

Disney Employee Matching Gifts: A Program of The Walt Disney Company Foundation

Welcome to Disney Employee Matching Gifts: A Program of The Walt Disney Company Foundation ("Program"). These Terms and Conditions for Organizations ("Organization Terms and Conditions") govern participation by Eligible Organizations (as defined below) in the Program. The Program matches Eligible Donations (as defined below) dollar for dollar up to \$15,000 year for employees of The Walt Disney Company and most of its affiliates and subsidiaries (collectively, "Disney") who meet specified eligibility criteria for the Program ("Eligible Employees") per calendar year. (Only Eligible Employees will be able to access the Program.)

The Program may be changed, suspended, revoked or terminated at any time, without advance notice, by The Walt Disney Company Foundation (the "Foundation") in its sole and absolute discretion. The Foundation reserves the right of final determination of the eligibility of all donations and organizations.

ELIGIBLE ORGANIZATIONS must be:

- K-12 public schools or public school districts that are verifiable in the National Center for Education Statistics ("NCES") database, as an instrumentality of the federal, state or local government OR
- Private schools that have been granted tax-exempt status under Section 501(c)(3) of the Internal Revenue Code ("Code") OR
- Private or public degree-granting two- or four-year colleges or universities, dental, medical or law schools or other graduate schools, or vocational or technical schools accredited by a nationally recognized regional accrediting association that also have been granted tax-exempt status under Section 501(c)(3) of the Code OR
- Educational foundations affiliated with a college or public school or school district that have been granted tax-exempt status under Section 501(c)(3) of the Code AND
- A U.S. nonprofit corporation that has been granted tax-exempt status under Section 501(c)(3) of the Code (and has operated in the U.S. as a tax-exempt entity for at least one year before the date of the Eligible Employee's donation) already (i) selected by the Foundation to correspond to Disney's philanthropic focus areas of Conservation, Compassion and Creativity and (ii) verified as Eligible Organizations in the Program's database AND
- Electronically verifiable at the time of nomination and payment AND
- U.S. Patriot Act compliant