

Cerner Corporation and its subsidiaries ("Cerner") encourage Cerner Associates to exercise their rights as citizens and to participate in the political process in their respective communities as they deem appropriate. However, United States Federal election campaign laws restrict Cerner's activities related to Federal election campaigns. For that reason, Cerner has adopted this Policy on Federal Political Activity by Cerner and Cerner Associates (the "Policy") to comply with those laws.

## A. Cerner Contributions

1. Cerner is prohibited from making, and will not make, contributions or expenditures in connection with Federal elections, except:
  1. to spend corporate funds to create and administer a political action committee ("PAC");
  2. to communicate with shareholders, executive personnel and their families (Cerner's "restricted class") on political topics; and
  3. to support nonpartisan election activities, such as voter registration efforts.
2. The prohibition on contributions does not extend to non-federal activities. Where allowed by state and local laws, Cerner may be permitted to use corporate resources and to give contributions in connection with state and local campaigns.
3. The use of Cerner facilities and resources, including personnel, for Federal political activity is generally prohibited, except as set forth in Section B below.

## B. Use of Cerner Facilities and Resources

1. With approval and subject to Section B.3 immediately below, Cerner Associates may make occasional, isolated or incidental use of Cerner facilities and resources for individual volunteer activity in connection with a Federal election campaign. Volunteer activity which is limited to one hour per week or four hours per month is considered incidental pursuant to a safe harbor adopted by the Federal Election Commission.
2. If the volunteer activity exceeds incidental use, the Associate must reimburse Cerner for the usual and normal rental charge for the use of the facilities or resources. If the incidental use increases operating costs, the Associate must reimburse Cerner for such costs, such as long distance phone calls, fax charges and copy fees. Other uses that result in no increased costs – such as local calls, e-mail or interoffice mail – need not be reimbursed. Use of e-mail and other Cerner systems, however, remains subject to [Cerner's Rules of the Road](#).
3. Certain Cerner corporate resources may not be used in connection with Federal elections or an Associate's volunteer campaign activity unless reimbursed by the candidate committee, party committee, or other political action committee. Among such resources requiring reimbursement are catering and food services, client lists, the use of meeting rooms on more than an incidental basis and corporate transportation. In most cases, Cerner will require that reimbursement for such resources occur in advance, whether the resource is being used by a candidate or an Associate engaged in Federal campaign activity.
4. Associates engaged in volunteer political activity must also avoid the use of materials that could suggest a corporate endorsement, such as corporate stationary or corporate logos in connection with political activities. On the other hand, more limited uses of corporate materials are acceptable, such as including a business card for identification purposes in the course of mailing a personal contribution.
5. Any use of Cerner corporate resources, other than very incidental and occasional use of the phone system, Cerner's computer systems (including e-mail), copying/faxing abilities and interoffice mail or very incidental use of Cerner's facilities as discussed above, whether reimbursed or not, must be approved in advance by Cerner's Chief Legal Officer. Specifically, all requests to use Cerner corporate resources as campaign support medium, such as group voicemails/e-mails or posting signs, must be approved in advance by Cerner's Chief Legal Officer.

## C. Volunteer Activity by Associates

1. Cerner Associates may participate in Federal election activity on their own time and may do so using some incidental use of corporate resources, subject to the restrictions in Section B above.
2. Cerner will not compensate a Cerner Associate for his or her work on a Federal campaign.
3. Cerner Associates may voluntarily engage in political activities, during normal work hours, under the following conditions:
  1. if an Associate is paid on an hourly or salaried basis and is expected to work a particular number of hours per week, the Associate may, subject to the approval of the Chief People Officer and the Associate's immediate supervisor, engage in limited Federal political activity during normal work time, provided the time is made up or completed by the Associate within a reasonable time; and
  2. an Associate may engage in Federal political activity during bona fide, compensable, vacation time or other earned leave time. Cerner will not provide extra vacation or leave time to allow an Associate to participate in Federal election activities.
4. Subject to and in accordance with Cerner's leave policies (including approval by the Associate's supervisor and Human Resources) an Associate may elect to work part-time or take leave-without-pay to engage in campaign work. However, Cerner will not continue to pay for an Associate's fringe benefits, such as health insurance, life insurance or 401(k) contributions, during such part-time work or leave-without-pay unless such fringe benefits are normally paid to Associates in such circumstances in accordance with Cerner's written policies. If Cerner's policies permit, the Associate may assure the continuity of these plans by paying for them personally or by reimbursing Cerner.

## D. Prohibited Political Activity by Cerner Associates

1. In most cases, volunteer political activity describes an Associate's personal efforts to assist a candidate or committee through direct monetary contributions or work on behalf of a campaign.
2. An Associate must be more cautious, however, when the volunteer activity touches on corporate activity, as when an Associate is engaged in "bundling" or "facilitation," which is described below.
  1. "Bundling" generally refers to soliciting individual contributions to a candidate and delivering them en masse to the recipient. An Associate may

engage in bundling, but only if the Associate: 1) is expressly authorized by the candidate or committee to engage in fundraising; 2) occupies a relevant position with the candidate's campaign; 3) is not acting on behalf of Cerner; and 4) does not exercise control over the contributions (i.e., the contributions are made payable directly to the candidate's committee). An individual engaging in bundling of this sort may be required to file a report with the Federal Election Commission as a "conduit."

2. "Facilitation" is a related concept that refers more generally to the prohibited use of corporate resources or facilities to engage in fundraising activities in connection with a Federal election. The term would include Cerner Associates engaging in, or directing subordinates to engage in, any fundraising project for a Federal candidate. The prohibition on facilitation does not, however, prevent Cerner from urging Associates to make contributions. Cerner may solicit or suggest contributions to particular candidates, but only if such a communication is directed at Cerner's "restricted class"—shareholders and executive personnel and their families. It may not be sent to Associates generally. In addition, Cerner cannot facilitate the Associates' contributions by offering to collect them or providing pre-paid mailing envelopes. Cerner may simply provide the mailing address of the candidate's committee.

Any Cerner Associate aware of a violation or a potential violation of this Policy should report it to their manager, HR Partner, Associate Relations, the Legal Group or via Cerner's Ethics Hotline. The phone number (or website address, if applicable) for accessing the Ethics Hotline from your country can be found by visiting the [Ethics Hotline Information uCern Wiki page](#). Cerner's Ethics Hotline is confidential, except as needed to conduct a full, fair investigation. You may remain anonymous if you choose, except where restricted by local law. Due to local privacy laws in certain countries and the European Union, the Ethics Hotline may permit only specific types of calls, such as financial, accounting, auditing and bribery-related offenses or offenses committed by company executives or persons with a management role. In those countries, contact your HR Partner to report other issues. Any violation of this Policy, or knowingly failing to report a violation of this Policy, may result in corrective action and/or disciplinary action, as appropriate, up to and including dismissal or termination of your employment or engagement (as permitted by local law).

Questions concerning interpretation of this Policy or other matters related to Federal election campaign activity by Cerner and its Associates should be directed to the Cerner Legal Group.

#### Document Information

**Document ID:**

1281474503

**Version:**

7

**Document Type:**

POL

**Owner:**

Cerner Legal