



GLOBAL EMPLOYEE MEMORIAL SUPPORT PROGRAM FAQs

1. What is the Global Employee Memorial Support Program?

To offer assistance to our employees and their families in times of greatest need, Yum! has established The Yum! Brands, Inc. Employee Memorial Support Program. The Program supports immediate family members of employees of Yum Brands, Inc. (including KFC, Pizza Hut, Taco Bell and The Habit Burger Grill) as well as franchise employees who become deceased — or whose dependent child becomes deceased — and incur related, unreimbursed expenses as a result. The Program's funds are provided from the Yum! Brands Foundation, which through the Program will make grants to the affected employee's families, and can be supplemented by individual donations to fund this program ([visit this site to donate](#)).

2. Who can apply for assistance from the fund?

In the event an employee of Yum! Brands, Inc., including KFC, Pizza Hut, Taco Bell and The Habit Burger Grill, as well as franchisee organizations — or the dependent child of an employee — becomes deceased, an immediate family member may be eligible for assistance if they are financially responsible for funeral, burial or travel expenses due to the death of a Yum! or franchisee employee, or an employee's dependent child.

The Global Employee Memorial Support Program defines an eligible immediate family member as any of the following:

- *Spouse or partner in a civil union or domestic partnership*
- *Parent*
- *Child*
- *Sibling*
- *Grandparent*
- *Grandchild*
- *Spousal grandparent*
- *Aunt, uncle, niece or nephew*
- *Father-in-law or mother-in-law*
- *Brother-in-law or sister-in-law*
- *Son-in-law or daughter-in-law*

3. How large of a grant can I apply for?

The maximum amount available for each incident is \$2,000 and the minimum amount that can be requested is \$500. Documentation must be provided for the expenses being claimed. Covered expenses include medical expenses, funeral expenses and psychological counseling.

4. Are the grant funds taxable?

No. Grants received in the U.S. are not considered part of your taxable income. Outside of the U.S., they may or may not be taxable depending on local tax laws



5. Do I have to repay the grant?

No. Amounts granted under the Program are not loans and do not have to be repaid.

6. What information does the Program need when reviewing an application?

In each case, the Global Employee Memorial Support Program requires a review to verify employment by Yum!/its brands or franchisees, along with a completed application form and required documentation regarding the qualifying incident. The application must establish a financial need and document the expenses for which the grant is being requested. Grants cannot be made without copies of current bills, invoices or receipts. An employment verification review will also be completed for each application.

7. How do I apply for assistance from the Global Employee Memorial Support Program?

- Go to yum.com/relief, select the **Global Employee Memorial Support Program** section and choose the **APPLY NOW** button.
- **REGISTRATION:** Register and receive application link.
- **APPLICATION:** Complete application (applicants may save the application at any point to continue adding information later).
- **SUBMISSION:** Submit application and receive confirmation email from Emergency Assistance Foundation, Inc., our partner in administering this program.
- **INITIAL REVIEW:** If there are follow-up questions after the application is reviewed, the applicant will be contacted as promptly as reasonably practicable. The application will remain in “Review” status until all supporting documentation is received and the application is complete. Depending on the response/information from the applicant, it may take anywhere from days to several weeks.
- **QUALITY CHECK & AWARD NOTIFICATION:** Once the application is considered complete, a second reviewer will complete a final quality check within 2-3 business days and send an award notification email to the applicant.
- **GRANT PROCESSING:**
 - If the application has been APPROVED for the full or partial amount requested, the grant award is submitted to grants payable/accounting.
 - Approximately 2-3 business days after receiving the award notification email, applicants will receive another email from Emergency Assistance Foundation, Inc. confirming the grant award and who will receive the grant payment.
 - In the U.S., applicants will also receive a quick eCheck via email, which can be printed out and cashed.
 - Outside of the U.S., grants are paid in the quickest and most-effective mode, including ACH, PayPal or other services.



8. How will I be notified of the decision?

Our partner organization, the Emergency Assistance Foundation, Inc., will notify applicants by email when the application is approved, if information or documentation is missing or the application is not approved.

9. What if I need help from the Global Employee Memorial Support Program but do not know how to apply, or I am having trouble with the application or the documentation required?

Consider getting a trusted person to help with the application the process; this may be the employee's supervisor or someone from the Human Resources department, for example. The process will be smoother and quicker if the application is completed accurately, and all documentation is included. Once submitted, someone from EAF will be assigned to follow up on any missing information and will help throughout the rest of the process.

10. Will my information remain confidential?

A person who applies for a grant from the Yum! Brands, Inc. Employee Memorial Support Program is opting to voluntarily share the information about the deceased employee or the employee's dependent child as proof of eligibility for the program. This personal information is only used to determine eligibility for a grant and to determine the amount to be granted. Applications to the Fund are reviewed by the Emergency Assistance Foundation, Inc. and will be treated in a confidential manner; however, non-identifying statistical information will be reported to the Yum! Brands Foundation on a periodic basis to help it improve the Program.