

# Cadence Design Systems, Inc.

## Matching Gift Program Guidelines



The Cadence Design Systems Matching Gift Program was established in 1997 to support the interests and concerns of employees by allowing them to request corporate funds for nonprofit organizations they support with personal cash contributions.

### WHO IS ELIGIBLE?

Cadence Design Systems, Inc. active, full-time regular Employees in U.S. & Canada with a minimum of 6 months service.

### ELIGIBLE ORGANIZATIONS

Nonprofit organizations that are certified as tax-exempt by the Internal Revenue Service under Section 501(c)(3) and 509(a)(1,2 or 3) of the U. S. Internal Revenue Code. Including:

- ♦ K-12 Education
- ♦ Higher Education
- ♦ Arts & Culture
- ♦ Health & Human Services
- ♦ Environmental
- ♦ Animal Rights/Welfare

### INELIGIBILITY GUIDELINES

- ♦ Cadence Design Systems, Inc. temporary employees, agency temporaries, contractors or consultants, and employees on long-term disability.
- ♦ Fundraising sponsorships, fundraising event tickets, contributions which result in you or a family member receiving a benefit (i.e., dinner, raffle, and/or sporting event tickets, parking privileges, booster club dues, memberships, etc.)
- ♦ Religious organizations, such as churches, temples other houses of worship, or those whose main purpose is to foster a particular faith or creed. Gifts to seminaries, theological institutions and Bible colleges are also ineligible for matching funds.
- ♦ Fraternities, sororities, honor societies, campus organizations and political organizations.

- ♦ Tuition of student fees, subscription fees, dues, unpaid repayment of loans.
- ♦ Organizations whose policies are inconsistent with national equal opportunity policies or discriminate against a person or a group on the basis of race, ethnicity, religion, national origin, sex, disability, gender, political affiliation or age.

If you are uncertain about whether an organization qualifies for a matching gift, or have any questions about the program, contact the Matching Gift Coordinator toll free at: 888/416-0562.

### FUNDING

The minimum matching gift request is \$25, the annual Maximum per employee is \$500. Eligible applications must be received from the 501(c)(3) organization within 60 days of the donor's gift.

Gifts will be matched quarterly per the following schedule:

<b>Received by:</b>	Mar 1	<b>Paid by:</b>	April 15
	Jun 1		July 15
	Sep 1		Oct 15
	Dec 15		Jan 31

### FOR MORE INFORMATION CONTACT:

Cadence Design Systems, Inc.  
Matching Gift Program  
P. O. Box 8498  
Princeton, NJ 08543-8498  
Phone: 888/416-0562  
Fax: 609/799-8019  
E-mail: [CadenceMGP@easymatch.com](mailto:CadenceMGP@easymatch.com)

All questions concerning the interpretation, application or administration of the Matching Gift Program will be decided upon by Cadence Design Systems, Inc. Cadence reserves the right to alter or terminate the Plan with suitable notice to employees or decline to match a contribution.

