

Davidson Companies Gift Matching Program

THE PROGRAM

Davidson Companies is a strong supporter of community and organizational involvement that strives to improve the lives of individuals or the quality of life in the community. The firm encourages employee involvement in these organizations and created the company gift-matching program to support this involvement.

The gift-matching program will match up to **four** gifts for each eligible employee during each fiscal year. Gifts must be at least \$25, (A group of eligible employees from the same branch of department can combine their gifts to meet the minimum contribution of \$25.00. The total of the group gift must not exceed \$750.00. Each employee participating in a group gift will be credited with one gift during the fiscal year.) and must be cash, checks, or marketable securities payable directly to the organization. If an employee prefers, he or she can donate volunteer hours instead of money. Davidson Companies will pay the designated organization \$10/per volunteer hour worked. The employee must have the company send a document verifying the amount of hours to be reimbursed. The same rules apply to this form of donation that apply to the other gift matching policies stated.

The total match of four gifts will not exceed \$750. During the current fiscal year, Davidson Companies has budgeted \$125,000 for the program. Requests for gifts will be filled on a first come, first served basis until available funds are depleted.

The gift matching program follows the company fiscal year – the number and amount of dollars available per employee are credited from October 1st – September 15th. Matching gift requests received by September 15th will be credited in the current year if funds remain.

ELIGIBLE EMPLOYEES

Any employee consistently working 20 or more hours per week and non-employee directors of Davidson Companies are eligible. Gifts must be made in the employee's name or as a joint donation with his or her spouse.

ELIGIBLE ORGANIZATIONS

Higher Education:

Gifts to two or four-year public or private colleges, universities, or post-secondary technical institutes located in the United States are eligible to be matched. Institutions must be accredited by the appropriate regional, state, or professional accrediting body, and must be certified by the United States Internal Revenue Service as organizations to which contributions are deductible for federal income tax purposes. Alumni funds, foundations, or associations are eligible upon certification that the entire gift has been received by a qualified institution.

Nonprofit Organizations:

All nonprofit organizations are eligible for gift matching provided the following criteria are met:

- The organization is a 501©(3) charitable organization. Religious, political, fraternal, professional or veterans organizations are ineligible **unless** the contribution is for a specific program supported by and of benefit to the entire community.

WHAT WILL NOT BE FUNDED OR MATCHED

Internal policy or applicable federal law required Davidson Companies to decline requests to support:

- Gifts in lieu of tuition or school instructional expenses
- Bequests
- Dues to national or local alumni groups
- Subscription or publication fees
- Payments for athletic, social or recreational activities
- Gifts or scholarships to individuals
- Youth athletic teams, individual scout troops or individual parent/teacher associations
- Church pledges or organizational membership
- Benefits, conferences or dinners
- Federated fund drives (i.e. United Way, Montana Shares, etc.)
- Fundraisers that use pledges, such as walk-a-thons, bike-a-thons, etc.