

**DONOR ELIGIBILITY**

- Active, full-time, U.S.-based employees of U. S. Steel
- Active members of the U. S. Steel Board of Directors

**ORGANIZATION ELIGIBILITY**

All gifts to eligible organizations will be matched \$1 for \$1 up to the \$10,000 maximum per eligible donor per year.

Eligible organizations categories include:

- Arts & Culture Organizations
- Civic & Community Organizations
- Educational Institutions (K-12 and higher education)
- Environmental Organizations
- Health and Human Service Organizations (except for United Ways\*)

*\* United Way contributions will not be eligible for the match due to other funding through the Foundation.*

Please note that nonprofit organizations eligible under the above categories must be organized and located within the United States or its possessions; be recognized as tax-exempt by the Internal Revenue Service under Section 501(c)(3) of the Internal Revenue Code, or a tax-exempt state instrumentality; and must not be a private foundation. All organizations must also be in compliance with the USA Patriot Act.

**CONTRIBUTIONS ELIGIBLE FOR MATCHING**

- Contributions must be personal gifts which have been paid, not merely pledged, in support of charitable activities.
- The minimum contribution eligible for matching is \$25.
- The maximum amount matched per donor per calendar year is \$10,000. This amount may be contributed to one or more eligible organizations. The donor's annual limit is based on the date of gift.
- Contributions must be made in advance to the organization in the form of cash, credit card, or securities with a quoted market value.
- The value of securities contributions is based on the last sale price of the securities prior to the date of the gift. The Foundation's determination of the value of securities shall be final and binding.
- The donor may be asked to provide proof of the contribution in the form of a canceled check, bank statement, credit card statement, or a transfer of stock certificate.
- The donor may make an unrestricted contribution or designate a purpose except those defined as ineligible.

**CONTRIBUTIONS INELIGIBLE FOR MATCHING**

- Payment of tuition, books, student or group membership fees
- Payment for which any goods, services or benefits are received. The Foundation will not match contributions or portions thereof, that are not considered charitable or tax-deductible (e.g. event tickets/tables, admission fees, auction merchandise value, etc.)
- Designations to scholarship funds, unless the educational institution administers the fund
- Contributions supporting political causes
- Contributions to religious organizations that primarily promote religious programs
- Contributions to organizations that discriminate on the basis of a person's race, color, creed, religion, national or ethnic origin, sexual orientation, marital status, age, disability, veteran status or other characteristic(s) protected by law
- Contributions to a Charitable Gift Fund
- Contributions made directly to United Way or as part of a United Way Giving Campaign via payroll deduction

U. S. Steel reserves the right, at its sole discretion, to examine and exclude any organizations and gifts as it deems appropriate.

### HOW THE PROGRAM WORKS

Once your donation has been made to the organization of your choice, a match may be requested online at the United States Steel Foundation Matching Gifts Program website or via a paper form. Upon receiving the request, the program administrator will contact the organization to verify receipt of the gift.

#### **Board of Directors\*:**

First time users, please call Janet Domencic at 412.433.2937 for a paper form.

#### **Non-Represented Employees\*:**

For website access, please log in to [business.uss.com](http://business.uss.com) and click the Matching Gifts link.

#### **Represented Employees\*:**

First time users, please contact the Global Service Desk at 1-800-552-2730. You will be provided with an account to access [business.uss.com](http://business.uss.com). Once access is granted, please log in and click the Matching Gifts link.

*\*A paper form is also available by request at 1-855-547-8405.*

Requests are processed on the following quarterly schedule:

<b>Received by:</b>	<b>2/1</b>	<b>5/1</b>	<b>8/1</b>	<b>11/1</b>
<b>Processed by:</b>	<b>2/28</b>	<b>5/31</b>	<b>8/31</b>	<b>11/30</b>

Matches must be requested within one year of the gift date. Requests after that time will not be honored. Also, even if the request is made while the donor is still eligible, it will not be honored if the donor ceases to be eligible (other than due to retirement) prior to payment of the matching gift.

The United States Steel Foundation matching gift program will be available on a first-come, first-serve basis. Once the annual budget is met, the match website will notify requestors that the program is closed for that current calendar year. Those interested in requesting a match may once again do so when the new calendar year opens.

For more information or to view your personal giving history, please visit the program website.

### ADMINISTRATIVE CONDITIONS

This program supersedes any previous matching gift programs of U. S. Steel. All matters relating to interpretation, application and administration of provisions of this Program, or otherwise relating to the Program, shall be determined by the Foundation and its determination shall be final and binding. Trustees of the Foundation reserve the right to amend, suspend or terminate this Program at any time.

### CONTACT INFORMATION

For questions, please contact the United States Steel Foundation Matching Gifts program administrator via email at [ussteel@easymatch.com](mailto:ussteel@easymatch.com) or phone at 1-855-547-8405.