

The Cooper Industries Matching Gift Program is designed to encourage Cooper employees to support community activities by giving time and money to qualifying nonprofit organizations. By using the Program, employees can double certain gifts at no extra cost. And if an employee is actively involved with a qualifying organization, Cooper Industries will make an extra volunteer bonus match of their gift.

Who can participate?

Full-time employees of Cooper Industries or any of its subsidiaries in the United States.

How is the Program organized?

The Matching Gift Program has three parts: a dollar-for-dollar match, a two-dollars-for-dollar education match and a dollar-for-dollar volunteer bonus match.

Dollar-for-dollar match

Cooper will match, on a dollar-for-dollar basis, gifts of \$35 or more to any qualified nonprofit organization. Only the employee's personal contribution of money or stock can be matched. Gifts up to a maximum of \$2,000 per employee will be matched in any calendar year. Payments made for dues, subscriptions, tuition, tickets, fees, etc. are not eligible for matching.

Education match

Cooper will match gifts to colleges and universities on a two-to-one basis, up to a maximum of \$2,000 in a calendar year.

Volunteer bonus match

Cooper will make an additional volunteer bonus match of an employee's gift — up to a maximum of \$1,000 per employee per calendar year — to eligible nonprofit organizations in which the employee actively volunteers.

To qualify for a volunteer bonus match, an employee must hold a nonpaying position with the organization, serve as a board member or regularly volunteer time. This involvement must be certified by the organization.

Here's an example:

Fred Johnson, a Cooper Tools employee and a scoutmaster, contributes \$50 to the Boy Scouts. He applies for a dollar-for-dollar match of \$50. Because Fred is a leader with the Scouts, he also applies for a volunteer bonus match of \$50. Therefore, his \$50 contribution will be matched with \$100, bringing the total contribution to \$150.

What organizations qualify to receive matching funds?

Many types of organizations qualify for matching funds in one of four categories: Higher Education, Health & Human Services, Arts & Culture and Community & Environmental. However, not all organizations qualify for matching gifts under Cooper's Program. To qualify, the organization must be tax-exempt as described in Section 501(c)(3) of the Internal Revenue Code.

What kinds of organizations do not qualify?

- The United Way. Cooper Industries matches employee gifts to the United Way through another matching gift fund. However, the individual agencies of the United Way are eligible if they meet the other Matching Gift Program requirements.
- Religious organizations, such as churches, temples and 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 also are ineligible for matching funds.
- Organizations whose policies are inconsistent with national equal employment 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.
- Fraternities, sororities, honor societies and campus organizations.
- Social, political and veterans' organizations.
- Intermediary funding groups that raise money to distribute to other charities.
- Primary or secondary schools.
- Organizations whose purpose or policies are inconsistent with Cooper's corporate giving philosophy and guidelines.

How does the application process work?

1. Complete Part I of this Matching Gift Application. Complete the volunteer bonus match box in Part I if you wish to apply for a volunteer bonus match.
2. Mail the Matching Gift Application with your contribution directly to the recipient organization.
3. The recipient organization then completes Part II of the form and mails the Matching Gift Application to the Cooper Matching Gift Program within six months of the date of your gift in order to receive matching funds.
4. Upon receipt of the completed and approved application, Cooper Industries will match your gift and forward the match directly to the recipient organization. Matching gifts are distributed on a quarterly basis.
5. An annual acknowledgement of the gifts made on your behalf during a given calendar year will be sent to you no later than January 31 of the following year.

If you are uncertain about whether an organization qualifies for a matching gift, or if you have a matching gift question, contact the Matching Gift Program Administrator at 1-888-209-8600 (toll-free). Cooper Industries' decision regarding an organization's eligibility will be final.

All questions concerning the interpretation, application or administration of the Matching Gift Program will be decided upon by Cooper Industries in its sole discretion. Cooper Industries reserves the right to decline to match a contribution, as well as the right to alter or terminate the Program.

Cooper Industries Matching Gift Application

PART I (To be completed by employee.) Please print.

Employee SSN: _____

Employee Name: _____

Address: _____

City, State, Zip: _____

Telephone: _____ Ext. _____

E-Mail Address: _____

Business Address

Division Name: _____

Location: _____

Gift Information

Date of Gift: _____

Recipient Organization: _____

Program Designation: _____

Tax-Deductible Gift Amount: \$ _____

Amount of Your Gift to Be Matched: \$ _____

Volunteer Bonus Match only:

In addition, I am applying for a Volunteer Bonus Match

in the amount of \$ _____ * to be made to the above

organization based on my service as a volunteer for

(length of time) _____

in the capacity of _____

Brief description of my activities: _____

**Not to exceed amount of contribution (\$1,000 annual maximum).*

Check Credit Card Stock**

**Name of Entity _____

Date of Transfer _____ No. of Shares _____

Employee Certification Statement:

I certify that my gift is not a payment for services, tuition, dues, or tickets; is not subject to reimbursement; and does not serve any purpose other than to be a contribution. The information provided is true and complete and will be maintained as a record of Cooper Industries.

Employee Signature: _____

Date: _____

PART II (To be completed by organization.) Please print.

Federal Tax I.D. No. (EIN No.): _____

Organization Name: _____

Address: _____

City, State, Zip: _____

Telephone: _____

Fax: _____

E-Mail Address (if applicable): _____

Web site address: _____

Org. type: Health & Human Services

Higher Education

Arts & Culture

Community & Environmental

I certify that the gift indicated has been received, and it will be used to support the primary objectives of the organization, which is classified as a tax-exempt organization under Section 501(c)(3) of the U.S. Internal Revenue Code, and that:

(1) this is an eligible organization;

(2) the gift meets all of the requirements listed in the Guidelines;

(3) neither Cooper Industries nor the employee received goods, services or other quid pro quo as defined in the relevant IRS rules and regulations; and

(4) if the employee is applying for a Volunteer Bonus Match, employee either holds a nonpaying position with the organization, serves as a board member or regularly volunteers the employee's time.

If your organization is not a major, well-known charitable organization, please enclose a copy of the tax determination letter from the IRS stating that you are a 501(c)(3) organization, and your mission statement.

Any inaccurate certificate provided by an organization may result in such organization being barred from further participation.

Name: _____

Title: _____

Signature: _____

Date: _____

Gift (tax-deductible) Amount Received: \$ _____

Return forms to:

Cooper Industries Matching Gift Program

P.O. Box 2236

Princeton, NJ 08543-2236

Toll-Free Telephone: 1-888-209-8600