



GE Foundation's Matching Gifts Program Guidelines

Overview

In 1954, the GE Foundation created the concept of a corporate matching gift program to support employees in their personal philanthropy and charitable giving by providing a one-to-one (1:1) monetary match. Since then, many companies have started similar programs. Today, the GE Foundation's Matching Gifts Program continues to serve as an important element of the Foundation's portfolio.

GE Participant Eligibility

Eligible participants are limited to:

1. Employees of GE or a majority-owned affiliate on the date(s) the gift was made and registered. A valid GE-issued SSO ID is required to register a gift for matching. Please note - as of 1/1/2019, Employees of Baker Hughes, a GE company, will participate under a single and separate matching gift program from the GE Foundation.
2. Retirees (U.S.) who retired directly from GE on or before December 31, 2017. GE retiree status must be current on the date(s) the gift was made and registered. A valid GE-issued SSO ID is required to register a gift.
Note: A surviving spouse of an eligible GE retiree may participate if he or she attained such on or before December 31, 2014. A valid GE-issued SSO ID is required to register a gift.
3. Current directors of GE and directors emeriti who retired on or before December 31, 2017.

Charitable Organization Eligibility

Eligible charitable organizations must be one of the following (excluding noted "Ineligible Recipient Organizations"):


1. U.S. Charitable Organizations that are:
 - (a) Recognized by and registered with the United States I.R.S. as a 501(c)(3) charitable organization; or
 - (b) Accredited Public PreK-12 Schools or School Districts in the U.S. to which contributions are tax deductible under the Internal Revenue Code of the United States; or
 - (c) Accredited Public or Non-Profit Colleges and Universities in the U.S. to which contributions are tax deductible under the Internal Revenue Code of the United States.
2. Charitable organizations in countries outside the U.S. that are:
 - (a) Recognized by and registered with the United Kingdom Charity Commission as a charitable organization; or
 - (b) Recognized by Charities Aid Foundation-America as a charitable organization


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Matching Gifts

Through the Matching Gifts Program, the GE Foundation provides one-to-one matching for personal, charitable donations made by GE employees.

- Eligible GE participants can match up to USD\$5,000 each calendar year.
- After making the donation directly, GE donors then may register the gift at: www.gefoundation.com/matchinggifts.

 www.ge.com/sustainability

 sustainability@ge.com

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Note: All organizations must be approved by the GE Foundation and must confirm compliance with program criteria in order to participate.

Ineligible recipient organizations

include, but are not limited to, the following (please note that this list is representative of frequent questions and may be expanded or amended by the GE Foundation):

1. United Ways (such as United Way of Metropolitan Atlanta, United Way of King County, and so on) or GE employee-led charities (e.g. Good Neighbor Fund, Employee Community Fund, Community Service Fund, and so on). These are supported through a separate program.
2. Political organizations (partisan organizations or those supporting specific candidates or legislation).
3. Religious organizations (churches, synagogues, mosques and other houses of worship), or other organizations primarily promoting religious purposes. Other faith-based community service organizations or schools may be considered eligible if their programs:
 - (a) are open to all individuals in the community regardless of religious belief;
 - (b) serve a secular purpose, such as food pantry, homeless shelter, or education;
 - (c) do not require participation in prayer, worship, or other religious activities as a condition of receiving service(s) offered; and
 - (d) do not use the individual donation or resulting match for religious purposes.
4. Donor-advised funds, private foundations, personal trusts.
5. Organizations that do not comply with GE's non-discrimination policy (for example, organizations that discriminate on the basis of a person's race, color, religion, national or ethnic origin, sex (including pregnancy), sexual orientation, gender identity

or expression, age, disability, veteran status or other characteristic(s) protected by law).

6. Organizations that do not comply with the USA Patriot Act (or other applicable anti-terrorism rules/laws).

Gift Eligibility

Annual Maximum

Each eligible GE participant has an annual matching maximum of USD\$5,000 (or equivalent) in each calendar year.

Eligible Gifts

Gifts eligible to be matched by the GE Foundation must meet the following requirements:

1. Gifts must be a tax-deductible, charitable contribution of USD\$25 (or equivalent) or more (if a different currency is used, a variance of up to 5% may be allowed for currency fluctuation).
2. Gifts must be current contributions made directly by the GE donor to the eligible organization from the GE donor's own assets. Donors may not register funds collected from others.
3. Gifts must be made/donated, not merely pledged. A matching gift cannot be used to satisfy a personal pledge (for instance, a pledge of \$2,000 cannot be satisfied by \$1,000 from the donor and \$1,000 from the GE Foundation match).
4. Gifts may be made via cash, check, debit/credit card or stock. Gifts may also be made by current payment from an entity such as a personal foundation or donor advised fund if that entity has been funded solely by the eligible GE participant (note that gifts made to such an entity cannot be matched).
5. Gifts made within the calendar year must be registered by the donor by the following April 15. The recipient organization must confirm receipt of a gift within 12 months of the donor registering the gift.

Ineligible Gifts

The GE Foundation will not match the following:

1. Charitable contributions made as part of a United Way Giving Campaign and/or made via payroll deduction (annual Giving Campaigns are supported separately).
2. Charitable contributions for religious purposes or supporting religious activities, commitments, and/or programs (such as "Bishop's Appeal" or equivalent), service attendance/ collection basket, and so on.
3. Contributions, or portions thereof, that are required and/or are not considered charitable or tax-deductible (such as event registration, ticket purchases, admission fees/"pay to play," auction item value, and so on). Note that any non-deductible portion should be declared by the GE donor and/or the recipient charity during the registration and confirmation processes.
4. Contributions that directly or indirectly benefit the donor, his/her family, or other person designated by the donor such as:
 - (a) Tuition or other student expenses (including books, services, fees, T&L for volunteer trips, and so on).
 - (b) Individual, family or group membership fees/dues, including alumni dues and subscription fees.
 - (c) Donations to a university/college athletic association that allows the donor to purchase tickets to a sporting event.
5. "Group gifts." Each GE donor must register his/her own contribution for matching (for example, donors cannot register donations from others and claim them as their own).
6. Charitable contributions supporting political purposes, influencing legislation, or electing candidates.
7. Bequests, insurance premiums, or contributions made through entities such as charitable remainder or lead trusts or charitable gift annuities.
8. Real estate, in-kind, or non-monetary

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contributions (such as services, materials, supplies, and so on).

The GE Foundation reserves the right to examine and exclude organizations, gifts, and participants as it deems appropriate.

Gift Matching Process

Note that the GE donor first should make the donation directly to charity. The Matching Gifts system is for registration and reporting only, not for making donations.

Gift Registration

Register your gift with the GE foundation as follows:

1. After first making your donation directly to the charity, go to the GE Foundation's Matching Gifts website (www.gefoundation.com/matchinggifts)
 - (a) Each GE Donor may only register his or her personal donations (for instance, no "group registrations"). Registering donations made by or collected from others is prohibited.
 - (b) Gifts made within the calendar year must be registered by the donor by the following April 15.
2. Click "GE Participants" to log in using your GE-issued SSO I.D. and password. You will need to select the appropriate recipient organization and enter details such as the amount, type, and date of your gift.

Note: If your donation was made for a specific purpose (such as a particular program, department, project, and so on) you may indicate that when you register for matching. Please note, however, that the GE Foundation's matching payments are unrestricted. To inquire or ensure how the

match is used, you may follow up directly with the charitable organization.

Gift Confirmation

The GE Foundation's gift confirmation process is as follows:

1. The recipient organization must log in and confirm receipt of a gift within 12 months of the donor registering the gift (the organization may take this step as soon as the gift is registered). Confirmation takes place within the Matching Gifts website. Note that the recipient organization also must confirm compliance with eligibility criteria and program guidelines.
2. Once confirmed by the organization and subsequently approved by the GE Foundation, a gift will be recorded as eligible and matched.

Matching Payment Distribution

The GE Foundation makes matching gift payments as follows:

1. Gift checks are sent directly to the recipient organization.
2. Payments are made on a quarterly basis unless otherwise noted (the schedule is available on the Matching Gifts website). For charities outside the US.: the match will be paid to the recipient charity through our administrative partner, [Charities Aid Foundation](#) (CAF) and therefore may take slightly longer. Also, because there is an additional cost, there is a minimum threshold: payments will be made once a charity has reached a cumulative total of \$250 from all employee activity (if the cumulative

payment to a charity is less than \$250, the payment will be held until that amount is reached).

Administrative Conditions

The GE Foundation's Matching Gifts Program is not part of the GE employee/retiree benefits program, but rather is offered as a public service by the GE Foundation, the charitable foundation established by GE. This program is not to be construed as creating a balance due from, or legal obligation by, the GE Foundation. If any matching activity is found at any time to have been generated by or for an ineligible person, donation, or organization, the GE Foundation reserves the right to request return of the funds. The GE Foundation determines all aspects of the program including participant, gift and recipient eligibility, and may amend or terminate the program at any time.

Questions may be directed to the Matching Gifts Customer Support Center at 1-800-305-0669 or by email to gesupport@cybergrants.com.

