

Matching Grants Program Guidelines

1. How it Works

Turner Broadcasting System, Inc. employees receive a match ratio amount of 1:1. Qualified employees may contribute from a minimum of \$25 to a maximum of \$500 to most 501 (c) (3) organizations. The company will match each dollar on a one-for-one basis up to \$500 per calendar year. (If you donate \$500 to an eligible organization, the company will contribute \$500 to your selected non-profit.)

2. Who can Participate

All regular, benefits-eligible, U.S.-paid employees of Turner Broadcasting System, Inc. may participate in the Matching Grants Program (including full-time, part-time, expatriate and contract employees who are benefits-eligible).

3. Ineligible Organizations

- Gifts made by or through Community Trusts or similar organizations, including charitable remainder trusts, donor advised funds, or family foundations
- Gifts made in lieu of tuition payment for services
- Membership fees for which benefits are received
- Dues to alumni(ae) or similar groups
- Bequests or life income trust arrangements
- Payments for tuition, books or other student fees
- Fees for any service or materials received or subscriptions for publications
- Pledges, bequests, insurance premiums
- Tickets to athletic, cultural or social events, lunches or dinners
- Gifts of real or personal property
- "Collective" contributions or funding from sources other than those of the individual submitting the form
- Gifts of eligible donors' spouses
- Donations to organizations that engage in illegal practices
- Donations to for-profit agencies, political or religious organizations