



CHARITABLE CONTRIBUTION MATCH
....to encourage and magnify employee generosity.

Information

The Avis Budget Group Charitable Contribution Match Program has been established to encourage employees to support organizations that help others by supplying health, welfare and other life-enhancing services.

Through this program, Avis Budget Group gives employees the opportunity to determine a portion of the Corporation's gifts to charities. Gifts made by eligible employees to qualified charities will be matched on a dollar-for-dollar basis.

Eligible Gifts

Avis Budget Group will match certain independently made employee contributions up to a maximum of \$100 per employee per calendar year. Donations will be applied to the calendar year in which the employee submitted the form to HR4U.

The contribution must be made by check or charge. The contribution must be a completed gift; pledges or bequests do not qualify.

Any portion of payment for which the donor receives any form of consideration (subscriptions, tickets, etc.) is not eligible for a matching gift under the Program. In addition, "in-kind" donations (i.e., services) are excluded.

Eligible Participants

At the time of the contribution and the time of the match, the donor must be a United States based active employee of an Avis Budget Group subsidiary company.

Eligible Institutions

The Matching Program is designed to support charities to which Avis Budget Group does not already make a sizable contribution. In addition, Avis Budget Group does not intend to use the funds to support or send a message of any political or religious point of view.

To be considered for a matching gift under the Program, the organization must qualify under Section 501(c)(3) of the Internal Revenue Code.

Partial List of Eligible Charities

- Aids Foundation
- American Cancer Society
- American Heart Association
- American Lung Association
- American Red Cross
- AVON Breast Cancer
- Big Brother/Big Sister
- Boy Scouts
- Childreach
- Cystic Fibrosis Association
- Girl Scouts
- Local animal shelters
- Local fire houses
- Local food banks
- Local hospitals
- March of Dimes
- Mothers Against Drunk Driving (MADD)
- Public Broadcasting System (PBS)
- Save the Children
- Special Olympics
- Sunshine Foundation
- The Salvation Army

The list includes some national and many local organizations. However, this list is not intended to be all-inclusive. If an employee wishes to contribute to a charity not listed above and expects company match of the contribution, please contact HR4U first to assure the charity will be approved for the Program.

Not Eligible for Matching Program:

Avis Budget Group excludes from charitable contribution match eligibility:

- Religious and Educational Institutions
- Political Action Organizations
- Contributions that are made in connection with a major Avis Budget Group sponsored or sanctioned charitable support, organized fundraisers (such as United Way or Inner City Games)

Administration

The funding and administration of the Program will be provided by Avis Budget Car Rental.

Any necessary interpretation regarding this program will be made by Avis Budget Group; its decision will be final. Although not anticipated, Avis Budget Group reserves the right to suspend, change, or revoke this Program at any time.

For more information, please call HR4U at 1-844-700-4748.

Instructions for Employee

1. Complete the attached form, [including mailing address of the charity and the federal tax id number](#).
2. Provide a copy of the check to the charitable organization and a receipt from the charitable organization. If the donation was made online the confirmation statement will serve as this receipt.
3. [All paperwork must be submitted within 60 days of the donation.](#)
4. Send the form, copy of the check and receipt to:

Avis Budget Group / HR4U
Attn: Charitable Contribution
PO Box 690360
Tulsa, OK 74169-0360

Once approved and processed, Avis Budget Group will send the check directly to the charitable organization. You will be notified of the approval.