

Freeport-McMoRan Copper & Gold Foundation Employees In Action

A PROGRAM TO RECOGNIZE AND REWARD EMPLOYEE VOLUNTEERISM



"It is one of the most beautiful compensations of life, that no man can sincerely try to help another without helping himself."

-Ralph Waldo Emerson

Freeport-McMoRan Copper & Gold Foundation

*Global Volunteer
Achievement Fund*
One North Central Ave.
Phoenix, AZ 85004

Phone: 602-366-8116 or
1(800)528-1182 ext. 8116

Fax: 602-366-7368

Email:
Foundation@fmi.com

Global Volunteer Achievement Fund

CONGRATULATIONS!

The Freeport-McMoRan Copper & Gold Foundation applauds employees for the time they spend volunteering in their communities, and recognizes the value of active involvement! As an engaged volunteer, you can now nominate a nonprofit organization for a cash contribution from the Foundation to enhance your existing commitment of time, energy and skills.

ELIGIBLE PARTICIPANTS

All permanent, full-time or part-time employees of Freeport-McMoRan located at the Phoenix office and all heritage Phelps Dodge operating locations who have been employed by the company for the equivalent of at least six months and have continued to volunteer for at least six months with the organization which they are nominating for a grant.

ELIGIBLE ORGANIZATIONS / PROGRAMS

- Any nonprofit, charitable, civic, health, social welfare, educational, cultural or community organization or project that provides a public service — and for which you volunteer — is eligible.
- Government related organizations that provide a public service (such as schools).
- Ongoing or independently run programs affiliated with religious organizations. (The contribution must be designated to a non-sectarian project that provides needed social services to the community at large on a nondiscriminatory basis. For example, a soup kitchen or homeless shelter run by a church).
- Organizations must have tax-exempt status as defined in Section 501 (c)(3) or 509(a)(1, 2 or 3) of the U.S. Internal Revenue Code, or be an instrumentality of a state or local government (as defined Section 170(c)1 of Internal Revenue Code which generally covers educational institutions).

NOTE: Organizations outside the U.S. must provide documentation that they are the “equivalent” of a not-for-profit organization that exists for the sole purpose of providing a public service.

The Freeport-McMoRan Copper & Gold Foundation reserves the right to determine the eligibility of any organization based on its consistently applied non-discriminatory criteria, and all such decisions of the Foundation are final and binding.

*"Never believe that a few caring people can't change the world. For indeed, that's all who ever have."
- Margaret Mead*

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Special Note:

While the intent of the program is to support employee volunteer service — and nearly all organizations/programs are eligible — there are organizations and activities beyond the scope of the program. These include:

- Organizations that discriminate on the basis of race, gender, religion, national origin, age, disability or veteran status.
- Religious organizations or programs whose primary purpose is propagating a particular religious faith, creed, or doctrine; or programs limited to church membership.
- Political or lobbying organizations, including those supporting the candidacy of any individual.
- Organizations that may pose a conflict with the goals, programs, products or employees of FCX and its subsidiaries.
- Fraternal or labor organizations.

Social service programs run by religious organizations / churches are eligible as long as their services or activities are not limited to church membership or members of a particular faith and do not exist for the purpose of promoting a particular religious doctrine. (See other specifications under “Eligible Organizations”).

USE OF FUNDS

Funds may be used for any charitable purpose agreed upon by the organization and the employee volunteer. However, no personal, material benefit may be derived by the employee (or a family member) as a result of the cash/grant award to an organization. (For example, funds may not be used for membership fees, event / entrance fees, event tickets, student tuition or fees, etc.).

HOW GRANT AWARDS ARE DETERMINED

Grants are determined by the number of hours volunteered in a consecutive 12 month period by the employee volunteer, and the number of consecutive years that employees has been an active volunteer with the organization.

Each employee can apply for as many grant awards as desired per year, up to a maximum of \$1,000. The maximum award per employee/per organization/per year is \$500.

One organization may earn up to a maximum of \$2,000 in grant awards each year through multiple FCX employee volunteer nominations.

GRANT AWARD FORMULAS

Points for Years of Service

0-4 years of service = 1 point
5-9 years of service = 2 points
9+ years of service = 3 points

Points for Hours of Service (in a consecutive 12 month period)

50+ hours of volunteer service = 1 point
125+ hours of volunteer service = 2 points
200+ hours of volunteer service = 3 points

Award Amount Assigned to Points

2-3 points = \$100
4-5 points = \$250
6 points = \$500

IMPORTANT DATES

- **Nomination Deadlines — June 30 and November 15**
- **Employee Notification /Grants Issued — July 30 and Dec. 15**
(All required documents must be received at the time of nomination, by the deadline.)

HOW TO APPLY

1. Fill out the Employee Information Section (Form A) of the Nomination Form.
2. Send your completed form to the eligible organization for whom you are volunteering/seeking funds. Have the organization complete the Recipient Organization Information Section (Form B).
3. The recipient organization should forward the entire completed form to:
Freeport-McMoRan Copper & Gold Foundation
Employees In Action-Global Volunteer Achievement Fund
One North Central Avenue
Phoenix, AZ 85004
Fax: (602) 366-7323

All parts of the forms must be completed in English.

Completed forms will be accepted by fax, but must be followed by an original sent via mail within one week of the faxed submission.

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EMPLOYEE INFORMATION (Form A)

This section to be filled out by employee. Use a separate form for each request / organization. **PLEASE PRINT OR TYPE. MUST BE COMPLETED IN ENGLISH.**

Last Name First Name

Date of Employment (Hire Date)

Job Title

Division/Operation Location

Work Phone (including area/country code) E-mail address

Supervisor's name & title

Name of charitable/nonprofit organization

Name of organization contact and title

City & state OR country of organization

Description of Volunteer Service:

(if more space needed please attach no more than 1 addtl. page)

Number of hours volunteered during the last 12 months:

Number of years as a volunteer for this organization:

Employee Signature Date

IMPORTANT

Please mail this completed form (with the entire page) directly to the recipient nonprofit organization for its completion and verification. Please do not fax this form to the nonprofit organization.

RECIPIENT ORGANIZATION INFORMATION (Form B)

This section to be filled out by the non-profit organization. **PLEASE PRINT OR TYPE. MUST BE COMPLETED IN ENGLISH.**

Organization Contact
(Name of person completing/verifying information)

Address

City State / Country Zip code

Phone (including area/country code) Fax (including area/country code)

E-Mail Address (if applicable)

Number of hours employee volunteered during the past 12 months:

Number of years employee has been a volunteer with your organization:

Level of employee's involvement (please circle one):

Board Member Volunteer

Type of non-profit organization (please circle one):

Education Arts, Culture & Diversity Community Safety
Environment Community Development Other

Organization Contact/Executive Signature and Title* Date
*Must be different from Applicant

REQUIRED DOCUMENTATION

Nomination form must include one of the following:

- A copy of 501(c)(3) designation letter from the U.S. IRS
- Verification that organization is an instrumentality of a U.S. state or local government (as provided by Section 170 (c)1 of the IRS Code which covers educational institutions) **(For organizations outside of the U.S.)**
- A statement of not-for-profit "equivalency". (Must provide documentation that the organization is the equivalent of a U.S. not-for-profit organization, existing for the sole purpose of benefiting the public good). **A form for use in documenting "equivalency" is available. Request one by sending an e-mail to communityaffairs@fmi.com.**

COMPLETED NOMINATIONS (including required documentation) ARE DUE BY THE JUNE 30 OR NOV 15 DEADLINE TO BE ELIGIBLE. (No nominations or documentation will be accepted after the deadline unless prior arrangements have been made).

PLEASE MAIL COMPLETED FORMS TO:
Freeport-McMoRan Copper & Gold Foundation
One North Central Ave., Phoenix, AZ 85004