



## Matching Gifts Program

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#### **Introduction**

The Matching Gift Program is designed to increase the impact of your personal charitable contributions to eligible organizations. By supplementing your personal gifts, we hope to encourage your active involvement in bettering the quality of life in your community.

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#### **Eligible Donors**

All regular full-time employees of Juniper Networks.

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#### **Eligible Organizations**

Local, national, and international organizations that hold tax-exempt status and are designated a public charity under Section 501(c)(3) and 509(a)(1, 2 or 3) of the United States Internal Revenue Code or, for organizations based outside the U.S., the equivalent tax-exempt status, are eligible. In addition, all organizations must have the equivalent of full-time paid professional management. Gifts will be matched in the following broadly-defined areas:

- Arts & Culture

- Animal Rights
- Education
- Environment
- Healthcare & Human Services
- International Affairs

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#### **Team/Sponsorship Gifts**

Matching Gift requests for participation in sponsorship-based events focused on benefiting charitable causes are eligible for matching funds. Typical events include walkathons, bikeathons, bowlathons, or swimathons. The sponsoring organization must qualify as outlined above.

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#### **Ineligible Donors**

Spouses and consultants as well as inactive, temporary, and contract employees are ineligible.

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#### **Ineligible Gifts**

- Gifts from spouses, other family members, or group contributions made by several individuals.
- Gifts of property other than cash or securities.
- Gifts given to or through a third party.
- Payments for which donors, their families or other individuals designated by donor receive a direct benefit.
- Tuition, student fees, subscription fees, dues, unpaid pledges, repayment of loans.

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#### **Ineligible Organizations/Programs**

- Gifts from spouses, other family members, or group contributions made by several individuals.
- Contributions that result in you or a family member receiving a benefit (i.e., dinner, sporting event tickets, parking privileges, memberships, etc.).
- Gifts to religious organizations, such as churches, temples or other houses of worship, or those whose main purpose is to foster a particular faith or creed, or support one group.
- Gifts to seminaries, theological institutions and Bible colleges.
- Organizations that are membership-based (fraternities, sororities, honor societies, campus organizations and political organizations, etc.).
- Athletic teams.
- Organizations whose policies are inconsistent with national equal opportunity policies or discriminate against a person or a group on the basis of race, ethnicity, religion, national origin, sex, disability, gender, sexual orientation, political affiliation or age.

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- All eligible gifts will be matched on a dollar-for-dollar basis.
- The gift matching program year is January 1 through December 31.
- Each donor gift is calculated based on date of gift.
- Minimum gift is \$25. Matching is in whole dollars only.
- Maximum matchable donation per employee is \$1,000 per year.
- The contribution must be a personal gift, paid (not merely pledged) by check or in securities having a quoted market value. Securities will be matched on the basis of the closing price on the date of the gift.
- Eligible applications must be received from the donor organization within six months of the donor gift.
- Gift will be matched quarterly per the following schedule:

<b>Received by:</b>	<b>Paid by:</b>
March 1	March 31
June 1	June 30
September 1	September 30
December 1	December 31

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Email: [Juniper@easymatch.com](mailto:Juniper@easymatch.com)  
Web: <http://www.easymatch.com/juniper>

Matching requests can now be submitted electronically via the internet at <http://www.easymatch.com/juniper>. This process is a paperless process where as the donor is able to request a matching gift request, view personal history, review program guidelines, review frequently asked questions, and contact the program administrator for questions.

Juniper Networks will decide upon all questions concerning the interpretation, application or administration of the Matching Gift Program. Juniper reserves the right to decline to match a contribution and the right to alter or terminate the Plan with suitable notice to employees.

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