



Energy XXI Services, LLC

HUMAN RESOURCES

Policy

PREPARED BY

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APPROVED BY

CHAIRMAN & CEO

TITLE

Matching Gift Program

The Company supports educational institutions that prepare our future workforce and cultural organizations that enrich the quality of our lives. Through matching gifts, the Company encourages employees to support these institutions and organizations by requesting a matching donation for their personal contributions on a dollar-for-dollar basis, thereby doubling the effectiveness of each contribution. Requests for matching contributions must be made on the Matching Gift Submission Form, a copy of which is attached as Exhibit A.

Eligibility

Donors:

Active, full-time employees of the Company with at least six month of continuous service are eligible to participate.

Contributions:

Employees may contribute cash with a minimum amount matched of \$500. The maximum amount that will be matched from any one donor is \$10,000, whether it is a single contribution or in the aggregate, in any given calendar year. Contributions made prior to the effective date of this policy will not be matched. However, if the employee has future contributions scheduled after their hire date, the Company will honor the matching, as long as the employee meets the eligibility requirements and the maximum matching amount has not been met for the calendar year.

The donor's personal contribution must be actually paid, not merely pledged. Verification of payment must be included with the Matching Gift Submission Form.

This program will not match tuition, membership dues, bequests, subscription fees or publications or books, gifts of personal property, insurance premiums, ticket purchases, or other payments that provide tangible benefits to the donor.

Educational Institutions:

To receive a matching gift, the education institution must have 501(c)(3) status with the IRS and be accredited or approved by a nationally recognized regional or professional accrediting agency. Eligible educational institutions include:

- Four-year colleges and universities;
- Graduate or professional schools connected to such colleges or universities;
- Two-year community or junior colleges;
- Two-year technical institutes;
- Secondary schools (grades 9 – 12); and
- And alumni fund, foundation, or association connected with an eligible educational institution

Contributions must be used by the educational institution or organization to augment capital and general operating funds, provide for expanded student enrollment and financial aid to students, strengthen educational facilities and curricula, and improve the incentives for the highest quality of teaching. Donor contributions for the purposes other than these will not be matched. Contributions to an athletic association connected to a school may be matched; if such a contribution gives the donor the right to purchase tickets to athletic events, the contribution will be matched at 100% (in which case the tickets may not be returned).

Colleges and universities located outside the U.S. are eligible, provided the institution has 501(c)(3) status with the IRS.

Contributions to alumni funds, foundations, or associations connected with institutions located outside the U.S. will not be matched.

Cultural Organizations:

To receive a matching gift, a cultural organization must be nonprofit and have 501(c)(3) status with the IRS. The organization must receive a substantial part of its support from contributions from the general public or government entities. The matching gift program will not match membership fees or ticket purchases for benefit events or performances.

Eligible cultural organizations are those that support the performing arts, public media arts, and the visual and literary arts. An organization's primary purpose should be to educate, stimulate, promote, and develop public interest in the arts. Eligible organizations include:

- Art centers and museums;
- Professional theater, dance, music, or film organizations;
- Libraries
- Historical and preservation societies; and
- Public television and radio stations
- Zoos or animal welfare organizations;
- Hospitals, health and human services organizations, or social welfare programs;

Ineligible Organizations:

- Amateur, recreational, or volunteer organizations;
- Conservation, environmental, or ecological organizations;
- Religious organizations;
- Political organizations; and
- Foreign cultural organizations.