

MATCHING GIFTS PROGRAM FOR AVON ASSOCIATES

The Avon Foundation will match minimum contributions of \$25, up to a maximum of \$7,500, per associate, per calendar year to eligible 501(c)(3) organizations. Each calendar year, the Avon Foundation will provide a 2:1 match to charities up to a maximum of \$250 inclusively, and a 1:1 match for all pledges exceeding \$250, up to a maximum of \$7,500.

Contributions must be personal gifts made in cash, credit card (online only), check or listed securities and must be from the donor's own assets. Securities will be valued at the closing market price on the date of receipt by the recipient (institution, organization). Each associate's individual, eligible contribution will qualify as a deduction on his/her tax return.

Participants may make gifts to more than one eligible organization and need not be alumni or be associated with the organization or institution to which they give.

ELIGIBLE PARTICIPANTS

All full-time, regular U.S. associates of Avon Products, Inc. who have at least six months of continuous service may participate. Members of the Board of Directors of Avon Products, Inc. are also eligible to participate.

GROUP MATCHING

The Foundation will also match contributions by a group of associates. Such group donations must have prior approval from the Avon Foundation. Where gifts are made by a group of donors to an organization, the Foundation will issue a single check.

ELIGIBLE CONTRIBUTIONS

All nonprofit 501(c)(3), federally tax-exempt institutions and organizations in the United States in the areas of health, arts and humanities, education and community and human services.

A contribution must meet all of the following conditions:

- It must be a 501(c)(3) charitable contribution.
- The gifts must be a PERSONAL contribution from the associates' own assets, not a contribution of funds provided by other individuals, groups or organizations.
- The contribution cannot be a pledge. It must be an actual donation in the form of cash or publicly traded securities.

A donor may request the organization to restrict his/her gift as long as each of the above criteria is met.

INELIGIBLE CONTRIBUTIONS

The Foundation reserves the right to deny matching any contributions to any recipient that in the Foundation's sole discretion, does not meet the criteria of this program.

The Foundation will NOT match gifts to:

- Individuals
- Churches and religious organizations.
- Political organizations.
- Special events that benefit an organization (run-a-thons, bike-a-thons, walk-a-thons, etc.)
- United funds
- Avon Foundation programs

Gifts are ineligible that, in themselves or in combination with the Foundation matching gift program, lead to the donor receiving benefits of more than nominal monetary value. Ineligible are gifts that present the provision of goods or services such as tickets to cultural or athletic events, benefit luncheons or dinners, or options to purchase tickets.

Also, the Foundation will not match gifts that are:

- For the private benefit of specified individuals.
- In the form of premiums or insurance, under which the institution is the beneficiary.
- Real or personal property (other than cash or securities).
- Deferred or pledge gifts.
- Bequests.
- Memberships.
- Tuition.

FOUNDATION CRITERIA

The Foundation reserves the right to suspend, amend, revoke or terminate this program at any time without notice.

The interpretation and administration is determined by the Avon Foundation, and its decision is final.

The Foundation reserves the right to request an audit of the recipient organization's records and documents pertaining to this program, and to request donor documentation necessary as a prior condition to any matching donation under this program.

If a matching gift is at anytime found to have been generated by an ineligible gift, the Foundation will expect the return of its gift.

The online form for the Matching Gifts Program can be found at <http://www.givingstation.com/avon>.



Avon Foundation Matching Gifts Program



This form is provided for associates who do not have internet access or do not wish to make a matching gift online. This form is only for gifts that are made after January 2007. Please read the instructions carefully.

A EMPLOYEE INFORMATION: Section A is to be completed by the Avon associate. Please print clearly and complete all information required. Once you have completed Section A, mail the form along with your gift or official receipt of a previously made gift to the recipient nonprofit organization.

PRINT LAST NAME		PRINT FIRST NAME		MIDDLE INITIAL	EMPLOYEE ID # (required) *
HOME ADDRESS			HOME ADDRESS CONTINUED		
CITY	STATE	ZIP	E-MAIL ADDRESS		
PHONE #		AVON LOCATION		EMPLOYMENT DATE	

Donation Information:

TAX-EXEMPT ORGANIZATION NAME		GIFT AMOUNT \$ _____	MATCH AMOUNT \$ _____
PROGRAM DESIGNATION (if applicable)		CONTRIBUTION TYPE (check one) <input type="checkbox"/> Check <input type="checkbox"/> Stock: # of shares _____ symbol _____	

Match Request:
I qualify as an eligible donor to make this gift under the terms stated in the Avon Matching Gifts guidelines. I also authorize the above recipient to report my individual gift to the Avon Foundation.

EMPLOYEE SIGNATURE (required) X _____ DATE OF GIFT (mm/dd/yyyy) _____/_____/_____

B NONPROFIT INFORMATION: Section B is to be completed by a qualified officer at the recipient organization. Please print clearly and complete all information required. Once you have completed Section B, please mail the form and a copy of the donation along with your organization's IRS tax exemption letter to the address below.

TAX-EXEMPT ORGANIZATION NAME (required)			FEDERAL TAX ID (9 DIGIT EIN #) (required)		
STREET ADDRESS			STREET ADDRESS CONTINUED		
CITY	STATE	ZIP	PHONE NUMBER (required)		
WEB ADDRESS (if you do not have a website, attach a brochure describing your organization's programs and mission.)			E-MAIL ADDRESS (required)		

Donation Verification: (** For gifts of security or gifts exceeding \$1000, in order for this form to be processed you must provide satisfactory substantiation: copy of check or money order, credit/charge card receipt or evidence of securities transfer which includes the published closing price of stock on date of transfer.)

GIFT DATE (mm/dd/yyyy) _____/_____/_____	GIFT AMOUNT (see note above)** \$ _____	TAX DEDUCTIBLE AMOUNT \$ _____
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As the above organization's treasurer or financial officer, I hereby certify that:

- We received the above stated contribution from the employee above and that the donation represents a charitable contribution and the donor derives no material benefit (e.g. dinner, raffle, and/or sporting event tickets, sponsorships, golf tournaments (incl. participation), parking privileges, dues credits, membership, tuition etc.) as a result of this gift.
- This gift is not, in whole or in part, the gift of another individual or the sum of gifts of other individuals.
- This organization complies with the eligibility guidelines of the Avon Matching Gifts Program and adheres to accepted financial and record-keeping practices and will furnish upon request an annual report, financial statements and lists of subcontractors and affiliates.
- That this organization is classified by the US Internal Revenue Service to receive tax-exempt contributions under 501(c)(3) of the code.
- This organization takes reasonable steps to ensure that grant funds or resources are not ultimately distributed to terrorist organizations or used to support terrorist or violent activity.

I understand that abuse or failure to comply with any of the above may result in permanent termination of the organization's gift matching privileges and may lead to other disciplinary action.

NAME	TITLE
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NONPROFIT SIGNATURE (required) X _____ DATE (mm/dd/yyyy) _____/_____/_____

(Note: If you have never received a match from this company, you will be contacted to complete a compliance form. Failure to complete this compliance form will result in declination of the match.)

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Avon Associates: Once you have completed Section A, mail the form, along with your gift or official receipt of a previously made gift to the recipient nonprofit organization.
Nonprofit Organization: Once you have completed Section B, please mail the form and a copy of the donation along with your organization's IRS tax exemption letter to the address below.

Avon Matching Gifts Program
Avon Foundation
1345 Avenue of the Americas
New York, NY 10105

For questions about the Avon Matching Gifts Program, please contact Jim Whalley at tie-line 3464 extension 5635 or email at jim.whalley@avonfoundation.org. The online form can be found at <http://www.givingstation.com/avon>.

* The 6 digit employee number can be found on your pay stub or email jim.whalley@avonfoundation.org