



PROGRAM GUIDELINES

Through the Peabody Energy Dollars for Doers Program, the company offers a way to maximize — up to USD\$1,000 per person each calendar year — employees' concentrated volunteer time with their favorite charitable organizations. Thank you for your efforts to make our communities stronger and more vibrant through your gift to *time* and *talent* to qualifying organizations.

WHO CAN PARTICIPATE

All active full-time, part-time, represented and non-represented employees of Peabody Energy, globally, are eligible to participate. Members of Peabody Energy's Board of Directors are also eligible. Gifts from employee spouses, other family members, temporary employees, interns, retirees and contractors are not eligible for the program.

ELIGIBLE ORGANIZATIONS IN THE U.S.

Nonprofit organizations located in the United States or one of its possessions and recognized by the Internal Revenue Service (IRS) as tax-exempt and designated a public charity under Section 501(c)(3) of the Internal Revenue Service of 1986, as amended (the "Code") or an instrumentality of a federal, state or local government under section 170(c) of the Code. The organization must have no political affiliation and must be open to full nondiscriminatory participation.

ELIGIBLE ORGANIZATIONS OUTSIDE THE U.S.

Peabody's Dollars for Doers administrator, JK Group, performs due diligence on the eligibility of all non-domestic organizations. This includes receiving information that must be recognized as tax-exempt by the Internal Revenue Service (IRS) and designated a public charity under Section 501(c)(3) of the IRS Code, or evidence that funds will be used for charitable purposes.

ELIGIBLE DOLLARS FOR DOERS REQUESTS

- U.S. Patriot Act Compliance: U.S. companies must follow strict guidelines for processing contributions to foreign entities to ensure that these organizations do not in any way support terrorism. Peabody Energy reserves the right to decline a volunteer match gift to organizations that, as determined by JK Group due diligence, do not meet these strict guidelines. If you are unsure whether an organization is eligible, please contact our Dollars for Doers program at (U.S. participants) 1-866-625-4278 (8 a.m. – 6 p.m. EST) or (international participants) 609-799-7830.
- All Peabody Energy volunteer match gifts will be paid out in U.S. Dollars *only*. The match amount in U.S. Dollar currency will be calculated based on the exchange rate that is in effect at the date you log your request for a match. For more information on currency exchange rates, please visit the [currency conversion site](#).
- Ten-hour increments of volunteer service concentrated with one organization merit a USD\$250 match to that same organization from Peabody Energy, placing the value of one volunteer hour at \$25.
- The minimum volunteer match gift that will be matched is USD\$250, and this is based on 10 hours of volunteer time concentrated with one organization.
- The maximum volunteer match gift per donor, annually, is USD\$1,000.
- That maximum yearly match of USD\$1,000 may be achieved through a variety of scenarios.
 - Volunteer 40 hours with one eligible organization = \$1000 company donation to that organization.
 - Volunteer 10 hours with four different eligible organizations = \$250 company donation to each of those four organizations.
 - Volunteer 10 hours with eligible organization A = \$250 company donation to that organization; Volunteer another 30 hours with eligible organization B = \$750 company donation to that organization.
- If an employee makes multiple requests for a volunteer match gift in one calendar year, gifts will be matched in the order received, up to the maximum annual donor limit of USD\$1000. The donor's maximum annual limit coincides with the January 1 to December 31 calendar year. Volunteer Match Gifts must be requested within the same calendar year that the volunteering occurred.
- The match request must be made for volunteer time executed, not merely pledged.
- You may be asked to provide evidence of your volunteer time.

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INELIGIBLE DOLLARS FOR DOERS REQUESTS

Peabody Energy reserves the right to refuse requests for volunteer matching gifts to organizations whose objectives are deemed to be detrimental to the interests of our company. Furthermore, even if an organization is eligible, certain types of volunteer matching gifts are not. Examples include:

- Volunteering when a direct value is received as a result of the donation; i.e., dinner tickets, sporting events, raffle tickets, memberships, etc.
- Volunteering time to private individuals.
- Volunteering time to organizations classified by the IRS as 501(c)(4).
- Volunteering with organizations/projects that do not serve the community at large.
- Volunteering with non-accredited colleges, universities, public, private or charter elementary or secondary schools.
- Volunteer hours conducted by spouses, partners, other family members, or combining hours made by several individuals.
- Volunteering with organizations whose primary purpose is to promote religion, even if volunteering is specified for a community outreach program, such as a soup kitchen or homeless shelter.
- Volunteering with organizations whose primary function is advocacy or litigation.
- Volunteering with organizations that discriminate in any way with national equal opportunity policies.
- Volunteering for political purposes or to influence legislation.
- Volunteering with organizations that are membership based (booster clubs, fraternal or social groups).
- Volunteering with League athletic teams.
- Volunteering with United Way. (Why? The United Way receives volunteer support from Peabody Energy during the company's annual fundraising drive.) Certain exceptions apply; for example, volunteering through the United Way during times of disaster relief.

HOW TO USE THE DOLLARS FOR DOERS PROGRAM

Employees may request a Dollars for Doers volunteer match gift through an online request process using the Peabody Energy Dollars for Doers website at <http://www.peabodyenergy.com/dollarsfordoers>.

- **For U.S. Participants:** Click the "Login" link at the left side of your screen. Following the instructions, simply type in your unique Peabody ID (sans the alpha character) as your username and the last four digits of your social security number as your password, and then click on the "Submit a New Request" link to begin your volunteer match request process.
- **For International Participants:** If this is the first time you are logging in to apply for a volunteer match gift, type in only your unique Peabody Energy Employee ID (sans the alpha character), and then click "Login." You will then be prompted to create a password. You will use this for all subsequent log-ins. Then click on the "Submit a New Request" link to begin your volunteer match request process.

VOLUNTEER MATCH GIFT SCHEDULE

Following receipt of your volunteer match gift request, the Peabody Dollars for Doers Program administrator will contact the designated organization to verify your volunteer time. Note: It may take at least 90 days to process matches, as due diligence is required.

Eligible requests are typically processed on a quarterly schedule (dates not guaranteed and are subject to change based on diligence requirements). Disbursement of funds to the recipient organization will typically occur three to six months after the volunteer gift match request.

References to Peabody refer to Peabody Energy and its affiliates. Peabody Energy reserves the right to change the program and/or the guidelines at any time without prior notice. The policies and procedures described above are not conditions of employment nor are they intended to create or constitute a contract between Peabody and any one or all of its employees.

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Organizations that do not cash checks within six months of disbursement will be contacted for follow up. Should those contact attempts prove unsuccessful, the disbursement check will be voided and no volunteer match will be made.

Volunteer match gifts must be requested within the same calendar year that the volunteer time was performed.

NEED HELP?

You may check the status of your volunteer gift match or obtain information about the program at any time using the Peabody Energy Dollars for Doers website at <http://www.peabodyenergy.com/dollarsfordoers>.

You may also contact the program administration office via email at peabodyenergy@easymatch.com or call 1-866-625-4278 during regular business hours which are 8 a.m. to 6 p.m. EST, Monday through Friday, excluding New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving and Christmas. International participants may use the JK Group toll number 609-799-7830.