

MATCH GUIDELINES FOR U.S. ASSOCIATE MATCHING GIFT PROGRAM

The Avon Foundation will match minimum contributions of \$25, up to a maximum of \$15,000, per associate, per calendar year to eligible 501(c)(3) organizations. Each calendar year, the Avon Foundation will provide a 2:1 match to charities up to a maximum of \$500, and a 1:1 match for all gifts exceeding \$500, up to a maximum of \$15,000.

Contributions must be personal gifts made by cash, credit card, check, stock, one-time payroll deductions or bi-weekly payroll deductions and must be from the donor's own assets. Stock will be valued at the closing market price on the date of receipt by the recipient (institution, organization). Each associate's individual, eligible contribution will qualify as a deduction on his/her tax return.

Participants may make gifts to more than one eligible organization and need not be alumni or be associated with the organization or institution to which they give.

ELIGIBLE PARTICIPANTS

All full-time, regular U.S. associates of Avon Products, Inc. may participate in the U.S. Associate Matching Gift Program. Members of the Board of Directors of Avon Products, Inc. and the Avon Foundation are eligible to participate in the U.S. Associate Matching Gift Program.

ELIGIBLE CONTRIBUTIONS

All nonprofit 501(c)(3), federally tax-exempt institutions and organizations in the United States.

A contribution must meet all of the following conditions:

- It must be a 501(c)(3) charitable contribution.
- The gifts must be a PERSONAL contribution from the associates own assets, not a contribution of collected funds provided by other individuals, groups or organizations.
- It must be an actual donation in the form of cash, credit card, check, payroll deduction or stock

A donor may request the organization to restrict his/her gift as long as each of the above criteria is met.

INELIGIBLE CONTRIBUTIONS

The Foundation reserves the right to deny matching any contributions to any recipient that in the Foundation's sole discretion, does not meet the criteria of this program.

The Foundation will NOT match gifts to:

- Churches and religious organizations. Religious and spiritual 501(c)(3) charities are eligible only if they provide services to the community at-large regardless of faith and are not evangelistic in nature.
 - Political organizations.
- Special events that benefit an organization (run-a-thons, bike-a-thons, walk-a-thons, etc.)
- Gifts are ineligible that, in themselves or in combination with the Foundation matching gift, lead to the donor receiving benefits of more than nominal monetary value such as tickets to cultural or athletic events, benefit luncheons or dinners, or options to purchase tickets.
- Organizations that do not comply with the USA Patriot Act.
 - Also, the Foundation will not match gifts that are:
 - For the private benefit of individuals.
- In the form of premiums or insurance, under which the institution is the beneficiary.
 - Real or personal property (other than cash or securities).
 - Deferred or pledge gifts.
 - Bequests.
 - Memberships.
 - Tuition.

FOUNDATION CRITERIA

The Foundation reserves the right to suspend, amend, revoke or terminate this program at any time without notice.

The interpretation and administration is determined by the Avon Foundation, and its decision is final.

The Foundation reserves the right to request audit of the organization's records and documents pertaining to this program, and to request donor documentation necessary as a prior condition to any matching donation under this program.

If a matching gift is at anytime found to have been generated by an ineligible gift, the Foundation will expect the return of its gift.