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## GIVING PROGRAMS

### Employee Matched Giving Program

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#### The Sun Microsystems Foundation, Inc. Employee Matching Gift Program

An unusual thing happens when Sun employees donate to their favorite charities: Sun donates, as well.

Everyone wants to help make the world a better place, and Sun employees are no exception. Sun's Employee Matching Gift Program, run by The Sun Microsystems Foundation, gives every Sun employee the opportunity to have donations to their favorite nonprofit organizations doubled. Gift matching gives employees the opportunity to support a wide variety of institutions.

#### Eligible Institutions

United States: Any nonprofit organization that has been granted 501(c)(3) (tax-exempt) and public charity status by the U.S. Internal Revenue Service is eligible to receive matching gifts. Political and religious groups are not considered qualified institutions. Entirely secular "social service" and academic programs of religious organizations may be considered for matching.

All Other Locations: Any not-for-profit, nonproprietary organization that is organized and operated for charitable or educational purposes is eligible to receive matching gifts. Political and religious groups are not eligible. Entirely secular "social service" programs of religious organizations may be considered for matching.

#### Eligible Donors

All active Sun employees qualify for gift matching. Because group gift matching can stimulate new or a larger gift to recipient institutions, the Foundation encourages employees to join together to have their gifts matched as a group. Group donations must be from personal contributions from Sun employees. Gifts by non-employee SMI board directors, retirees and spouses of employees are ineligible for matching funds.

Grantee organizations shall not discriminate in their provision of service based on race, color, religious affiliation, gender, sexual orientation, age, disability, physical appearance, national origin, language, educational background, or veteran status. Organizations that are found to discriminate in their provision of service based on any of these criteria may be required to return any grant awards, and may be rendered ineligible for future support.

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