

CarMax Guidelines for Easy Gift Program

- The minimum to be deducted per paycheck to an organization is \$5.00. The deduction is taken on a post-tax basis.
- A list of suggested Eligible Organizations is available to choose from. However, Associates can donate to any Eligible Organization through the Easy Gift Program.
- Easy Gift Program donations are deducted from each paycheck and then distributed to the designated Eligible Organization on a quarterly basis.
- Easy Gift Program donations are automatically matched quarterly through the Matching Gifts Program unless the Associate elects not to do so.
- Easy Gift Program donations will be deducted from the Associate's paycheck each pay period until the Associate elects to terminate participation through the Easy Gift Program website, goes on leave or terminates employment with CarMax. Deductions can be terminated at any time, but the termination might not be effective until the next pay cycle.
- Associates will be asked to confirm their elections annually. If the Associate does not respond, deductions will continue until the Associate terminates his or her participation in the Easy Gift Program.