



Federal Signal Corporation “Give Where You Live” Matching Gift Program

Federal Signal Corporation seeks to support a variety of community and charitable organizations where our employees live and work. The Federal Signal Corporation “Give Where You Live” Matching Gift Program (the “Program”) is designed to encourage employee charitable contributions through a Company match of all or a portion of employee donations to qualifying organizations. The Program was introduced and is effective as of **July 3rd, 2018**, for employee gifts made on or after that date.

Eligibility

- All full-time, active U.S. and Canada based employees of Federal Signal Corporation and its subsidiaries are eligible to participate upon completing one year of continuous service
- Members of the Company’s Board of Directors

Eligibility does not extend to the following individuals:

- Contractors and consultants
- Student employees
- Part-time employees
- Spouses and other family members
- Retirees

Match Terms

The Program is funded and administered by Federal Signal Corporation, subject to the following:

- Match – 1:1*
- Maximum Company match per qualifying employee contribution – \$3,000 U.S. dollars per Program year
- Multiple donations per eligible employee – allowable, subject to terms herein
- Minimum employee contribution per qualified organization – \$25 U.S. dollars
- Multiple donations by one eligible employee will be processed in the order they are received by the Company, pursuant to the Matching Gift Process (see below)
- Each qualifying organization is subject to a maximum Company match of \$10,000 U.S. dollars per Program year

Qualifying Organizations

The Program will match donations to organizations that:

- Are located within 200 miles of the employee’s home or place of employment
- Are 501(c)(3) organizations that are “In Good Standing”
- Are not political or faith-based organizations or educational institutions affiliated with any religious denomination

Match Payment Program

To qualify for a program match, employee donations must:

- Be paid before a match is paid – pledges do not qualify
- Be paid in cash, by check, or credit card
- Qualify as a deductible charitable contribution by the U.S. Internal Revenue Service
- Be personal contributions by employees only – funds cannot be collected from others and pooled for a Company match

Exclusions

* The total matching contribution amount by the Company will be capped at \$100,000 for each Program year (January 1 through December 1 of each year). If eligible employee contributions exceed \$100,000 through December 1 of a Program year, the Company’s matching contribution for each employee contribution will be prorated according to the aggregate amount of contributions during the Program year. For example, if eligible contributions total \$200,000 in a Program year, the Company’s match will be \$0.50 for each \$1.00 of eligible contribution.

Specific classes of organizations that do not qualify for a Company match:

- Non-accredited educational organizations (schools, colleges or universities)
- College alumni associations
- Fraternities and sororities
- Fundraising entities such as booster clubs
- Religious organizations working only for sectarian purposes or schools whose primary purpose is to prepare students for ministry, religious education or mission work
- Political organizations, political lobbying organizations, or groups and clubs with a political affiliation
- Professional membership associations
- United Way and other such organizations that are already being supported by a Federal Signal Corporation or subsidiary initiative
- Organizations that unlawfully discriminate against individuals based on race, gender, sexual orientation, age, disability, religion, or other characteristic protected by applicable law
- Organizations deemed to have values or a mission contrary to Federal Signal Corporation's mission statement and values, or violative of the Company Policy for Business Conduct

Certain types of employee gifts are not match-eligible:

- Non-cash gifts of real or personal property
- Works of art
- Personal time
- In-kind gifts (e.g., auction items, gift baskets, etc.), volunteer service time, other non-monetary items.
- Bequests and deferred gifts
- Made in lieu of tuition payments
- Dues, subscription fees, insurance premiums, and similar uses
- Intercollegiate athletic programs
- Fundraising tickets, meals and events, whether athletic, cultural, or social
- Memorial gifts/donations
- Where the employee or a designee receives a direct material benefit in return

Matching Gift Process

Step 1: Employee completes Section One of the matching gift application form and submits the entire form to the qualified organization along with the gift.

Step 2: Recipient organization ensures that Section One is complete, enters the requested information into Section 2 and returns the *entire* original form to:

Federal Signal Corporation
Attn: Give Where You Live Matching Gift Program
1333 Butterfield Rd, Suite 500, Downers Grove, IL 60515
Email: HR@federalsignal.com

Step 3: Federal Signal validates requests and processes match payments semi-annually on June 1st and December 1st of each Program year.

Administration

Federal Signal Corporation administers the Program and retains the right to approve or deny a match request under the Program in its sole and absolute discretion. Federal Signal Corporation also reserves the right to modify or discontinue the Program at any time in its sole and absolute discretion. Interpretation, administration, and application of the terms of the Program shall be determined by Federal Signal Corporation in its sole and absolute discretion and its decisions shall be final and binding. Please direct any questions regarding this program to Corporate Human Resources or HR@federalsignal.com.