

## ***Educational Assistance***

Watco believes in enhancing the long term personal growth of it's' employees. In keeping with that philosophy we provide financial reimbursement for certain types of continuing education. Watco Companies, Inc. offers tuition reimbursement to all employees as a benefit and to assist our employees in professional growth within the Transportation Industry. Our goal is to develop, retain, and promote employees through higher education.

To qualify for the Watco Employee Tuition Reimbursement Program, employees must:

- Complete one (1) year of continuous service
- Be performing at satisfactory levels
- Select courses related to the Transportation Industry or job related
- Prior signed approval to attend via immediate supervisor.
- Signed application mailed to and approved by the Director of Human Resources.

Reimbursement will be made upon completion of the approved course(s) by submitting an original copy of a grade report or transcript to the human resource office.

The amount of reimbursement will be determined based upon the following table.

| <b>Grade</b> | <b>Reimbursement %</b> |
|--------------|------------------------|
| A            | 100%                   |
| B            | 80%                    |
| C            | 60%                    |

Tuition Reimbursement will be made up to a maximum of \$1,000 per year.

Reimbursement of tuition for high school completion courses will be made at 100% upon completion of all required courses and receipt of a GED or High School Completion Certificate.