

## The Hilcorp Giving Program



Three years ago, the management team of Hilcorp Energy Company had a vision of creating a culture of lifetime givers. With the guidance of the Greater Houston Community Foundation (GHCF), Hilcorp designed a one-of-a-kind matching gift program - The Hilcorp Giving Program.

When developing the program, the Hilcorp management team had two goals. The first was to “prime the giving pump” for all employees, and the second was to allow the employees “personal choice” in selecting the charities they supported. Working with the GHCF, both goals were accomplished.

To prime the giving pump, Hilcorp establishes a \$2,500 fund for each of its employees, and if an employee chooses to add to their fund, the company matches the employee’s contribution. To allow personal choice, the program permits an employee to give to 501c3 charities of their choice without company direction or restriction. Giving the employee the ownership and the responsibility for defining their charitable mission, deciding how they want to make a difference in the world, treats the employee with dignity and respect. Allowing 650 employees to give to any 501c3 organization of their choice would not be possible without the GHCF administering the program.

The success of The Hilcorp Giving Program can be measured by the generosity of its employees who have given approximately \$2.5 million dollars to over 921 501c3 organizations. Our thanks to the Greater Houston Community Foundation for their role in the success of program.