**Employee Educational Opportunities Statement**

The company will pay for you to attend school under certain circumstances. First, you must sign an 'education note' agreeing to the Company's determination as to the cost of the school and agreeing to stay with the Company long enough after attending the school for the Company to benefit from your schooling in an amount equal to the cost to the Company. In addition, if you leave the Company for any reason before the Company has recovered its cost you must agree to be responsible for a portion of the cost depending on how long you have worked at the Company after attendance at the school. Repayment of schooling costs will be based on the following formula:

The cost of school lasting two days or less will be prorated over six months, a school lasting from three days to two weeks will be prorated over twelve months, a schooling lasting two to three weeks will be prorated over eighteen months, a school lasting three to four weeks will be prorated over twenty-four months. For schools lasting longer than four weeks, the time over which the cost will be prorated will be negotiated between the Company and you.

Example: If a two-week school costs $1,200.00 and you work eight months after attending the school and then resign, you would get credit for 8/12 of the cost of the school ($800.00), and would owe the Company the $400.00 balance. The cost of the school will include such things as: Your salary while you were attending the school, travel, motel, meals, and the cost of the school itself.