

## Matching Gift Program

Simpson Strong-Tie will match dollar-for-dollar contributions by eligible Simpson Strong-Tie employees to local and national organizations that qualify as tax-exempt organizations for federal income tax purposes under section 501(c)(3) of the Internal Revenue Code; or are qualified to accept charitable gifts as defined in 110.1 (1)(a) of the Income Tax Act of Canada.

When you contribute to an eligible nonprofit organization and then participate in the Simpson Strong-Tie Matching Gift Program, the organization receives two gifts - the one you make and the matching gift.

Even though you may specify that your contribution be used for a particular purpose, the matching gift will be made for unrestricted use by the recipient institution. In addition, gifts will be matched only for the calendar year in which you make them. Gifts accumulated over a number of years will not be matched.

### Eligible Donors:

All full-time employees in the United States or Canada who have been employed by a company affiliated with Simpson Manufacturing Co., Inc. for 6 months or more.

### Size of matching gifts:

We will match cash gifts of \$50 or more to one or more eligible organization(s) up to a combined total of \$1000 per year for each eligible donor. Gifts made on a recurring basis throughout the year must be submitted with a single receipt for \$50 or more to be considered.

All matching gifts will be considered until the Company's maximum dollar amount for the program is exhausted for the year. At that time matching gifts will be terminated until the beginning of the next calendar year. At the beginning of the next calendar year, only new requests for matching gifts will be considered and there will be no retroactive payments.

### Gifts not eligible for matching include:

- Pledges (only contributions that have actually been paid will be matched)
- Gifts made jointly by several individuals (only gifts made in the name of an individual or a couple will be matched)
- Gifts made under wills or bequests
- Gifts made in lieu of tuition or payment for services
- Contributions required by an institution as a condition of admission or enrollment or which are otherwise involuntary
- Dues paid to alumni groups
- Subscription fees for publications
- Insurance premiums
- Any other payments that are not direct gifts to an organization

- **Eligible organizations:**

All organizations must qualify as tax-exempt organizations under section 501(c)(3) of the Internal Revenue Code; or as defined in 110.1(1) (a) of the Income Tax Act of Canada. We will match gifts in the following broadly defined areas:

- **Culture**

Libraries, museums, performing or visual arts organizations, arts service organizations, literary or

historical societies, architectural preservation organizations, public broadcasting corporations, etc.

**Education**

Accredited colleges and universities, technical schools, secondary, elementary or nursery schools, community education programs, literacy programs, foundations receiving funds for an accredited public or private school or school district, etc.

**Environment**

Conservation and preservation organizations, policy and research organizations, botanical gardens, zoos, etc.

**Health Care**

Medical research, health education and prevention, etc.

**Human Services**

Organizations addressing hunger, unemployment, community development, housing, youth, etc.

**Organizations not eligible for matching:**

- Organizations not in compliance with national equal opportunity policies
- Fraternal, social, political, veterans, or trade and industry organizations, chambers of commerce, and labor unions
- Programs aimed at promoting a political candidate
- Programs aimed at propagating a particular religious' faith or creed or programs that are otherwise predominately religious
- United Way and other federated funds

The overseeing department reserves the right to determine whether any gift will be matched.

**How to apply for a matching gift:**

Complete Part A of the Matching Gift Form (see link on this page) and send it with your gift to the recipient institution. The institution must complete Part B and return the form, **along with a copy of their most recent W-9**, to Simpson Strong-Tie.

**Deadline:**

In order for gifts to be matched, completed Matching Gift Forms must be received within 30 days following the date in which the gift is made.

Questions about the Simpson Strong-Tie Matching Gift Program should be directed to Jessica Rhodes or Sharon Garland at Home Office at MatchingGift@strongtie.com or (925) 560-9000.