Pakistan, you can donate to nonprofits within Pakistan. .

If you have any questions, please contact <<Contact Details>>.

Thank you for your generosity.

<<Program admin sign-off>>

# 5. Israeli Employee Communication Templates

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Hello <<First Name>>,

We wanted to remind you of the restrictions for Israeli users donating to Syria, Iraq, Iran, and Lebanon as per the The Israeli Trading with the Enemy Ordinance – 1939.

Per this Ordinance, please ensure you are not making any donations or requesting matching to nonprofits in Iraq or Lebanon.

Please note, as Syria and Iran are comprehensively sanctioned countries, nonprofits in these countries have been deactivated from the Benevity Causes Portal (the company that powers our workplace giving program).

If you have any questions, please contact <<Contact Details>>.

Thank you for your understanding.

<<Program admin sign-off>>

# 6. Banner Language

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Israeli currency restriction reminder: Per the The Israeli Trading with the Enemy Ordinance – 1939, Israeli donors are prohibited from giving to nonprofits in Syria, Iraq, Iran and Lebanon. Restrictions are currently in place to prevent such donations.