

# The Honda Matching Gift Program

## Helping Your Community

### **Honda's Community Support Philosophy**

It is the philosophy of Honda to encourage a sense of social responsibility in each associate and to honor our obligations to the communities in which we do business.

Honda has established a Matching Gift Program to honor that philosophy and to recognize individual associate's efforts to support nonprofit, charitable organizations within their communities. Honda's Matching Gift Program will help improve the quality of each community in which we live and work.

### **Honda Matching Gift Program (HMG)**

Honda will match personal monetary donations to eligible organizations on a dollar-for-dollar basis up to an annual maximum of \$1,000 per fiscal year. The minimum personal donation that will be matched is \$50. The maximum personal donation that will be matched is \$1,000. (For example, if you donate \$100 to an eligible organization, Honda will also donate \$100.)

You may donate to as many eligible, nonprofit organizations as you desire per year, but the maximum aggregate personal donation per year is \$1,000.

All gifts must be personal contributions directly from the eligible associate and must be paid by personal check or credit card, **(NO CASH)**. You must supply your donation or proof of your donation to the recipient organization with this application. Your proof of donation may be in the form of an official receipt from the organization, a copy of your cancelled check or copy of your credit card receipt. The Company will not match the value of securities, personal services, personal property, real property or testamentary gifts.

### **Associate Eligibility Requirements**

To be eligible for the Honda Matching Gift Program, participants must be regular, full-time associates of American Honda Motor Co., Inc. or a covered, non-manufacturing affiliate or subsidiary and must have worked with the company for a minimum of six months.

### ***Organizations Eligible for HMG Support***

Organizations must be located in the United States and have tax-exempt status under the Internal Revenue Code and for the purpose of this program, the following definitions apply:

A Final Determination Letter from the Internal Revenue Service which determines the organizations nonprofit, tax-exempt status is required. If you do not know the status of an organization to which you would like to donate time or money, simply ask them for their tax exempt status. Additionally, each organization will be required to submit their IRS Determination Letter to Honda for review prior to receiving any donation. A nonprofit organization which is in the IRS Advance Ruling Period and has not yet received a Final Determination Letter from the IRS is not eligible for this program.

- Only those organizations incorporated and operating within the United States will be eligible for this program. Organizations operating outside the United States or those whose funds are used outside the United States are not eligible.
- The eligibility of nonprofit, tax-exempt, charitable organizations to receive donations of either associate's time or money will be at the sole discretion of the Corporate Community Relations Department which will review all HMG applications for support

### **Organizations Not Eligible for HMG Support**

The HMG does not cover organizations ineligible for contributions under any state or federal law, religious organizations or affiliates, political organizations or think tanks and/or organizations that represent a conflict of interest with American Honda Motor Co., Inc. or an affiliated company.

An organization whose goals, objectives or purpose represent a conflict of interest to the goals, objectives, purpose or philosophy of any Honda non-manufacturing company, affiliate or subsidiary will not be eligible for Matching Gifts. Additionally, any organization whose goals, objectives or purpose could be politically damaging or controversial for any Honda non-manufacturing company, affiliate or subsidiary will not be eligible for Matching Gifts.

The HMG program is not eligible to support United Way campaigns and other federal fund drives or institutions outside the United States.

### **To Apply for the Honda Matching Gift Program**

To apply, complete the Associate Donor Section on the attached application and submit the application together with your donation to the recipient organization. The recipient organization must complete the application, attach a copy of their Final Determination Letter from the IRS, or proof of non-profit status, proof of your donation and return the package to American Honda.

Upon receipt, Corporate Community Relations will review the application to determine the eligibility of the gift to be matched.

### **Administrative Conditions**

**American Honda must receive the completed Matching Gift application from the recipient institution no later than 90 days after the date of the associate donor's gift.** A gift will not be matched unless the organization has received a Final Determination Letter from the IRS approving their not-for-profit tax-exempt status.

**Matching Gifts will be paid on an ongoing basis.**

Requests for HMG program will only be approved for organizations that have received a Final Determination Letter from the IRS approving their not-for-profit. An organization in the IRS Advance Ruling Period is not eligible for this program.

The associate donor will be advised in writing coinciding with the Matching Gifts Program payment schedule, if the request has been approved or declined and why.

### **Additional Information**

The company encourages associates to make personal donations to eligible, charitable organizations, but participation in the Matching Gift Program is truly voluntary and is not required as a condition of employment.

The Company reserves the right to determine whether or not a gift will be matched, only gifts made in the current fiscal year are eligible for matching. Further, the Company reserves the right to suspend, change, revoke or terminate the Matching Gift Program at any time.

**The aggregate amount of company funds available for the Matching Gift and Volunteer Programs is \$100,000 per fiscal year. Once that total is reached, ALL Programs will be closed for the remainder of that fiscal year.**

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