



HOEKSTRA

Technician Scholarship Assistance Program

Hoekstra Transportation is growing and looking for dedicated individuals to help reach and create our corporate vision. As part of our vision, we want to attract and retain the best service technicians in the industry. We are committed to investing in our technicians and provide scholarship assistance for acquiring education and training to be the best in the industry.

Tuition Assistance

Hoekstra Transportation will provide \$2,500.00 per semester in tuition assistance, with a maximum total scholarship of \$5,000.00 per year. For institutions that use "units" instead of semesters, we will provide \$1,250.00 per unit in tuition assistance with a maximum of \$5,000.00 per year. This benefit is applicable only to tuition payment and does not include tools, books, or room and board.

Eligible Programs

There are several programs that meet the Hoekstra Transportation's requirements and we are glad to work with you to find the program that best suits your location and goals. Once you have found your school, bring your program's curriculum to us so we can approve it. Your program must be preapproved by us before you begin classes.

Work-Study Schedule

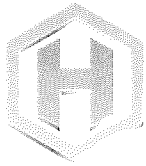
We believe that our employees grow and excel on the best trajectory when they blend education and working at Hoekstra Transportation. Our scholarship program provides you the opportunity to attend classes two semesters per year, and work with us during the semester you take off. If your institution has six "units" instead of the traditional Spring, Summer, and Fall semester schedule, you may attend classes for four units and work with us during your two units off from classes. When you are working during your time off from classes, you will continue to work at your current pay rate. It is your responsibility to set your schedule with us ahead of enrollment to ensure that you remain eligible under this program.

Scholarship Payment

Hoekstra Transportation will pay your scholarship directly to the institution where you are taking classes. To have tuition paid on your behalf, you must provide proof of enrollment to Hoekstra Transportation at the beginning of each term. To remain eligible for tuition assistance, you must provide Hoekstra Transportation satisfactory evidence that your classes were completed at the end of each term.

Commitment to Hoekstra Transportation

We do require that you make a commitment to us as part of this scholarship program. For every two semesters—or equivalent to two semesters—that you receive scholarship assistance, you agree to work twelve months for us as a full-time employee. Time spent working with us between semesters will not be counted against your commitment. If you decide to leave your employment with Hoekstra Transportation before your commitment is completed, you agree to repay a pro-rated portion of the tuition assistance you received back to Hoekstra Transportation. For example, if we provide you with four semesters (four semesters at \$2,500.00 per semester for \$10,000 total) of tuition assistance, your



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work commitment would be two years. If you left Hoekstra Transportation one year after completing schooling, you would be required to reimburse Hoekstra Transportation \$5,000 upon leaving your employment.

Acceptance and Effect

This scholarship program will be governed by the laws of the State of Michigan. This document represents the complete description and understanding of the scholarship program and any other prior, oral, or contemporaneous agreements have merged into the four corners of this agreement. If any part of this agreement is held to be invalid, the invalidated portion will be severed from this agreement and the remainder will remain in full force and effect.

By signing below, you acknowledge that you have read this entire agreement, understand its contents, and agree to be bound by its terms. You further acknowledge that this scholarship program includes a work commitment to Hoekstra Transportation, which could result in you being required to pay some or all of your tuition assistance back to Hoekstra Transportation if you do not fulfill your commitment. Finally, this agreement becomes effective when you sign it below and it is accepted by the company.

EMPLOYEE SIGNATURE

DATE

PRINTED NAME

ACCEPTED:

HOEKSTRA TRANSPORTATION, INC.

By: _____
JEREMY VANDENBRINK
Its: Service Director