



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

**MEMORANDUM**

**TO:** Chief Human Capital Officers (CHCOs)  
**FROM:** Scott Kupor, Director, U.S. Office of Personnel Management  
**DATE:** October 26, 2026  
**RE:** 2026 Combined Federal Campaign

A handwritten signature in blue ink, likely belonging to Scott Kupor, is positioned to the right of the memorandum header.

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Following OPM's review of the Combined Federal Campaign's (CFC) administrative structure, OPM has determined to continue the CFC for 2026. OPM remains committed to the generosity of Federal employees and military personnel in supporting charitable causes and will continue to evaluate the program's efficiency. The 2026 CFC solicitation period is from December 1, 2026, through February 19, 2027.

Employees may make donations of money or time via payroll deductions and one-time gifts by visiting <https://www.giveCFC.org>. Agencies should work with CIO or IT teams to ensure access to the CFC website is allowed by agency cybersecurity systems.

Chief Human Capital Officer (CHCO) have been identified as the primary points of contact (POC) for the 2026 CFC solicitation period. CHCO's may delegate these responsibilities to another individual. The memo authorizes CHCO's to forward this memo to their agency heads to ensure participation is approved.

A starter kit has been prepared for campaign POCs at <https://www.opm.gov/about-us/combined-federal-campaign/2026-Campaign-Starter-Kit/>. The starter kit includes posters and a communication plan that includes a templated save the date email, kick-off email, and weekly reminders with real-life impact stories.

Leaders may show support for the campaign in accordance with the [CFC rules](#). Employees must never be pressured to donate.

For questions about this year's CFC, please contact [cfc@opm.gov](mailto:cfc@opm.gov).

cc: Chiefs of Staff, Deputy CHCOs, Human Resources Directors