

ANDLAUER SCHOLARSHIP PROGRAM COMMITMENT

Our employees and their families are incredibly important to our success. We recognize that an employee's family members are key stakeholders in our workplace and culture.

PURPOSE

Andlauer Healthcare Group ("AHG") has built the Andlauer Scholarship Fund to promote and support the dependants of our employees.

We continue to strive to develop programs that provide holistic support to our employees. AHG recognizes the important fiscal commitment our employees make towards their dependants' education and ongoing learning.

WHO CAN PARTICIPATE IN OUR TUITION REIMBURSEMENT PROGRAM?

Post-secondary candidate dependants of employees and owner-operators with one year's continuous service are eligible to participate in the scholarship program.

ANDLAUER SCHOLARSHIP PROGRAM STRUCTURE

Dependants of employees and owner-operators that are candidates to attend (or continue attending) post-secondary education programs are eligible to be supported with a disbursement towards the costs of their enrollment in the application year.

AHG takes an active participation in the dependant's application process, including review, selection, and advisement.

Provision of the scholarship funds in each application year is conditional upon the following criteria:

- Having a parent or legal guardian actively employed by AHG during the application year and at time of disbursement.
- Completion of the application process in full by the applicant (dependant).
 - Academic achievements and records

- Community involvement and volunteerism
- Work/internship experience
- Essay content
- Recommendations/reference
- Be in the final year of high school/secondary school or CEGEP.
- Be a current undergraduate post-secondary student in a university, college, or vocational/technical school.
- Attend an accredited university, college or postgraduate program as defined by the policy in the fall of the year the award is disbursed.
- Follow all guidance and requirements as outlined in the policy.

For more information on the specific details of the policy, employees are encouraged to access the policy via their learning and development libraries.

EMPLOYEE ELIGIBILITY

AHG commits to strict guidelines when administering the Scholarship Program. Great care is taken to ensure that any eligibility or participation respects the diversity, dignity, and inclusivity of any position. In addition, the program ensures no conflict-of-interest is present in the program and process.

Our commitment extends to the safe practice of scholarship fund disbursement to ensure no fraud is present. Our policy commits to active determination of fraudulent activity and exposing any risks immediately upon identification.