



SLX Legacy Program

POLICY

I. Purpose

To reward and recognize team members for their long-term loyalty and commitment to the organization by providing financial assistance for significant life events. This program provides a one-time financial assistance benefit that can be used towards the following:

- **Home Ownership Assistance:** Down payment on a primary residence.
- **Education Assistance:** Tuition, fees, or other educational expenses for team members or their dependents.
- **Family Support:** Expenses related to starting a family, such as childcare or adoption costs.

II. Eligibility

To be eligible for the individual programs, team members must meet the following criteria:

- Have completed 10 years of **continuous service** with SLX.
- Have not been on a Performance Success Plan within the past year at the time of their 10-year work anniversary.
- Must have won the monthly L.O.V.E. Awards at least once during their time at SLX.

Please note All benefit recipients are subject to review and unanimous approval by senior leadership.

III. Program Benefits

A. Home Ownership Assistance

This program provides a one-time financial assistance benefit of **\$50,000** that can be used towards the down payment on a primary residence. The team member must be a

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first-time homebuyer, meaning they have not owned a primary residence in the past three years.

Team Members interested in utilizing the Homeownership Assistance Program must submit a written request to the HR department, along with supporting documentation

B. Education Assistance

This program provides a one-time financial assistance benefit of **\$50,000** that can be used towards tuition, fees, or other educational expenses. Team members or their dependents must be enrolled in an accredited educational institution to be eligible for this benefit.

Team members interested in utilizing the Education Assistance Program must submit a written request to the HR department, along with supporting documentation (e.g., proof of enrollment, tuition bills).

C. Family Support

The program is designed to provide a one-time financial assistance benefit of \$50,000 that can be used towards expenses related to starting a family, such as:

- Childcare costs
- Adoption fees
- Maternity or paternity leave expenses

Team members interested in utilizing this program must submit a written request to the HR department, along with supporting documentation (e.g., birth certificate, adoption papers, childcare bills).

IV. Disbursement

A lump sum payment will be made following payroll after approval. The payment is subject to federal, state, and local taxes. Team members should consult with a tax professional to determine the potential tax implications.

Additional Notes:

All programs are subject to change or end at any time at the discretion of SLX Leadership.

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