

WHAT IS PAC MATCH?

A new feature for the current campaign, beginning with the January 1, 20XX payroll, and ending with the December 31, 20XX payroll, XXXXXXXXXX will match your XXXXX PAC contribution up to dollar-for-dollar (see below) with a charitable donation to selected charities. That means, not only are you joining with other employees to be a part of the political process through XXXXX PAC -- but you are helping worthy nonprofit organizations in the process.

Because *PAC Match* is new to our campaign, members may only select among the most popular charities that employees have historically supported. For a list of charities, please contact the PAC manager.

Here's how *PAC Match* works:

Any member who contributes \$10 or more per pay period through payroll deduction, is an active member as of December 31, 20XX, and who designates a charity from the list, is eligible.

For those members at the **General Membership** level (anything less than one-half of 1 percent of base annual salary; up to \$5,000 annual maximum) – The *PAC Match* will be 50 cents for every dollar you contribute, and you may designate a single charity from the list to receive the matching funds.

For those members at the **Leadership Club** level (one-half of 1 percent of base annual salary; up to \$5,000 annual maximum) -- The *PAC Match* will be dollar-for-dollar, and you may designate a single charity from the list to receive the matching funds.

For those members at the **President Club** level (three-quarters of 1 percent of base annual salary; up to \$5,000 annual maximum) – The *PAC Match* will be dollar-for-dollar, and you may allocate the matching funds between any two charities from the list as you see fit.

For those members at the **Chairman Club** level (1 percent of annual salary; up to \$5,000 maximum) -- The *PAC Match* will be dollar-for-dollar, and you may allocate the matching funds among any three charities from the list as you see fit. As a bonus option, Chairman Club members may choose their high school or college alma mater as an additional charitable recipient.

One important reminder is that these *PAC Match* charitable contributions cannot be used as a tax deduction – or used to qualify for any special perks (e.g, sporting event tickets, parking, etc.). Contributions to the PAC are not deductible for federal income tax purposes. They will be used in connection with federal and state elections and are subject to the prohibitions and limitations of the Federal Election Campaign Act and similar state laws. You have the right to refuse to contribute without reprisal. Any guidelines for contributing are merely suggestions, and you may

contribute more or less than the guidelines suggest and will not be favored or disadvantaged by reason of the amount of your contribution or your decision not to contribute. You must be a U.S. Citizen or Permanent Resident Alien (i.e., a Green Card holder residing in the U.S.) to make, or be solicited for, a contribution.

There are numerous good reasons to join XXXXX PAC – and we will be communicating them to you over the course of the campaign. But if you feel you need one more good reason to join in 20XX – this is it.