

## Hy-Vee Tuition Assistance Program

At Hy-Vee, we believe our helpful smiles – our people – are our most important asset. We are committed to creating a strong future by investing in our helpful smiles. We've created a new tuition assistance program exclusively for Hy-Vee employees and their families.

Each year this program will award enhanced tuition assistance of up to \$10,500 to select qualified employees who seek a degree that will help advance the employee's career with Hy-Vee.

In addition, all other employees are eligible to receive up to \$3,500 per year to help defray the cost of attaining a degree. Immediate family members are also eligible to receive up to \$2,500 per year. See program guidelines and full eligibility requirements for details at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com). Advance your education with help from Hy-Vee and Bellevue University!

### Program Guidelines – up to \$10,500 per year

#### Eligibility Requirements

- To be considered for up to \$10,500 per year in tuition assistance, applicants must:
  - Be a regular-time or full-time employee of Hy-Vee, Inc. (“Hy-Vee”) or of one of the following Hy-Vee subsidiaries: Perishable Distributors of Iowa, Ltd. (“PDI”); Midwest Heritage Bank, FSB (“MHB”); Florist Distributing, Inc. (“FDI”); and D&D Foods, Inc. (“D&D”) (PDI, MHB, FDI and D&D are each referred to as a “participating Hy-Vee subsidiary” or collectively as “participating Hy-Vee subsidiaries”).
  - Have at least six (6) months of service with Hy-Vee or a participating Hy-Vee subsidiary prior to applying.
  - Be pursuing an approved degree program that will improve or advance his/her career with Hy-Vee or the participating Hy-Vee subsidiary.
  - Hy-Vee or the participating Hy-Vee subsidiary will fund only one bachelor’s degree or one advanced degree per employee as part of this program.

#### Application & Selection Process

- A completed program application must be submitted to be considered for the program. Application can be found at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com).
- The program application must be:
  - Typed - no handwritten submissions will be considered
  - Submitted via email on or before *specified date* to [hy-veeuniversity@hy-vee.com](mailto:hy-veeuniversity@hy-vee.com).
- Each year, Hy-Vee and the participating Hy-Vee subsidiaries will award the below identified number of qualified applicants from across their trade area to each receive up to \$10,500 in funds towards qualifying education expenses in targeted undergraduate and/or graduate programs through Bellevue University.
  - Hy-Vee: 100
  - PDI: 2
  - FDI: 1
  - D&D: 1
  - MHB: 1
- Each applicant will be notified of their status within three weeks from the end of the specified period.

### **Course Eligibility**

- A complete list of more than 40 degree programs of study may be found at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com).
- Active full-time student status must be maintained for the duration of the program in order to be eligible for funds. For purposes of this program, “active full-time student status” means that students must have a full-time enrollment status as defined in the Bellevue University Academic Catalog. Students who fall below active full time status will no longer be eligible.
- Courses may be taken on campus or online through Bellevue University’s CyberActive™ campus.

### **Payment of Funds**

- Hy-Vee or the participating Hy-Vee subsidiary will deposit funds to Bellevue University for the approved amount after the courses are completed and the student eligibility and grade performance is confirmed.
- Hy-Vee or the participating Hy-Vee subsidiary will withdraw funds and the employee will be responsible for payments of tuition if the employee does not meet the following guidelines:
  - Completion of the course(s)
  - Undergraduate students must have a cumulative grade point average of 2.0 or higher in courses taken at Bellevue University; and have a grade point average of 2.5 or higher in the major area courses.
  - For graduate degrees, students must attain an overall GPA of 3.0 or higher.
  - Active full-time student status maintained for the duration of the program.
  - Continuous regular-time or full-time employment with Hy-Vee or the participating Hy-Vee subsidiary for the duration of the program.

### **Program Guidelines – up to \$3,500 per year**

### **Eligibility Requirements**

- To be considered for up to \$3,500 per year in tuition assistance, applicants must:
  - Be a part-time, regular-time or full-time employee of Hy-Vee or any Hy-Vee subsidiary, including PDI, MHB, FDI, D&D and Amber Enterprises, Inc. (“Amber”).
  - Have at least 3 months of service prior to applying.

### **Application Process**

- Applicants must submit a Bellevue University inquiry form on the program portal at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com).
- All eligible applicants will be accepted.

### **Course Eligibility**

- A complete list of more than 70 degree programs of study may be found at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com).
- Active full-time student status must be maintained for the duration of the program in order to be eligible for funds. For purposes of this program, “active full-time student status” means that students must have a full-time enrollment status as defined in the Bellevue University Academic Catalog. Students who fall below active full time status will no longer be eligible.
- Courses may be taken on campus or online through Bellevue University’s CyberActive™ campus.

**Payment of Funds**

- Bellevue University will provide funds of up to \$1,750 over two terms, with a maximum of \$3,500 per calendar year for full-time, regular-time and part-time eligible employees.

**Program Guidelines – Immediate Family Members****Eligibility Requirements**

- To be considered for up to \$2,500 per year in tuition assistance, applicants must:
  - Be an immediate family member of a Hy-Vee or any Hy-Vee subsidiary employee.
  - For purposes of this program, “immediate family member” is limited to an employee’s spouse, dependent children, parents and siblings.

**Application Process**

- Applicants must submit a Bellevue University inquiry form on the program portal at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com).
- All eligible applicants will be accepted.

**Course Eligibility**

- A complete list of more than 70 degree programs of study may be found at [hy-vee.corporatelearning.com](http://hy-vee.corporatelearning.com).
- Active full-time student status must be maintained for the duration of the program in order to be eligible for funds. For purposes of this program, “active full-time student status” means that students must have a full-time enrollment status as defined in the Bellevue University Academic Catalog. Students who fall below active full time status will no longer be eligible.
- Courses may be taken on campus or online through Bellevue University’s CyberActive™ campus.

**Payment of Funds**

- Bellevue will provide funds of up to \$1,250 over two terms, with a maximum of \$2,500 per calendar year for immediate family members of eligible employees.