

# “Doing Good” Program FAQs

*Lending Club’s “Doing Good” program supports team members in giving back to our communities. For 2015, the company provides a dollar-for-dollar match on your donations of up to \$100 per year to eligible nonprofit organizations. In addition, the company offers up to 8 hours of paid time off for you to use for qualified volunteer activities.*

## Who can participate?

The program is available to all full-time and part-time team members. Unfortunately, we are unable to extend the program to contractors, temporary employees, or interns.

## What organizations count toward matching funds or paid volunteer time?

To be eligible for matching funds or use of paid volunteer time, the organization must be a registered 501c3 public charity in the U.S. and also in sync with our brand; we exclude:

- General funding for a religious organization (although we’ll support religious organization funding of homeless shelters, soup kitchens, or other social service needs)
- Political organizations (partisan organizations or those supporting specific candidates or political positions) or campaigns
- Any organization that discriminates based on race, religion, color, sex, sexual orientation, age, national origin, ancestry, citizenship, veteran or disability status.
- Any organization that the company considers non-compliant with the law, controversial, or otherwise incompatible with our mission and values.

## What contributions are eligible for matching funds?

Contributions must be a personal gift, from personal funds, paid (not just pledged) by cash, check, or credit card, in the team member’s name (sorry but we can’t match contributions made by spouses or other family members). To receive a match, all donations must be made or registered through the Doing Good site. The easiest way to make a donation is to pay with your credit card directly through the site. If you make a donation outside of the Doing Good site, you’ll need to upload your receipt into your account to initiate the match. We’ll match the first \$100 per team member per year to qualified organizations, although you’re welcome to give more. If you make several contributions, gifts will be matched in the order of gift date, up to the \$100 maximum limit for the year.

Lending Club has sole discretion to determine whether a contribution is eligible for matching funds.

## How does the paid volunteer time program work?

The company offers 8 hours of paid time off per eligible team member per year. Exempt (salaried) team members should work with their manager to request time off in advance and record their time in the Doing Good site. Non-exempt (hourly) team members should request the time off in advance and record their time as volunteer hours in ADP, and also record their time in the Doing Good site. Any volunteer time during regularly scheduled work hours in excess of 8 hours should be recorded as PTO.

Some key points about volunteer hours:

- The full 8 volunteer hours are available to you as of Jan. 1 each year – there is no accrual.
- Unused volunteer hours don't roll over from year to year and aren't paid out if you leave the company.
- Volunteer hours may be used in increments (e.g. 1 hour one week, 2.5 hours another week, etc.).
- Volunteer hours may only be used toward activities at eligible 501c3 public charities that are in keeping with our brand (see guidelines above). As with gifts, LendingClub has sole discretion to determine whether a charity is eligible.
- Under appropriate circumstances, volunteer hours may be included in the calculation of overtime pay. Please discuss your specific circumstances with your manager prior to taking or scheduling your volunteer hours. You cannot use volunteer hours on a scheduled day off.

Due to the nature of volunteer events, meals and breaks generally won't be tracked.

## Can I get match for a donation I made earlier this year?

Yes, as long as the donation was made after Jan. 1, 2015. To request a match, follow the instructions under "Option 3" on the "My Dashboard" tab.

## How do I use the Doing Good website?

For answers to FAQs regarding use of the Doing Good site, log on to the Doing Good homepage, click on "Help" in the upper right-hand corner, and then select the "FAQs" tab.