



NEW HIRES: Year Round Employee Giving

The New Hires Program:

Thank you for making United Way of Rhode Island part of the culture of your workplace.

The New Hires Program gives a new employee of your organization an opportunity, at the time of employment, to make a United Way pledge for the balance of the year. Nationally, the New Hires program has been implemented by organizations such as yours with excellent results.

As an individual joining the work force for the first time or their first time working for a company that hosts a United Way campaign, the New Hires Program provides an excellent opportunity to communicate United Way of Rhode Island's impact in the community. After learning the needs of the community, these employees are more likely to contribute generously during the annual campaign.

The New Hires Enrollment Benefits the Employer and Employee

Employer Benefits:

- Easy to implement during employee orientation.
- Enhances the organization's image by demonstrating to the community and the new hire its concern for the well-being of the community.
- Fosters employee morale.

Employee Benefits

- Informs the employee, upon hiring, of the various United Way services not only available to themselves, but their family as well.
- Through the organization's payroll deduction the employee is able to make a meaningful contribution payable over the remaining calendar year. In many instances, affords the employee the opportunity to continue his/her pledge to United Way which was made at their previous place of employment.

We're Asking for Your Support

To help minimize the losses incurred through employee transitions and to increase both the efficiency and effectiveness of United Way campaigns, we're asking your organization to adopt the New Hires program. This will enable United Way of Rhode Island to continue their positive impact in the community through the support of basic needs, lifelong learning, the Hasbro Summer Learning Initiative, Volunteer Income Tax Assistance and so much more.

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How Does It Work?

Information and Set-Up

- New Hires Program assumes a January payroll deduction start date.
 - New Hires Program is available during your non-traditional workplace campaign timeframe:
 - January 1 – August 31
1. Acquire approval from human resources to institute the New Hires program and utilize payroll deductions.
 2. Contact your United Way of Rhode Island Representative for the New Hires Agreement.
 3. Fill out the agreement and return to United Way.
 4. Verify with your Information Technology department that your IT requirements are up to date.

Employee Engagement

- You will receive a specialized ePledge link for New Hires at your company.
 - *If you prefer paper pledge forms, please see your United Way representative.*
- Handout New Hires packet to new employees and/or use provided template to email out information to new employees.
- Fill in the number of remaining pay periods and let them know the date that # of pay periods is valid until. **Please add an additional two weeks for processing.**
 - To help you calculate remaining pay periods, you can use the 52, 26, and 12 Remaining Pay Period calendars.
- If you have regular New Hires orientation meetings, a United Way representative would be happy to come speak to them.
- Employees click on the customized link and make a gift.
- Once the employee has confirmed their gift and they receive a confirmation email, your company representatives, as listed on the agreement, are alerted to any payroll deduction pledges.
- United Way will add the payroll deduction to your regular workplace campaign invoices.

For more information contact your United Way of Rhode Island representative or Jennifer Remmes, Manager of Digital Resource Development at 401-444-0612, jennifer.remmes@uwri.org