

# Employee Childcare Discount Program

Learning Care Group is pleased to offer the Employee Childcare Discount Program; supporting employees and their families by providing solutions to care and education. Below are the details of the discount program, based on tenure and role with the Company.

Hourly Field, Support Central Employees		
Months of Service	Discount Infant/Toddler 1:6 or less	Discount All other ages 1:7 Ratio or more
0 - 36 months	50%	60%
37 months +		75%

Assistant Director		
Months of Service	Discount Infant/Toddler 1:6 or less	Discount All other ages 1:7 Ratio or more
0+	50%	75%

Associate Director, Director in Training, Director, Area Manager, District Manager, Region Manager & Divisional Vice President		
Months of Service	Discount Infant/Toddler 1:6 or less	Discount All other ages 1:7 Ratio or more
0+	80%	90%

**In addition to the above childcare discount, the initial registration fee and annual re-registration fees are waived for employees.**

## General terms & Conditions

The Learning Care Group childcare discount is for employees of Learning Care Group who have children/legal dependents enrolled in corporately-owned schools only. It applies to a maximum of two (2) children per employee. Employees can receive a 25% discount for any additional children. The childcare discounts only apply to 10% of the slots in each school. This maximum is determined on a first come, first served basis. To maintain consistency, waiving of the registration fee only is applicable to initial registration and annual re-registration and would not apply if the child(ren) was dis-enrolled and re-enrollment within the same calendar year. The childcare discount applies only to tuition and does not apply to other fees or costs such as field trips, summer camp, or electives programs. To be eligible for the childcare discount, the employee must sign a Childcare Tuition Payment Agreement form as well as the Enrollment Agreement and are bound by the terms and conditions listed in both agreements. The childcare discount that an employee receives will be based on their normal job title with the company not an acting or temporary role. However, if their acting role as designated in LCG360 exceeds 30 days they will be eligible for the discount associated with their acting role for the remainder of the assignment. Those on Administrative Leave are not eligible for the discount for the duration of their leave. Substitute/Seasonal employees are only eligible for the discount while actively working.