



FEI Company
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Matching Gift Program—Guidelines

FEI will match any qualifying gift amount over \$25 and up to \$250 annually per employee (North America) to an eligible organization.

Gift Criteria

To qualify for a matching gift, the employee's gift must meet the following conditions:

1. The gift must be an actual donation, not just a pledge.
2. The gift must be made directly to the eligible organization.
3. The company's Matching Gift Form must be used.

The FEI matching gift program is open to all full-time North America employees and is intended to recognize and support the important work of nonprofit organizations. Our program is designed to encourage and match employees' charitable contributions to qualified organizations.

Eligible Organizations

FEI will match gifts to charitable organizations with an IRS 501(c)(3) public charity status. The following organizations are eligible to receive matching gifts from FEI:

- Accredited educational institutions, including primary, secondary, technical, and specialized schools, universities, and graduate and professional schools
- Arts and cultural organizations
- Hospital and healthcare agencies
- Human services charities, e.g., soup kitchens, children and family services, crisis and homeless services, food banks, American Red Cross, American Cancer Society, and the American Diabetes Association
- Environmental organizations
- Public benefit organizations such as United Way
- Animal charities that protect, defend, and provide needed services to domestic and wild animals

FEI follows the guidelines of Charity Navigator (www.charitynavigator.org), which provides additional information on these types of organizations.

Ineligible Organizations/Donations

FEI does not match gifts to private foundations, charitable gift funds (donor advised funds), political organizations, or religious organizations. The following organizations/donations are not eligible to receive matching gifts:

- Religious, political, or fraternal organizations
- Athletic booster clubs or athletic scholarships
- Gifts solely for religious payments, tuition payments, or alumni membership fees
- Dues to clubs, such as the Lions Club or the Rotary Club
- Subscription fees for publications
- Payments to institutions in return for benefits or services
- Gifts for the private benefit of specified individuals