

# Dupont Pioneer Matching Gift Program

## Introduction

To encourage and support the generosity and community involvement of employees, Pioneer Hi-Bred offers the Pioneer Growing Education Gift Match Program, which provides matching funds to K-12 and higher education institutions, as well as 4H and FFA educational programs, which Pioneer employees and retirees personally support. To maximize the impact of employee charitable giving, Pioneer matches, dollar for dollar, qualifying donations up to \$5,000 made by eligible employees and retirees to qualifying educational or nonprofit institutions of their choice.

## Who can participate?

Active, full-time and part-time employees and retirees. Gifts from spouses and/or family members are not eligible.

## Which institutions qualify to receive matching funds?

- Public K-12 schools listed in the National Public School Directory for Public K-12 Schools
- Private K-12 schools accredited by one or more accreditation body
- Public colleges and universities accredited by one or more accreditation body
- Private colleges and universities accredited by one or more accreditation body
- National, regional and local chapters of 4H and FFA
- Non-profit 501c3 organizations with an IRS classification of "education"

## What gifts are not eligible for matching?

- Gifts to institutions located outside of the United States
- Gifts made in lieu of tuition payment or services
- Fees for tuition payments or services
- Membership fees for which benefits are received
- Dues to alumni associations or similar groups
- Gifts to Parent Teacher Associations (PTA), booster clubs or similar groups
- Gifts to Fraternities or Sororities
- Gifts or payments, which support political or religious purposes
- Subscription fees for publications
- Insurance premiums
- Bequests or life income trust arrangements
- Gifts of real or personal property other than marketable securities
- Cumulative gifts from several individuals reported as one contribution
- Personal pledges

## What gifts are eligible for matching?

- Personal gifts paid from donor's personal funds directly to approved institutions
- The individual minimum gift limit is \$25
- The individual maximum gift limit is \$5,000

- Gifts given on dates inclusive of January 1 through December 31 of each calendar year count toward the annual limit of \$5,000
- Donor must be an active, full-time or part-time employee, or retiree at the time of the gift match request
- Gifts must be in the form of check, credit card, or marketable securities with a quoted market value. Gifts of securities are valued based on the average of the high and low on the date of the gift.

## **Dupont Pioneer Matching Gift Frequently Asked Questions**

How much will Pioneer match per year?

*Up to \$5,000 per qualified employee/retiree. The annual match total is calculated based on the date you make your gift, not the date you request a match.*

Is there a minimum gift amount?

*\$25.*

Do I have to get verification from the recipient organization that I made a gift to them?

*No, all you have to do is submit your donation and the match request. We will verify your gift with the recipient organization.*

I made a gift before separating from Pioneer; can I still submit a match request?

*You must be a qualified employee/retiree at the time you submit your match request.*

Are non-U.S. employees and/or expatriates eligible?

*Yes, however the recipient organization must be U.S. based.*

How often are match requests processed?

*Processing will occur on March 31st, June 30th, September 30th and December 31st of each year. Quarterly checks will be mailed for approved matching gifts on April 30th, July 30th, October 30th and January 30th of each year.*