



## Philips Matching Gift Program

Philips Electronics North America Corporation understands the importance of education through sponsorship of the Matching Gift Program. The program encourages employees to make donations to educational institutions located in the U.S.

Your generosity will go twice as far with Philips matching your gift. From a minimum of \$10 to a maximum of \$1,000 in a calendar year, Philips will match your donations. You may donate more than \$1,000; however, the Matching Gift Program will match only the first \$1,000 you gave during a calendar year.

To participate in the Matching Gift Program, complete the Matching Gift Application and mail it to your selected schools or educational institutions. The Matching Gift Application is located on the Philips Benefits Central website.

### Employee Eligibility

The Philips health and welfare benefits and employee policies are available to you if you are a Philips employee on a Philips payroll and meet all the following requirements:

1. You are regularly scheduled to work a minimum of thirty (30) hours per week and
2. You are expected to work a minimum of 1,500 hours per calendar year.

These benefits and policies are not available to anyone employed by a third-party service provider or agency, or to independent contractors who conduct business with or for Philips. In addition, the following employees are not eligible for the benefits and policies described in this document.

1. Employees whose job classification is "Intern" or "Coop Student" or
2. Employees who work on an on-call basis or irregularly.

### School or Institution Eligibility

Eligibility is for all U.S. based colleges, universities, independent secondary schools or regional groups of high schools that are accredited by the appropriate regional accreditation association.

**Please Note: The Program does not honor matching gifts to elementary schools, non-educational organizations or athletic organizations.**

All contributions made to an educational institution must be applied toward its operating or capital funds for academic purposes. You can donate to an institution's:

- Unrestricted operating fund
- Academic building fund
- Student scholarship fund

**For questions regarding the Matching Gift Program, please contact Philips Benefits Central at 888-367-7223.**

*The most current version of the Philips Electronics North America regional policies and procedures are maintained on the Benefits Central website at [www3.essbenefits.com/philips](http://www3.essbenefits.com/philips) and on the Philips North America intranet site at [pww.pna.philips.com](http://pww.pna.philips.com). These policies and procedures are not intended to create an employment contract. Your employment remains at-will. You have the right to leave the Company at any time and the Company has the right to terminate your employment with or without cause and/or notice. The Company reserves the right to alter, terminate or amend these policies at any time with or without notice. These policies and procedures supersede and replace any former policies and procedures. Some of these policies may not apply to particular hourly employee groups. Please refer to your local company guidelines/handbook or consult Human Resources for any local, hourly employee group policies.*

# PHILIPS