



NIKE EMPLOYEE MATCHING GIFT PROGRAM

NIKE's Employee Matching Gift Program exists to support employee involvement in charitable giving to qualified non-profit organizations. The Employee Matching Gift Program guidelines are subject to change at NIKE's discretion.

Who Can Participate?

All U.S. NIKE employees and members of the Board of Directors of NIKE, Inc. are eligible for participation in NIKE's Employee Matching Gift Program.

Eligible Organizations

To qualify for matching funds, eligible organizations must be located in the U.S. or one of its possessions and be recognized by the IRS as a tax-exempt public charity under Section 501(c)(3) of the IRS Code. Educational institutions must be accredited or approved by a nationally recognized accrediting agency and public educational institution or non-profit governmental agency operated under public control.

NIKE reserves the right to withhold matching funds to organizations that discriminate against a person or a group on the basis of age, political affiliation, race, national origin, ethnicity, gender, disability, sexual orientation or religious belief.

Administration of Program

NIKE has four Matching Gift options:

- ? Under the Dollar-for-Dollar Match, cash distributions to qualifying non-profit organizations are matched on a dollar-for-dollar basis (minimum \$25 gift).
- ? The Double Match offers two-for-one matching if a cash gift supports sports, recreation or fitness programs for kids. The Double Match is not available for Volunteer hours.
- ? The Volunteer Match allows employees to give their time, which NIKE matches at a rate of \$10 per hour (minimum of four (4) hours per quarter per organization).
- ? The Employee Charitable Giving Program allows employees to make contributions to eligible tax-exempt charitable organizations through payroll deduction during a two-week period each fall. (Matching Gift Form is **not** required with this program.)

The minimum contribution matched is \$25 or four (4) volunteer hours per quarter per organization. The maximum total match per employee per fiscal year is \$5,000 including cash, employee charitable giving and volunteer hours, that is, the total annual match cannot exceed \$5,000 per employee. For example, you may give \$1,000 in cash, \$500 through the employee charitable giving program and 350 volunteer hours for a total of \$5,000. NIKE reserves the right to determine whether a program is eligible for matching.

Matching gift forms must be received by the NIKE Matching Gift office within 6 months of the date the donor made the gift in order to be considered.

The program operates on a fiscal year basis. Gifts are matched by NIKE, Inc. at the end of each fiscal quarter, (August, November, February and May) NIKE will match gifts that are paid, not pledged. Verification of payment or volunteer hours is required before NIKE will make matching payment. Verification occurs by processing the Matching Gift Form.

NIKE will not match gifts of stock, dues payable to national or local alumni groups, subscription fees for publications, insurance premiums, tickets to events, payments for gift items sold as fund raisers, or other payments which are not in the form of direct gifts to a non-profit organization.

For more information, please contact the NIKE Employee Matching Gift office at 1-888-671-GIFT or e-mail us at "nike@easymatch.com".

NIKE EMPLOYEE MATCHING GIFT FORM

Instructions to Employee

1. Complete Section A of this form. Use a separate form for each charitable organization.
2. Mail the original form and your donation to the non-profit organization. Keep a copy for your records.
3. NIKE will match your gift when the non-profit organization completes Section B of this form and sends the original to the NIKE Employee Matching Gift office. Gifts are matched on a fiscal quarter basis. You will be notified by letter once the gift has been matched.
4. For more information, contact the NIKE Employee Matching Gift office at 1-888-671-GIFT or e-mail us at "nike@casymatch.com".

SECTION A (TO BE COMPLETED BY EMPLOYEE)

EMPLOYEE NAME				NIKE EMPLOYEE NUMBER	
HOME ADDRESS	STREET	CITY	STATE	ZIP	
EMPLOYEE WORK LOCATION (DEPT., BLDG.)			EMPLOYEE PHONE NUMBER	HOME TR PHONE NUMBER	
NAME OF THE ORGANIZATION			PROGRAM DESCRIPTION		
EMPLOYEE SIGNATURE				DATE	

		MATCH REQUEST	
<input type="checkbox"/> DOLLAR-FOR-DOLLAR MATCH (Minimum \$25 gift)	AMOUNT OF YOUR GIFT \$	NIKE MATCH REQUESTED \$	
<input type="checkbox"/> DOUBLE MATCH	AMOUNT OF YOUR GIFT \$	NIKE MATCH REQUESTED \$	
<input type="checkbox"/> VOLUNTEER MATCH (Minimum 4 hours per quarter per organization)	HOURS X \$10 =	NIKE MATCH REQUESTED \$	

Instructions to Non-Profit Organization

- To qualify for matching funds:
1. Complete Section B of this form.
 2. First Time Applicants, please attach a copy of your 501(c)3 letter and mission statement or description of your organization.
 3. **IMPORTANT** to verify amount received and/or volunteer hours in box below.
 4. Mail the signed copy of this form and required documentation to; NIKE Employee Matching Gift, P.O. Box 7215, Princeton, NJ 08543-7215.
 5. Matching Gift payments will be made quarterly per NIKE's fiscal year (August, November, February, May).
 6. For more information, contact the NIKE Employee Matching Gift office at 1-888-671-GIFT, or e-mail "nike@casymatch.com".

SECTION B (TO BE COMPLETED BY NON-PROFIT ORGANIZATION)

ORGANIZATION'S LEGAL NAME		FEDERAL TAX ID NUMBER	
VERIFY AMOUNT RECEIVED \$	TAX-DEDUCTIBLE AMOUNT \$	VERIFY VOLUNTEER HOURS INDICATED ABOVE	
MAILING ADDRESS (STREET)			
CITY	STATE	ZIP	TELEPHONE NUMBER ()
NAME OF AUTHORIZING OFFICER (PLEASE PRINT)		TITLE OF AUTHORIZED OFFICER	
AUTHORIZED OFFICER'S SIGNATURE			DATE

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