



Policy Name: Matching Gift Program	Applicability: U.S. Broadcom
Revised by: Human Resources	Revised Date: 12/2020

General Policy Content:

- **Purpose**

The purpose of the U.S. Matching Gift policy is to recognize that employees have causes and organizations important to them. As a benefit to employees, the company will match approved employee contributions to charitable organizations.

- **Eligibility**

The company will match contributions made by all regular full- or part-time U.S. employees.

Temporary employees, interns, retirees and contractors are not eligible for the program.

- **Eligible Recipients**

Only U.S.-based organizations are subject to approval. Religious organizations are not eligible even if they have an outreach program. If the outreach program does not have their own separate EIN 501(c)(3) status, then they would remain to be considered ineligible. Civic / Community organizations are eligible.

Eligible recipients include:

All levels of schools, public or private, any of which qualify as an exempt organization under internal revenue code section 501(c)(3). It is recommended that employees determine whether the organization to which they wish to contribute is a charitable organization before requesting a match. Once an employee makes a charitable contribution to an organization and requests a match, the vendor Broadcom has contracted with to administer the program, will validate that the organization is qualified to receive the match.

Any other tax-deductible organizations (Internal Revenue Code, section 501(c)(3)), which includes:

Cultural organizations

Art museums

Historical museums

Science museums, including zoos and botanical gardens

Libraries

Public television/radio

Hospitals



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Social service organizations

Environmental/conservation groups

Certain types of matching gifts are not eligible. These include: gifts made by or through community trusts or similar organizations, trusts, donor advised funds or family foundations, gifts made in lieu of tuition payment for services, fees for service or tuition payments, membership fees for which benefits are received, dues to alumni(ae) or similar groups, gifts or payments for primarily political or religious purposes, subscription fees for publications, insurance premiums, bequests or life income trust arrangements, gifts of real or personal property, cumulative gifts from several individuals reported as one contribution.

Gift Matching

All active full-time and part-time U.S. employees of Broadcom Inc. U.S. entities are eligible to participate in the Broadcom Matching Gift Program. Spouses and surviving spouses of eligible employees are not eligible.

Matching gifts must be requested within 6 months of the gift/donation date. Requests received after that time will not be honored. Receipt of employee personal donations will be subject to verification by the vendor and non-profit organization. Broadcom grants are designated for unrestricted support.

Administration

After an employee makes a contribution to the non-profit organization of his or her choice, the employee completes a Matching Gift request online by accessing the vendor website link available from the CyberGrants Matching Gift Program icon on OKTA. FAQs are available on the Matching Gift Program website or on the Broadcom U.S. intranet under Functions, Human Resources, U.S. Sites, Matching Gift Program.

The Matching Gift request must be completed in its entirety. The vendor will verify that the employee made a contribution, ensure the non-profit status of the organization and make the match. The online system provides updates on the status of the matching gift request. The status of the request may also be obtained by using the Matching Gifts Giving History link within the website.

All matches will be 1:1. There is a minimum match of \$U.S. 25 and a maximum of \$U.S. 1,000 per employee, per year (up to a maximum corporate amount established by the company per year).

For information about the Matching Gift website including questions about matching gift requests, please contact CyberGrants support at broadcomsupport@cybergrants.com or 1-866-964-8174.