



**TIBCO Software Inc.  
("TIBCO")  
CORPORATE CHARITABLE GIVING PROGRAM**

**I. STATEMENT OF POLICY**

As a corporate citizen in the communities in which it operates, TIBCO recognizes a responsibility consistent with its business objectives to respond to the needs of the communities. The quality of life and education, the well being of our employees and their families and the economic health of our society are of vital interest to our organization and its staff.

The Corporate Giving Committee ("CGC") will support charitable activities, primarily in areas where the company operates, that contribute to the economic, social, cultural, educational, and health needs of these communities.

The CGC shall be comprised either of members of TIBCO's Executive Staff or their designees. The initial members of the CGC shall be TIBCO's Chief Financial Officer, General Counsel, VP, HR, EVP, Strategic Operations and SVP, Marketing. Members shall serve for 12 months, after which they shall either continue to serve annually or appoint their successor (with the concurrence of a majority of the other members of the CGC).

**II. BUDGET**

Monetary contributions should be consistent with both TIBCO's corporate giving priorities and a defined target range of earnings. The budget is reallocated each fiscal year and will be reviewed quarterly against TIBCO's financial performance. In all cases, the budget for corporate giving shall not exceed 1% of TIBCO's annual pre-tax profit.

**III. AREAS OF INTEREST**

TIBCO supports organizations that operate in the following categories:

Education and Technology  
Health and Human Services  
Civic, Community and Arts

Emphasis is placed on supporting established and successful organizations in the community as well as new programs that may prove to be models for effective ways of delivering needed services.

## **EDUCATION AND TECHNOLOGY**

TIBCO supports educational organizations that offer programs at all levels. Of special interest are programs that focus on

- Early childhood learning or otherwise improving the quality of life for under-served populations.
- Personal computing literacy and science discovery.
- Innovation in engineering (technology, computer science and software development).

## **SOFTWARE DONATION PROGRAM**

### **Nonprofit Organizations**

TIBCO will donate software to eligible nonprofits with 501(c)(3) designations.

All software donation requests from nonprofit organizations within the United States will be handled by TechSoup Stock, the technology product philanthropy distribution service just for nonprofits. Eligible organizations may make one donation request each year. There is no membership fee to access TechSoup, but a small administrative fee from TechSoup will apply to each order. The company will either find an international equivalent to TechSoup Stock or coordinate international deliveries itself.

TIBCO will not donate software to the following:

- Individuals
- Private foundations
- Religious organizations, unless the software is being requested for use in a secular community service program that is open to people of all faiths.
- Political organizations
- Organizations with an annual operating budget of more than \$5 million.
- Organizations not holding a full and complete non-discrimination policy.

Donations cannot be used for fundraisers, raffles or auctions; given to volunteers or nonprofit staff members for personal use; or resold at fundraising events of any kind.

## **Educational Institutions**

TIBCO will donate software to eligible not-for-profit institutions that are accredited (or registered with their local departments of education). TIBCO's mission is to enable colleges and universities to deliver industry-relevant and marketable skills to their students as an enhancement to a standard degree program of study.

TIBCO's Software Donation Program specifically targets partnership with the higher education community and works with professional and accrediting organizations to promote educational innovation. To help prepare the next generation of business leaders, TIBCO shall give learning institutions around the world access to TIBCO business solutions. Our goal is to encourage talented graduates who will use TIBCO solutions and technology in the real business world

## **HEALTH AND HUMAN SERVICES**

In the United States, the United Way is TIBCO's principal vehicle for providing assistance in this important category. Requests from human service agencies that are supported by the United Way may be considered for donations; however, the level of support provided through United Way will be a consideration when reviewing any additional donations. Certain national organizations within the United States shall also be considered for donations. Internationally or nationally recognized organizations in other countries shall be considered for donations.

Emphasis will be placed on requests received from agencies that are directed toward countering economic hardship and chronic diseases.

Organizations of particular interest focus their efforts on the needs of:

- Minorities
- Disadvantaged or at-risk youth
- Physically or mentally disabled persons
- Senior Citizens
- Terminally or chronically ill

## **CIVIC, COMMUNITY AND ARTS**

TIBCO supports organizations that promote the long-term betterment and permanent improvement of a community and are of benefit to all residents.

TIBCO encourages and rewards creativity in pursuit of its corporate objectives and, therefore, will support those organizations that provide and encourage creative environments in the performing arts.

## **EMPLOYEE INVOLVEMENT**

Employee volunteer programs provide a valuable resource to the community and to the company. We encourage and support involvement in charitable activities in our communities, including but not limited to company-sponsored events.

### **IV. GIFT MATCHING PROGRAM**

The TIBCO Gift Matching Program provides an opportunity for the company to join with employees in supporting the improvement of the quality of life in the communities in which our employees and their families live and work. All gifts are matched dollar-for-dollar. For qualified donations by employees, the program matches, dollar for dollar, up to \$200.00 per year, per employee.

#### **Educational Support**

TIBCO recognizes the significance of educational support for the advancement of knowledge and technological improvement.

##### **Higher education institutions:**

- Nonprofit private and public degree-granting graduate and professional schools, universities, four-year and two-year colleges in the United States and Canada that are listed in The Higher Education Directory of colleges and universities published by the U.S. Office of Education.
- A tax-exempt educational fund (for example, the United Negro College Fund, Independent College Funds of America), whose sole purpose is raising money for its constituent member colleges that individually are eligible.

##### **Kindergarten - 12th grade schools:**

- Public schools accredited or recognized by the appropriate governmental educational entity within the state
- Private schools accredited or recognized by an appropriate academic accrediting organization
- Parent Teacher Associations (PTAs) that are recognized by the Internal Revenue Service as tax exempt under section 501(c)(3)

## **Arts and Culture**

Performing arts and cultural organizations are an integral part in supporting a healthy environment for our employees and their families in the community.

### **Cultural and Arts Organizations:**

Organizations must be open to, and operating for the benefit of the general public and recognized by the Internal Revenue Service as tax exempt under section 501(c)(3). Organizations eligible for gift matching are limited to the following areas:

- Performing arts companies in dance, drama, opera and music
- Arts and cultural centers
- Science centers
- Public libraries
- Museums
- Zoos, aquariums and botanical gardens
- Land trusts, including parks and sanctuaries (to qualify, the recipient organizations must own the land)
- Public radio and public television stations
- Historical societies

### **Charities not eligible for employee match program**

- Athletic teams or support organizations
- Bequests, memorials
- Religious or political organizations
- Fraternities, sororities and alumni groups
- Human societies or organizations
- Individuals and fraternal organizations
- Pledges, tithes or tuition
- Professional associations
- School choirs, bands or drill teams
- Scouting organizations
- Subscriptions, dues, insurance premiums or student fees
- Travel, gifts-in-kind (real estate, personal property other than securities or personal services)
- Membership or subscription portion of a donation

## **V. CRITERIA**

Successful applicants must meet the following criteria to be considered for a monetary contribution:

- Designated a tax-exempt non-profit organization as defined under Sections 501(c) (3) and 170 (b) of the IRS Code;
- Identifies a distinct need/problem in one of the above targeted areas of focus;
- Proposes innovative and resourceful approaches to address the identified need/problem;
- Demonstrates the ability to accomplish a measurable result during a set timeframe;
- Show program capability, sound fiscal policies, responsible management, and evidence of long-range planning and effective use of volunteers.
- Maintains a list of corporate contributors.
- Produce a budget, financial statements and a plan for funding beyond the period covered by the proposed contribution.

## **VI. LIMITATIONS AND EXCLUSIONS**

Applications from organizations receiving current or previous TIBCO support will be reviewed as a new request annually and evaluated in relation to other submitted proposals and budgetary considerations.

Exclusions to review for contributions, due to TIBCO policies, federal laws or budgetary considerations include:

- Individuals
- Grant-making foundations
- Political parties and fraternal organizations
- Marketing activities
- Sports/athletic groups and activities
- Sponsorships of tours or trips for groups
- Religious organizations
- Organizations that discriminate on the basis of sex or sexual orientation, race, color, creed, gender, age or national origin

## **VII. CHANGES IN POLICY**

As with any corporate policies, this policy is subject to change from time to time by company management in its sole discretion. In addition, economic conditions in our businesses and markets may make it necessary or desirable to eliminate or reduce the support we provide for specific programs. TIBCO reserves the right not to contribute to organizations which discriminate against any protected class of individuals or whose practices or ideology do not reflect TIBCO's general philosophy toward the community as reflected in TIBCO's Employee Handbook. The final decision with respect to any and all contributions, including matching contributions, rests solely with the CGC.

## VIII. APPLICATION PROCESS

Proposals submitted to TIBCO are reviewed semi-annually by the CGC and should be received by the deadlines noted below. Notification of decisions will be made on or before the last day of each review period.

### **Proposal deadlines - Written notification no later than**

- January 15 – June 1
- July 15 – December 1

The CGC may consider individual proposals at its discretion on a case-by-case basis.

If an organization or program meets TIBCO's eligibility requirements referenced above, a person may submit the following on the organizations behalf:

- A formal request that includes: A description of the organization, its name, address, telephone number and name of contact person.
- A brief statement of purpose or objectives of the organization.
- Specific dollar amount of request with an explanation of how the funds will be used.
- A completed Corporate Giving Request Form.
- All print or media deadlines should be clearly stated.

Additionally, the CGC may request one or more of the following:

- A copy of the organization's most recent tax-exempt ruling statement from the IRS.
- A list of the board of directors, or board of trustees, and their affiliations.
- A list of current corporate sponsors.
- The most recent financial report showing the overall budget of the organization, including income and expenses for the last two years and the year in which the contribution is being sought.

All requests should be sent directly to the CGC at the following mailing address:

TIBCO Software Inc.  
Attn: Corporate Giving Committee  
c/o V.P. Human Resources  
3307 Hillview Avenue  
Palo Alto, CA 94304  
Phone: 650-846-1000  
Fax: 650-846-1020