

POLICY

The Company supports the growth and continued education of its employees. One of the ways this is accomplished is through its partnership with Purdue University Global. Through this online only program, employees can continue their education through one of Purdue University's 180+ programs while employed with the Company. This policy applies to all Full-Time and Part-Time / Regular employees at the Trilogy Home Office, Trilogy Campuses, Paragon, and PCA. The company will pay for part of the employee's tuition. Any new employee wanting to participate in this program will commit to paying \$25/week, taken out through payroll deduction. The Company will pay their part while the employee maintains an Active, Full-time or Part-time status. Should the employee leave the company while taking courses, the Company will no longer cover tuition costs. Books will not be covered as part of the program. Employees are required to enroll and complete all steps required by Purdue University Global's Admissions, as well as complete the \$25/week commitment form. Any Active employee who took classes through this PG partnership in 2020 will be considered 'grandfathered' in to the program and will not be required to pay the \$25/week payment in calendar year 2021.

Purpose

This policy is intended to provide guidelines for eligibility and procedures for enrolling and participating in the Purdue University Global program. This program allows employees to grow in their career through online programs catered to the working individuals.

PROCEDURES

1. All regular full-time and part-time employees are eligible for this program, after 6 months of employment.
2. Participants must be actively employed in order to enroll in this program.
3. Employees will go to thetrilogyfoundation.org/purdue to review information & requirements for the program (including opting in to the \$25/week commitment). Employees are not permitted to receive Tuition Reimbursement to cover this weekly commitment.
4. Employees interested in the program should complete the enrollment process through Purdue Global Admissions. The Purdue admissions team will assist the employee with all questions and steps to enroll.
5. Purdue Global will verify eligibility and employment status prior to the class term starting.
6. Funding will not be provided for any additional terms if the participant's employment terminates with the Company or alters their employment status to anything other than Full-time or Part-time.
7. Any employee opting-out of the \$25/week commitment will terminate their enrollment in this program.
8. It is the participant's duty to opt-out of the \$25/week commitment if they graduate or drop the program.
9. Employees interested in attending Purdue Global may enroll for classes that begin in the months of January-July of each year. Those that are new to the program may not begin taking classes during the months of August-December.
10. Employees that began taking classes during the months of January-September, may continue their classes through the months of September-December.
11. Employees may only drop or fail (1) course in the program. If they drop or fail a second course, they will no longer be eligible for funding through Trilogy Health Services for Purdue Global.
12. A maximum of 500 employees will be enrolled under this partnership at any given time.
13. Employees participating in the PG program cannot receive the Student Loan Repayment.



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| Policy Name: | Purdue University Global Program | Effective Date: | 6/17/2019 |
| Review Date: | | Revised Date: | 1/7/2021 |
| Policy Approved: | Shane Stuber | Approval Date: | |
| Policy Approved: | | Approval Date: | |
| Next Review Date: | | | |

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| Forms: | N/A |
| Key Words: | Purdue, Global, Program |
| Short Description: | Purdue University Global program is a benefit offered to Full-time and Part-time employees to continue their education while working for the Company. |