



Covering Fees for Employee Giving

What It Means & How It Works

Overview

All funds that are transacted through the platform are subject to fees. Some companies choose to cover giving-related fees so that 100% of every employee donation reaches the nonprofit. If your company opts to cover fees, it will absorb both:

- the 2.3% Nonprofit Support Fee, and
- the standard payment processing fees

These fees will be billed to your company monthly as a separate line item titled "Fees", alongside other activated incentives such as matching, cause credits, *Grow Your Impact*, or *Feed Your Impact*.

Fees paid by your company are **tax deductible** as a charitable contribution, as they directly support the administration, due diligence, and infrastructure required to facilitate charitable giving through the platform.

What Fees Your Company Covers

When you choose to cover fees, your company absorbs:

1) Nonprofit Support Fee (2.3%)

This fee funds the nonprofit infrastructure behind workplace giving, including:

- Nonprofit verification & fraud prevention across 2M+ organizations globally
- Instant, IRS-compliant tax receipts for every donation
- Secure processing & predictable monthly disbursements
- Compliance, reporting, and transparency for nonprofits and companies
- Ongoing nonprofit and corporate support
- Access to new donors and corporate partners nonprofits wouldn't otherwise reach

2) Payment Processing Fees



Percent Pledge.

Current processing rates:

- Credit/Debit cards: 2.2% + \$0.30 per transaction
- Bank / ACH: 0.08% per transaction

These fees have always existed; we now show them more transparently and give companies and users the option to cover them.

What Employees See

If your company covers fees:

- Employees will simply see “zero fees” and an extra note celebrating your company for covering the fees.
- Their full donation amount goes directly to the nonprofit.
- There’s no added friction in the giving experience.

Home

Donate

Volunteer

Campaigns

Cause Portfolios

Dashboard

My Rewards

\$9,800 Matching Gifts

\$2,025 Cause Credits

See details

Go to Admin View

2

Donation Amounts

ACTIVE MATCH

Your donation is split equally between the charities in each Cause.

⦿ = Dunder Mifflin is matching 100% of your eligible donations thru Dec 31 to any eligible Causes + charities up to \$10,000 USD. Customize your giving so that it's perfect for you!

Women's Empowerment

View charities in this Cause Portfolio

☐ Yes! Please share my donor information. ⓘ

\$25

\$50

\$100

Custom amount

Hunger

View charities in this Cause Portfolio

☐ Yes! Please share my donor information. ⓘ

\$25

\$50

\$100

Custom amount

| | | |
|--------------|-------------------------------------|-----------|
| Donation | \$50.00 | |
| Fees ⓘ | \$0.00 \$1.15 | zero fees |
| Your Total | \$50.00 \$51.15 one-time | zero fees |
| Match ⓘ | \$50.00 | |
| Total Impact | \$100.00 one-time | |

Dunder Mifflin is covering all fees, so 100% of your donation will go to charity.

Will you max your match?

You are on track to max your match!

Donate an additional \$9,750 to max your match.



If your company does not cover fees:

- Fees are clearly itemized in the donation flow
- Tooltip is available with language about the fee breakdown
- Employees can choose to cover them individually (toggle is on by default)

The screenshot displays the 'Donation Amounts' section of the Percent Pledge interface for Dunder Mifflin Paper Company. The user, Michael Scott, is shown in the top right corner. The interface includes a sidebar with navigation links: Home, Donate, Volunteer, Campaigns, Cause Portfolios, and Dashboard. The 'My Rewards' section shows \$9,800 Matching Gifts and \$2,025 Cause Credits. The main content area is titled '2 Donation Amounts ACTIVE MATCH' and explains that the donation is split equally between charities in each Cause. It provides options to select a donation amount (\$25, \$50, \$100) or a custom amount. Below this, there are sections for 'Women's Empowerment' and 'Hunger', each with a 'View charities in this Cause Portfolio' link and a 'Yes! Please share my donor information.' checkbox. A summary table shows the following values: Donation (\$50.00), Fees (\$1.15), Your Total (\$51.15 one-time), Match (\$50.00), and Total Impact (\$100.00 one-time). A 'Cover Fees?' toggle is set to 'on'. A confirmation message states: 'Well done! You're covering your donation fees, so 100% of your donation will go to charity.' At the bottom, a section titled 'Will you max your match?' indicates that the user is on track to max their match by donating an additional \$9,750.

Donation Amounts ACTIVE MATCH

Your donation is split equally between the charities in each Cause.
= Dunder Mifflin is matching 100% of your eligible donations thru Dec 31 to any eligible Causes + charities up to \$10,000 USD. Customize your giving so that it's perfect for you!

Women's Empowerment
[View charities in this Cause Portfolio](#)
☐ Yes! Please share my donor information.

\$25 \$50 \$100
Custom amount

Hunger
[View charities in this Cause Portfolio](#)
☐ Yes! Please share my donor information.

\$25 \$50 \$100
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| | |
|--------------|-------------------|
| Donation | \$50.00 |
| Fees | \$1.15 |
| Your Total | \$51.15 one-time |
| Match | \$50.00 |
| Total Impact | \$100.00 one-time |

Cover Fees? ☒

Well done! You're covering your donation fees, so 100% of your donation will go to charity.

Will you max your match?
You are on track to max your match!
Donate an additional \$9,750 to max your match.

How Fees Are Invoiced

- Fees are aggregated monthly.
- They appear on your regular monthly invoice as a separate line item labeled "Fees."
- This line item is invoiced alongside other activated incentives (matching, Cause Credits, etc.).



A Strategic Consideration: Fees vs. Matching Impact

Many companies ask whether it's better to cover giving-related fees or to direct those funds elsewhere. While both approaches support nonprofits, we encourage teams to consider where their dollars can have the greatest impact.

Charities understand that there is a real cost to raising funds in support of their missions. Covering fundraising and processing costs is expected and does not meaningfully change employee participation rates. In our experience, growth in engagement comes from matching — and especially from targeted matching campaigns that motivate employees to give.

Rather than allocating budget to cover transaction and support fees, many companies choose to direct those funds toward their matching budget. This approach allows you to:

- Double employee impact, turning every \$1 donated into \$2 for nonprofits
- Drive higher participation and excitement through time-bound or cause-specific matches
- Create a more visible and motivating benefit for employees
- Deliver greater total dollars to charities — just in a different, and often more powerful, way

For organizations focused on maximizing participation and total charitable impact, investing in matching has consistently proven to be the more effective strategy.

Corporate Grants: How Fees Work

For corporate grants submitted through the platform, fee coverage works slightly differently to give your team full control at the individual grant level.

What to Expect During Grant Submission

As you complete a corporate grant request form in the platform, you'll see a clear breakdown of:

- The grant amount going to the nonprofit
- The Nonprofit Support Fee (2.3%)



- No payment processing fees (via Stripe / Plaid) since these are invoiced and paid directly
- If you are logging a grant you disbursed, there is no fee

You'll have the option to opt out of covering fees for that specific grant during the submission process.

Covering Fees on a Grant

- Fee coverage for corporate grants is optional and selected on an individual grant basis.
- If you choose to cover fees:
 - The nonprofit will receive 100% of the intended grant amount.
 - Your company will be invoiced for the total amount shown during form entry, including covered fees.
- Before you submit the grant, the platform will clearly show:
 - Total amount your company will be charged
 - Exact amount the nonprofit will receive

There are no surprises after submission – all amounts are fully transparent before you click submit.

How Grants Are Invoiced

- Covered grant fees are included in your corporate donation invoice.
- Fees appear as part of the total invoiced amount associated with that grant and remain clearly itemized for reporting and reconciliation.
- **Timeline:** Invoices are sent within 10 business days of grant submission. Once the invoice is paid to Percent Pledge, disbursements are typically issued to the nonprofit within 30 days.
- **Please note:** Disbursement timelines may vary if a nonprofit is unresponsive or has not completed required payment setup after receiving payment invitations.