

### **SALARY DEDUCTION**

Full-time college employees may voluntarily authorize payroll deductions for contributions to the Northeast Community College Foundation and/or other Board approved nonprofit charitable organizations that meet the following criteria for eligibility:

1. **FEDERATION** - The organization has to be a federation of at least nine (9) agencies that are under the control of an active, voluntary board, holding regular meetings and exercising effective administrative control.
2. **LONGEVITY** - The organization must have been in existence at least three (3) consecutive years to demonstrate stability.
3. **I.R.S.** - The organization must demonstrate nonprofit status through designation as a 501.C.3 Federal Internal Revenue Service (IRS) agency as recorded in the office of the Nebraska Secretary of State.

The Board of Governors shall provide procedures and guidelines for salary deduction for purposes established within the provisions of this policy.