

# PIONEER NATURAL RESOURCES USA, INC. MATCHING GIFTS TO EDUCATIONAL INSTITUTIONS POLICY

## ELIGIBLE PERSONS

- Regular full-time employees of PIONEER or of any wholly owned subsidiary
- Members of the Board of Directors of PIONEER
- Charitable Foundations controlled by a regular full time employee or a Board member

## ELIGIBLE INSTITUTIONS

Eligible educational institutions are four-year colleges and universities, two-year junior and community colleges, and graduate and professional schools, any of which must be recognized by the IRS as a tax-deductible educational institution under IRC Section 501(c)(3).

Additional eligible organizations include:

- The United Negro College Fund
- The American Indian College Fund
- The Hispanic Association of Colleges and Universities

## TERMS, RESTRICTIONS AND NON-ELIGIBLE GIFTS

- PIONEER will generally match 100% of eligible cash contributions
- To encourage recent graduates to adopt a personal giving philosophy, PIONEER will match 300% of eligible cash contributions by employees age 35 years and younger
- Minimum cash contribution by an individual is \$50 per gift
- Maximum aggregate matching by PIONEER per individual is \$5,000 per calendar year
- Donor's signature authorizes the recipient institution to report the gift to PIONEER to apply for a matching gift
- Countersignature by the authorized official of the institution confirms receipt of the described gift

*please inquire. I'm currently 35, but turn 36 soon.*