

Due to the Implementation of the XXXXX Charity Match Program

New Investor Club Levels

Check
Box

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Contribution Amount (Annually)	Giving Level	Charity Match Amount	Number of Charities of your choice
\$0 - \$999	Supporter	No Match	N/A
\$1,000 - \$2,499	Bronze	\$500	1
\$2,500 - \$3,499	Silver	\$1,500	1 to 2
\$3,500 - \$4,999	Gold	\$2,500	1 to 3
\$5,000	Platinum	\$5,000	1 to 5

PAC Match Frequently Asked Questions

Q1: Who is eligible to participate in the PAC Match program?

A1: Any current PAC member donating \$1000 or more per calendar year is eligible to participate.

Q2: How much will the company match to my PAC Contribution? How many qualified charitable organizations can I choose?

A2:

<u>PAC Contribution Amount</u>	<u>Giving Level</u>	<u>Match Amount</u>	<u>Number of Charities</u>
\$0-\$999/ Annually	Supporter	No Match	N/A
\$1,000-\$2,499 / Annually	Bronze	\$500	1 charity
\$2,500-\$3,500 / Annually	Silver	\$1,500	1 to 2 charities
\$3,500-\$4,999 / Annually	Gold	\$2,500	1 to 3 charities
\$5,000 / Annually	Platinum	\$5,000	1 to 5 charities

Q3: Is there a Charity Match enrollment period?

A3: You may enroll in the Charity Match program at any time throughout the calendar year. However, the total matching contribution amount for each employee will be based on the calendar year aggregate total.

Q4: What charities qualify?

A4: Any charitable organization recognized by the IRS under 501(c)3 status or educational institutions qualify as a permissible recipient for a charitable contribution.

Q5: If I participate in the PAC Match program, will I need to designate my charity of choice each year?

A5: Once you've designated a charitable organization, your selection will remain on file. If you wish to change your designated charity please visit www.XXXXXXXXXXX or contact ----- at xxxxxxxxxxxx

Q6: What if I don't want to contribute to a charitable organization?

A6: Even if you have a Charity Match eligible contribution amount, you are not required to participate in the Charity Match program. If you do not designate a charity, XXXXX will not make a contribution on your behalf.

Q7: Will the contribution to the qualified charitable organization I choose be made in my name or in the company's name?

A7: XXXXX Corporation will make the contribution in your name if you've checked the box on your enrollment form designating your desire to have your name released to the charity of your choice. Unless you prefer to remain anonymous, a letter will accompany the corporate check explaining that the contribution was made at your request and any recognition for your contribution should be sent directly to you.

Q8: What if I want to remain an anonymous giver?

A8: Legally, contributions to XXXXX over \$200 must be disclosed through reports to the Federal Election Commission (FEC); however, matching contributions made on your behalf to a charitable organization may remain anonymous.

Q9: Do I receive a tax deduction for the matching contribution?

A9: No. You are not eligible to receive a charitable tax deduction or any other tangible benefit for these matching contributions, and neither is the company. The IRS considers these donations to be an administrative expense of running a political action committee and therefore are non-deductible.

Q10: What if I don't want to contribute to a charitable organization?

A10: You may contribute to XXXXX without selecting a charity. The PAC Match program is voluntary.

Q11: How is it possible that the company is allowed to make matching contributions to charities?

A11: The FEC, which regulates political action committees, permits corporations to match political action committee members' contributions with corporate dollars to qualified 501(c)3 charities. Since these contributions are considered administrative expenses of running a political action committee, they may be paid out of corporate funds.

Q12: Will I receive an acknowledgement from the agency that received my PAC Match?

A12: If you designate to release your name to the charity of your choice your name and business address will accompany the contribution to the charitable organization. However, you should be aware that many agencies do not have the means to send personal thank you notes and therefore are unable to personally thank you for the contribution. You will receive notice from the PAC Match program confirming that a matching contribution has been made on your behalf to the charitable organization of your choice.

Q13: When will my matching contribution be sent to my designated charitable organization?

A13: If you contribute to XXXXX through a one-time contribution your matching funds will be sent at the end of that quarter. If you contribute through payroll deduction, your match donations will be sent by the end of the first quarter the following year.

Q14: How will I know if my designated charitable organization is a 501(c)3?

A14: If you are unsure as to whether the charitable organization you are considering is a 501(c)3 you often can find this information on the charity's website. You can also search the charity

database on the PAC match tab of www.XXXXXXPAC.org. The database contains over a million 501(c)3 organizations. If your designation does not meet the 501(c)3 criteria, you will be notified via email and given the opportunity to select another charitable organization.

Please note: Your Charity Match contribution is not tax deductible nor can you receive any tangible benefit for the PAC match contribution.

Participation in the PAC Match is voluntary. You have the right to refuse to participate without reprisal. Contributions will be used for political purposes for the support federal political candidates. Any proposed contribution level is merely a suggestion; you are free to contribute at any level you deem appropriate, or not at all. Federal law limits your contribution to the PAC to \$5,000 per calendar year. Contributions to the PAC are not tax deductible. Federal laws require political action committees to report the name, mailing address, occupation and name of employer for each individual whose contributions exceed \$200 in the calendar year.