

Rainier Industries, Ltd. Gift Matching Program

The Rainier Industries, Ltd. Gift Matching Program provides an opportunity for Rainier to join with its employees in supporting organizations that improve the quality of life in our community and beyond. Through this program, monetary contributions by eligible employees to qualified organizations will be matched by the company, subject to the provisions listed below.

Eligible Employees

Eligible employees are active employees of Rainier Industries, Ltd. who have been employed by the company for a minimum of three months.

Eligible Organizations

Educational, cultural, and health and human services organizations are eligible for gift matching, provided that they are qualified tax-exempt organizations under section 501(c)(3) of the IRS code. Rainier does not match gifts to political organizations, or to religious organizations whose primary purpose is the propagation of a specific faith. Rainier will match gifts to religious organizations whose primary purpose is providing ongoing community health and human services, and whose benefits are not limited to the organization's members. Examples of such programs are homeless shelters and food banks.

Rainier Industries reserves the right to decline to match any donation to an organization whose practices are, in the good faith determination of the company, inconsistent with company goals, values and policies.

Matching

Eligible gifts are matched dollar for dollar under this program in whole dollar amounts, subject to the total annual maximum per employee. The maximum match for any individual gift is \$100. The minimum gift eligible for matching is \$50. Gifts must be paid by check, cash or credit card. Pledges are not eligible for matching until they are paid. Gifts of merchandise and in-kind contributions are not eligible for matching. Gifts are eligible for matching only to the extent that they are tax-deductible to the donor. If goods are received in return for an otherwise eligible donation, the value of the goods received must be deducted from the gift in determining the amount to be matched.

Procedures

Employee Donors must complete Part A of the Gift Matching Form and mail the entire form, together with the contribution, to the eligible Receiving Organization.

Receiving Organizations must complete Part B of the form and return it to Rainier Industries within three months of receiving the contribution. The organization must include a copy of its IRS 501(c)(3) designation and published information about the organization, such as a mission statement or brochure, with its first request for Rainier gift matching funds. All items must be mailed to:

**Gift Matching Program
Rainier Industries, Ltd.
18435 Olympic Ave S
Tukwila, WA 98188**

Rainier Industries will mail payment of the eligible matching contribution within one month of receiving the completed form and required documentation from the Receiving Organization.