

MASCO

EMPLOYEE VOLUNTEER GRANT PROGRAM

PURPOSE

To further demonstrate the value Masco places on corporate citizenship and employee volunteerism, Masco Corporation encourages community service and wishes to acknowledge and support employees at U.S.-based companies in their volunteer work by offering grants to approved charitable, non-profit organizations at the request of its Business Unit and Corporate Office employees, after meeting eligibility requirements.

EMPLOYEE ELIGIBILITY AND GRANT GUIDELINES

Grants are designed to recognize and support the volunteer service of Masco's Business Unit and Corporate Office employees. Eligible employees include those individuals employed at any of Masco's U.S.-based companies who qualify for Masco benefit programs; effective on the date they become eligible to receive said benefits. [The term "Employee" specifically excludes contract help, interns, seasonal employees, consultants and any temporary or part-time individuals who are ineligible for Masco benefits.]

Employees may request up to two grants of \$250 each, per calendar year, to an organization of their choice following the employee's completion of 25 hours (per grant) of unpaid volunteer service to any combination of charitable, non-profit or civic organizations.

ELIGIBILITY REQUIREMENTS FOR GRANT RECIPIENTS

The recipient organization must be recognized as tax-exempt under 501(c)3 of the U.S. Internal Revenue Code, and the organization must submit a statement of purpose and proof of its 501(c)3 status as defined by the Internal Revenue Service. An organization whose purpose is to support elections, partisan politics or civil disobedience, is not eligible. (Questions regarding an organization's eligibility may be directed to Masco's Corporate Affairs Office @ 313.792.6126.)

While volunteering time at a religious institution may be counted toward the 25 hours required for each grant, the grant will **not** be awarded to the general operating budget of a religious organization where the gift may be used to support, facilitate or promote faith, denominational or religious teachings. However, the grant **may** be awarded to a religious organization with an established, clearly defined, non-religious charitable program, e.g., soup kitchens, low-income housing initiatives, disaster recovery, and community and social service purposes.

Volunteer grants will **not** be applied toward programs that will result in goods, services or special privileges for the Employee. (This includes payment toward tuition obligations, dues, membership and subscription fees, tickets to events, gifts, meals or golf outings, among others.)

The recipient organization must be approved by Masco's Corporate Affairs Office following evaluation and due diligence. The decision of Masco's Corporate Affairs Office on any grant application is final and binding, and a grant may be rejected to any organization whose mission is deemed by Masco's Corporate Affairs Office, at its sole discretion, to be outside the best interests of the Corporation.

PARTICIPATION

To apply, eligible employees are required to complete the Employee Volunteer Grant Recommendation form (available on the Masco Intranet by accessing the *Corporate Affairs* section under the 'HQ Departments' tab). Business Unit employees should submit the completed form to their respective Human Resource Office for verification, after which, the form will be forwarded to Masco's Corporate Affairs Office for processing:

***Corporate Affairs Office – Volunteer Grant Program
MASCO Corporation
21001 Van Born Road
Taylor, MI 48180***

Corporate Office employees should submit the form directly to the Corporate Affairs Office at Masco headquarters.

This volunteer grant program is separate and apart from Masco's Employee Matching Gift Program. The Company reserves the right to modify, amend or terminate this program at any time.

All matters relating to the interpretation, application or administration of Masco's Employee Volunteer Grant Program shall be directed to Masco's Corporate Affairs Office @ 313.792.6126.