



U.S. Matching Gifts Program Guidelines

It is important to Fitch to support our employees in their contributions to worthy causes. To provide this support, we offer the Matching Gifts Program. Administered by Fitch's Human Resources Department, the program matches 50% of each dollar of your gift to eligible charitable organizations, up to \$500.00 per calendar year or a maximum match of \$250. The minimum tax-deductible gift eligible for matching is \$50.00.

Fitch's Philosophy of Giving:

Fitch Ratings supports charitable organizations and programs whose mission and operations are broad and non-discriminatory, or whose activities address social needs or benefit underserved groups and communities. We also reserve our support to those organizations that exhibit appropriate efficiency in their operations and exhibit high integrity in the stewardship of their assets.

Who can participate?

U.S. regular, full-time, and part-time employees of Fitch Ratings. Ineligible individuals include but are not limited to interns, contract employees and temporary employees.

Which organizations qualify to receive eligible matching gifts?

Organization organized and operated exclusively for religious, educational, scientific or other charitable purposes are eligible donees, provided they are located in the United States or one of its possessions, and qualify for exemption from federal income tax under Section 501(c)(3) of the U.S. Internal Revenue Code and are generally eligible to receive tax-deductible contributions..

Ineligible organizations include but are not limited to:

Any political campaign, political action committee or other organization accepting donations/gifts for political purposes are ineligible as are any organizations the mission or operations of which are in the opinion of Fitch inconsistent with Fitch's philosophy of giving.

What contributions are eligible?

Gifts must be contributions made by the employee directly to an eligible institution in the form of cash, check or credit card. A gift must be paid, not simply pledged, directly to an eligible organization. The minimum tax-deductible gift eligible for matching is \$50.00.



How the program works:

The employee should:

- Complete Part A of the Matching Gift form
- Mail the original form, with the donation and any other necessary documentation, to the charitable organization of choice that meets the criteria listed in the guidelines.

The recipient organization should:

- Complete Part B of the Matching Gift form
- The organizations' authorized officer must verify the donation, sign the application and return the original form to Fitch Ratings, c/o John Piombino, One State Street Plaza, New York, NY 10004.

There will be one payment each quarter to eligible organizations for applications received in the previous quarter.

Program Administration:

Fitch Ratings may, at any time, exercise the right to change, suspend or terminate the Matching Gifts Program. Fitch Ratings is responsible for the Program's interpretation and administration, and their decision shall be final. Fitch Ratings reserves the right to audit any gift-related records of individuals and organizations, and to request any supporting documentation it considers necessary to evaluate the validity of any Matching Gifts request.