



785.625.7070 [Office]

877.625.7872 [Toll Free]

2418 Vine, Hays, KS 67601

Technology Education Sponsorship Program Agreement

Program Intent

It is Nex-Tech’s intent to sponsor the below-mentioned Student to a Fort Hays Tech | North Central telecommunications, information technology, or heavy equipment operation program by covering the cost of the Student’s required tuition and books (and tools, if applicable) and providing internship and employment opportunities for the Student, as outlined. Equally, the participating Student intends to complete this Technology Education Sponsorship Program as outlined, including program completion at Fort Hays Tech | North Central, and interning and agreeing to a three-year, post-graduation employment commitment with Nex-Tech.

To have qualified for this opportunity, the Student must have applied for and been accepted to Fort Hays Tech | North Central’s Telecommunications & Network Technology, Information Technology or other Information Technology block, or one-year Heavy Equipment Operation program and must have applied for and been accepted to Nex-Tech’s Technology Education Sponsorship Program. While not required, the Student may also have completed at least one internship or work study/apprenticeship in a telecommunications or technology-related field during high school through Nex-Generation Round Up for Youth, Inc.

Agreement

This agreement confirms Nex-Tech’s intent to sponsor this Student, and, subsequently, provide internship and employment, as outlined. The agreement also confirms the Student’s acceptance of the sponsorship and intention to complete the program, intern with Nex-Tech for the specified period(s), and to accept employment with Nex-Tech for the minimum, three-year period following graduation.

This agreement is made and entered into as of _____ (Date) by and between:

Rural Telephone Service Company, Inc. (dba Nex-Tech)
145 North Main
P.O. Box 158
Lenora, KS 67645

AND

Student: _____

Address: _____

City, State, ZIP: _____

_____(herein, “Student”) has been accepted into the TELECOMMUNICATIONS, INFORMATION TECHNOLOGY, or HEAVY EQUIPMENT OPERATION program at Fort Hays Tech | North Central in _____, Kansas. Upon successful completion of the program, Student expects to receive an Associate of Applied Science Degree.



Nex-Tech's Technology Education Sponsorship Program will enable Student to receive an education and training that will result in a full-time employment commitment by the Student for a **minimum of three years** with Nex-Tech in one of a variety of communications-related fields, including, but not limited to, construction, help desk, engineering, field operations, and information technology, to be determined by Nex-Tech.

Tuition and Fee Assistance

Nex-Tech agrees to sponsor Student in attending the program at Fort Hays Tech | North Central by paying 100% of Fort Hays Tech | North Central's required costs for tuition, books and required tools* for the program. Nex-Tech will pay the fees directly to Fort Hays Tech | North Central in Student's name in semester installments. Student is responsible for all additional expenses incurred while attending Fort Hays Tech | North Central. OTHER SCHOLARSHIPS: If Student receives scholarships from other sources, those will be applied to Student's Fort Hays Tech | North Central account prior to Nex-Tech's sponsorship.

**TOOLS: The tools allowance (currently up to \$750) is based on Fort Hays Tech | North Central's required telecommunications tools list for the school year in which the Student enters the program. Sponsored Students may purchase the required tools on their own or may request them from Nex-Tech's available inventory. Only one set will be provided. If Student loses or damages a tool due to negligence, he or she will be responsible for replacing it. If Student withdraws from the program, he or she will either return the tools to Nex-Tech or reimburse Nex-Tech, as noted under Early Withdrawal & Forfeiture. "Tools" does not include computers/computer devices/computer equipment, fiber-optics splicing equipment or other items not included on Fort Hays Tech | North Central's tools list.*

If Student withdraws or discontinues from Fort Hays Tech | North Central's program for any reason prior to graduation, he or she forfeits the sponsorship agreement and will be responsible for reimbursing Nex-Tech for paid tuition, books and tools, as noted under "Employment Requirements" below, as well as paid housing allowance (if applicable) – see attached Housing Addendum.

Academic Performance

Student agrees to participate fully in the program at Fort Hays Tech | North Central, to the best of his or her ability; remain in good standing with Fort Hays Tech | North Central; and maintain at least a "C" grade point average. Student must submit transcripts or posted grades within 15 days of completion of each semester to Nex-Tech's Human Resources Department.

Internship Requirements

- 1) Nex-Tech may give preference to Students who have completed at least one internship or work study/apprenticeship program in a telecommunications or technology-related field through Nex-Generation Round Up for Youth, Inc.
- 2) Student is required to intern at Nex-Tech through the Nex-Generation Student Internship Program during the summer before first year and/or summer between their first and second years in Fort Hays Tech | North Central's program. (Depending upon Student's schedule, he or she may request to participate in work study or work part-time for Nex-Tech during the school year.)
- 3) As part of state accreditation for completion of the degree program, Fort Hays Tech | North Central may also require Student to participate in an internship for credit hours during program completion.



Employment Requirements

This sponsorship program requires Student to employ with Nex-Tech for a minimum of three years following graduation from Fort Hays Tech | North Central's program. During employment, Nex-Tech may provide additional on-the-job or certification trainings, which may be paid by Nex-Tech on behalf of the Student/employee. Consistent with Nex-Tech's Employee Training Reimbursement policy, if the employment relationship is terminated, voluntarily or involuntarily, prior to completion of the three years, Student will be responsible for reimbursing Nex-Tech for total training expenses, including sponsored tuition, books, and tools as follows:

Early Withdrawal & Forfeiture:

If Student withdraws or discontinues from Fort Hays Tech | North Central's program for any reason prior to graduation or elects not to employ with Nex-Tech, Student forfeits the sponsorship agreement and must immediately reimburse Nex-Tech for **100% of paid tuition, books and tools**, within 15 days of forfeiture.

Reimbursement Policy – Within Year 1:

If Student leaves Nex-Tech within the first year of employment following graduation at Fort Hays Tech | North Central, Student will be responsible for reimbursing Nex-Tech for **100% of paid tuition, books and tools, as well as 100% of any "total training expenses" of \$3,000 or more provided during employment by Nex-Tech.** ("Total training expenses" will include the cost of class enrollment, professional certification testing fees, travel, hotel, meals and any other associated expenses of \$3,000 or more.) Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.

Reimbursement Policy – Within Year 2:

If Student leaves the employment of Nex-Tech within the second year of employment, Student will be responsible for **75% of paid tuition, books and tools, as well as 100% of any additional training expenses provided during employment by Nex-Tech.** (Total training expenses will include the cost of class enrollment, professional certification testing fees, travel, hotel, meals and any other associated expenses of \$3,000 or more.) Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.

Reimbursement Policy – Within Year 3:

If Student leaves the employment of Nex-Tech within the third year of employment, Student will be responsible for **50% of paid tuition, books and tools.** Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.

Reimbursement Policy – Years 3+:

Once Student has completed three full years of employment at Nex-Tech, subject to current Nex-Tech policy, Student will be exempt from tuition, books and tools reimbursement.

Employee Benefits

Nex-Tech provides a comprehensive benefit package. Some benefits are specific to full-time employment; others are available to part-time, seasonal and intern employees. All benefits are subject to current company policy and plan specifications and are outlined in the Nex-Tech Benefit Summary (available by contacting Human Resources).

Following are benefit examples:

- 401(k) Retirement Plan
- Paid Holidays



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Nex-TechSM

- Accrued Vacation and Sick Leave
- Health/Vision/Dental Insurance
- Life and Accident Insurance
- Supplemental Plans and Health Savings Accounts
- Free and Discounted Residential Communication Services
- E-billing and ACH Payment of Communications Services
- Participation in Wellness, Safety and Other Company Committees
- Employee Training and Development
- Uniform Allowance
- Employee Assistance Plan

Our Culture: The Nex-Tech Way

Customer service is our passion and our hallmark. Since 1951, Nex-Tech has been a provider of communication services to rural communities, offering state-of-the-art technology services to both residential and business customers. Participating Students will experience and become an integral part of Nex-Tech's culture, ***The Nex-Tech Way: We make life better by providing world-class technology. For more information about our company culture, please visit www.nex-tech.com/careers.***

Participating Students represent Nex-Tech in all facets of their internship and employment and are expected to help maintain the goodwill and esteem of Nex-Tech and the operations owned by, operated by, or affiliated with Nex-Tech or any of its members, suppliers, employees, patrons, customers or others who may have – now or at any time hereafter – business relations with Nex-Tech. Consistent with Nex-Tech's policies, each participant must sign a confidentiality agreement and is subject to both a motor vehicle report and criminal background checks.

Questions: Contact Nex-Tech Human Resources at 877-625-7872.



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Nex-TechSM

Student and Nex-Tech agree to comply with the terms and conditions outlined in this agreement.

STUDENT'S EMPLOYMENT COMMITMENT

(Please initial beside the level of employment commitment to which you are agreeing.)

_____ 3 Years

_____ 4 Years (with Housing Allowance)

**RURAL TELEPHONE SERVICE COMPANY INC.
(DBA NEX-TECH)**

STUDENT*

(Print Name)

(Print Name)

(Title)

(Signature)

(Signature)

(Date)

(Date)

***PARENTAL CONSENT (required if Student is under 18 years of age)**

(Print Name)

(Date)

(Parent's Signature)



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Technology Education Sponsorship Program Agreement HOUSING ADDENDUM

Housing Allowance Available with Four-Year Employment Commitment

Nex-Tech will offer an allowance towards on- or off-campus housing to a Student who commits to **four years of employment** with Nex-Tech. The allowance will be determined by Nex-Tech's management, with consideration of current on-campus housing rates posted by Fort Hays Tech | North Central and Fort Hays State University, as well as rental rates in the local market. Final determination will also be based on the Student's need. *The Student must provide proof of on- or off-campus housing by presenting documentation from the college or a copy of their current rental agreement.*

If the Student's housing is already covered by other funding sources (scholarships, grants, etc.), Nex-Tech reserves the right to withdraw its offer to provide a housing allowance to the Student. Additionally, no allowance will be provided to Students who reside with their parents or at the residence of other family members.

Housing allowance is provided exclusively for the period from August through May while Student is actively participating in the Fort Hays Tech | North Central's program, including the summer between their first and second years when completing the required Nex-Generation Internship program for Students enrolled in a two-year program. Following graduation from Fort Hays Tech | North Central and the Student becoming employed in a full-time position with Nex-Tech, he or she will no longer be eligible for a housing allowance.

Early Withdrawal & Forfeiture:

If Student withdraws or discontinues from Fort Hays Tech | North Central's program for any reason prior to graduation or elects to not become employed by Nex-Tech, Student forfeits the sponsorship agreement and must immediately reimburse Nex-Tech for **100% of paid tuition, books, tools and housing allowance** within 15 days of forfeiture.

Reimbursement Policy – Within Year 1:

If Student leaves Nex-Tech within the first year of employment following graduation at Fort Hays Tech | North Central, Student will be responsible for reimbursing Nex-Tech for **100% of paid tuition, books, tools and housing allowance, as well as 100% of any "total training expenses" of \$3,000 or more provided during employment by Nex-Tech.** ("Total training expenses" will include the cost of class enrollment, professional certification testing fees, travel, hotel, meals and any other associated expenses of \$3,000 or more.) Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.

Reimbursement Policy – Within Year 2:

If Student leaves the employment of Nex-Tech within the second year of employment, Student will be responsible for **75% of paid tuition, books, tools and housing allowance, as well as 100% of any additional training expenses provided during employment by Nex-Tech.** (Total training expenses will include the cost of class enrollment, professional certification testing fees, travel, hotel, meals and any other associated expenses of \$3,000 or more.) Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.

Reimbursement Policy – Within Year 3:

If Student leaves the employment of Nex-Tech within the third year of employment, **Student will be responsible for 50% of paid tuition, books, tools and housing allowance.** Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.



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Reimbursement Policy – Years 3+:

If Student leaves the employment of Nex-Tech within the fourth year of employment, without having completed a full fourth year, Student will be responsible for **25% of paid housing allowance**. Payment will be withheld from Student's final paycheck, with any remaining balance due within 15 days of employment termination.

Subject to current Nex-Tech policy, Student is **exempt from tuition, books, tools and training expense reimbursement** upon completion of three full years of employment.

INFORMATIONAL ONLY