



The Good Job Happy Co.™

info@goodjobhappy.org

goodjobhappy.org

GIFT ACCEPTANCE POLICY

Effective Date: July 15, 2026

Approved By: Board of Directors

Purpose

The Good Job Happy Co. ("the Organization") is committed to accepting charitable contributions in a manner that supports our mission, complies with all applicable federal and state laws, protects the Organization's financial integrity, and honors the intent of our donors.

This Gift Acceptance Policy establishes the guidelines under which gifts may be accepted and administered.

Mission Alignment

The Good Job Happy Co. accepts gifts that support its charitable mission of creating meaningful employment opportunities for adults with autism and intellectual disabilities through the production and sale of premium dog treats and related social enterprise activities.

The Organization will not knowingly accept any gift that:

- Is inconsistent with our charitable mission.
- Places unreasonable restrictions on the Organization.
- Creates excessive financial, legal, or administrative obligations.
- Jeopardizes the Organization's tax-exempt status.
- Could damage the Organization's reputation or public trust.

Donor Intent

The Good Job Happy Co. respects donor intent.

Restricted gifts will be used solely for the purpose designated by the donor, provided the restriction is consistent with the Organization's mission and has been accepted by the Organization.





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If a restricted purpose becomes impossible, impractical, or inconsistent with the Organization's mission, the Board of Directors may redirect the gift in accordance with applicable law while making reasonable efforts to honor the donor's original intent.

Types of Gifts Accepted

The Organization may accept the following:

Cash

- Cash
- Checks
- Money orders

Electronic Gifts

- Credit or debit cards
- ACH transfers
- Wire transfers
- Online donations
- Digital payment platforms approved by the Organization

Publicly Traded Securities

Marketable securities may be accepted and generally will be liquidated promptly unless the Board determines otherwise.

Tangible Personal Property

Examples include:

- Equipment
- Supplies
- Inventory
- Vehicles
- Artwork
- Other personal property

Acceptance will depend upon:

- Relevance to the Organization's mission
- Marketability



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- Storage requirements
 - Maintenance costs
 - Potential liabilities

Real Estate

Real estate may be accepted only after review by the Board of Directors and legal counsel.

The Organization may require:

- Environmental review
- Title review
- Appraisal
- Property inspection
- Market analysis

Planned Gifts

The Organization may accept:

- Bequests
- Beneficiary designations
- Charitable trusts
- Retirement account designations
- Life insurance beneficiary designations

Such gifts may require review by legal counsel before acceptance.

Gifts Generally Not Accepted

The Organization generally will not accept:

- Gifts that expose the Organization to significant liability.
- Gifts requiring excessive administrative costs.
- Gifts with conditions that are unlawful or inconsistent with the Organization's mission.
- Gifts that require the Organization to provide private benefits to the donor.
- Gifts that could jeopardize the Organization's tax-exempt status.
- Gifts that involve illegal activities or conflicts of interest.



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Restricted Gifts

Restricted gifts are accepted only when:

- The restriction supports the Organization's mission.
- The Organization has the capacity to fulfill the restriction.
- The restriction is documented in writing.

The Organization reserves the right to decline restrictions that would create unnecessary administrative burden or limit its ability to effectively fulfill its charitable mission.

Donor Recognition and Privacy

The Good Job Happy Co. values every donor.

Unless anonymity is requested, donors may be recognized in publications, annual reports, newsletters, social media, or on the Organization's website.

The Organization respects donor privacy and will not sell, rent, or trade donor information.

Donor information will be maintained securely and used only for legitimate organizational purposes.

Anonymous gifts will be honored whenever legally permissible.

Gift Receipts and Acknowledgments

The Organization will provide written acknowledgments for all charitable contributions in accordance with Internal Revenue Service requirements.

Acknowledgments will include:

- Organization name
- Date of contribution
- Description of non-cash gifts (when applicable)
- Statement indicating whether goods or services were provided
- Required IRS language regarding deductibility



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The Organization does not assign values to non-cash contributions. Valuation remains the responsibility of the donor.

Appraisals and Tax Advice

The Organization does not provide legal, financial, accounting, or tax advice.

Donors are encouraged to consult their own professional advisors regarding the tax consequences of charitable giving.

When required by law, donors are responsible for obtaining qualified appraisals of donated property.

Authority to Accept Gifts

The Board of Directors encourages all Board members to actively participate in fundraising and donor stewardship.

Any member of the Board of Directors may solicit, receive, and acknowledge routine charitable contributions made on behalf of The Good Job Happy Co., including unrestricted cash, checks, online donations, and other customary gifts that are consistent with this policy.

Acceptance of the following gifts shall require approval by the Board of Directors prior to acceptance:

- Real estate.
- Closely held business interests.
- Planned gifts requiring ongoing administration.
- Gifts with significant restrictions or conditions.
- Gifts that may expose the Organization to legal, financial, environmental, or reputational risk.
- Any gift that falls outside the scope of this policy or that the Board determines warrants additional review.

Routine unrestricted gifts are considered accepted upon receipt and do not require formal Board action.





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Financial Stewardship

The Organization is committed to responsible stewardship of all charitable contributions.

The Organization will:

- Maintain complete and accurate financial records.
- Follow Generally Accepted Accounting Principles (GAAP).
- Comply with all IRS reporting requirements.
- Use contributions in accordance with donor intent.
- Maintain appropriate internal financial controls.
- Provide financial transparency through annual reporting and required nonprofit filings.

Ethical Fundraising

The Good Job Happy Co. adheres to the principles of honesty, integrity, transparency, and accountability in all fundraising activities.

The Organization will:

- Never knowingly misrepresent the use of donated funds.
- Honor donor restrictions.
- Avoid conflicts of interest.
- Conduct fundraising in compliance with applicable laws and ethical standards.

Right to Decline Gifts

The Organization reserves the right to decline any gift that:

- Is not in the best interests of the Organization.
- Is inconsistent with this policy.
- Would impose unreasonable obligations.
- Could compromise the Organization's mission, reputation, or financial stability.

Policy Review



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The Board of Directors shall review this policy periodically and may amend it as necessary to reflect changes in law, nonprofit best practices, or organizational needs.

Approved by the Board of Directors

Date: July 04, 2026

Board Chair: [Signature]

Secretary: Colin Ciszewski