

All U.S. AMIS Employees

PROCEDURE:

AMI Semiconductor will match gifts on a dollar-for-dollar basis, according to the guidelines in this policy. Gifts must be an employee's personal contribution and be paid in cash or securities having a quoted market value. Value of a security will be determined as of the date contributed.

The employee should complete Part I of the AMIS matching form and send it with the gift directly to the eligible institution. Forms can be obtained from AMIS' Human Resources Department.

AMIS reserves the right of interpretation, application and administration of this program. Yearly Company total matching contributions are limited to budget constraints, thus depending on demand, Company matching may be discontinued during any given fiscal year.

PERSONS ELIGIBLE FOR PARTICIPATION:

The employees need not have attended the school, but must be a regular, full-time AMIS employee at the time the gift was made.

INSTITUTIONS ELIGIBLE FOR MATCHING GRANTS:

1. Public or private degree granting colleges, universities, graduate schools and junior colleges which are:
 - a. based in the United States, and federally (IRC 501 C (3)) tax exempt by the Internal Revenue Service of the United States Treasury, and
 - b. fully accredited by a recognized regional accrediting commission.
2. Primary and secondary schools open to enrollment of all students for the instruction of general education (home schooling is not eligible).

MATCHING LIMIT PER EMPLOYEE:

Matching for any one institution of higher education will not exceed \$1,500 per calendar year per employee.

Matching for any one primary or secondary school will not exceed \$500 per calendar year per employee.

There is no limit on the number of schools or gifts an employee is able to have matched, however, AMIS will not exceed an employee one is able to have matched, so long as the total does not exceed \$2,500 per calendar year.

GIFTS NOT ELIGIBLE FOR MATCHING:

Gifts made to benefit specific individuals, tuition or payments in lieu of tuition, books or other student fees.

Bequests, memberships, subscriptions, insurance premiums, admission fees, tickets for luncheons, dinners, performances and athletic clubs and events.

(Only amounts donated exceeding the value of tickets, admission fees, dinners, or other benefits received, will be considered eligible for a matching donation from AMIS.)

Gifts fulfilling pledges, tithes or other church-related financial commitments.

Collective gifts made in the name of the employee.