

Eligible Participants

- Regular full-time employees of Rio Tinto Services Inc.

Eligible Recipients

Must be located in the United States or one of its possessions and must be recognized as tax-exempt by the Internal Revenue Service. Recipients may not be directly or indirectly affiliated with a political party or candidate.

Educational Institutions

All accredited four-year colleges and universities, graduate and professional schools, two-year junior and community colleges and technical institutions listed in such standard references as The Higher Education Directory.

All elementary schools and secondary schools accredited by one of six regional accrediting associations and/or by an independent accrediting association which is a member of the National Association of Independent Schools (NAIS).

Special Schools for the mentally and physically handicapped.

Educational foundations whose funds are used for the benefit of qualifying educational institutions, not individuals.

Health and Human Service Organization

Public charitable health agencies, shelters for the homeless, food banks, hospice groups, long-term care facilities, and medical research centers. General and special service non-profit, non-government hospitals (registered by the American Hospital Association or approved the American Osteopathic Hospital Association: that provide surgical and non-surgical patient services for a variety of medical conditions.

Cultural Organizations

Museums, symphony societies, performing arts companies, dramatic theater groups, historical societies, libraries, planetariums, zoos, arboretums, public television, and National Public Radio member stations.

Civic and Community Organizations

Community improvement or service agencies such as housing, job training, urban redevelopment, youth or recreational ecology or conservation organizations. Local, regional, or national public policy organizations.

Contributions

- Gifts must be personal contributions of \$100 or more from the participant's own assets and must have been paid, not merely pledged.
- Contributions may be in cash or by check.
- A gift from a participant's personal trust or foundation will qualify for matching contributions as long as the participant remains eligible.
- Rio Tinto Services Inc. checks covering matching grants will be unrestricted and made payable directly to the institution/organization.

Rio Tinto Services Inc. does not match:

- Payments in lieu of tuition or payments of class dues, alumni association dues, or similar payments. Membership dues or fees for any service.
- Gifts to a political party or candidate.
- Gifts to religious or fraternal organizations.
- Gifts to United Way campaigns.
- Youth sports teams or organizations.

Administrative Conditions

It is intended that the Rio Tinto Services Inc. Matching Gift Plan shall be a continuing program. However, the company retains the right to suspend, change, revoke, or terminate the program at any time. Additionally, the company reserves the right not to match gifts to organizations whose objectives are deemed to be detrimental to the interests of Rio Tinto Services Inc. The interpretations applicable and the administration of this plan shall be determined by Rio Tinto Services Inc. and its decisions shall be final.

The company will make its matching payments of participant's gifts in April, September, and December each year, or more frequently at the discretion of the administrator.

For additional information contact:

Administrator / Matching Gift Plan
Rio Tinto Services Inc.
8309 West 3595 South
Magna, UT 84044

Matching Gift Plan

**Rio
Tinto
Services
Inc.**