

Birkenstock 2011 Matching Gift Program

Birkenstock is committed to supporting our community and the non-profit organizations with which our employees have relationships.

The matching program allows you, as an employee, to double your gift to a charitable institution of your choice by getting Birkenstock dollars to match your contributions. If you contribute money to a qualified non-profit, Birkenstock will match that contribution, up to \$100 per year.

Program Description

All Birkenstock employees are eligible for the Employee Matching Gift Program. Donation from \$10 up to a maximum of \$100 each fiscal year. Eligible non-profits are those with Department of Treasury 501(c)(3) tax-exempt status.

- All requests must be pre-approved by HR. This will ensure that your charity meets the qualifications of this program.
- Birkenstock will match gifts of cash, personal checks or credit cards.
- Contributions must be personal gifts from employees and must be actually paid, not merely pledged.
- Donations must be specifically for charitable purposes. Any requests to match funds for the receipt of any goods or services, tuition, unpaid pledges, subscriptions, tickets, memberships, or dues are not eligible.

As a general rule we do not match contributions to organizations that:

- a) Advocate, support, or practice discrimination based on race, color, creed, religion, national origin, citizenship. Age, sex, sexual orientation, marital status, mental or physical disability, and any other classification protected by law.
- b) Have as a primary function the promotion of a specific political candidate or issue.
- c) Support controversial issues or promote confrontational tactics.

Birkenstock reserves the right to change or cancel this program at any time.