

RELOCATION REIMBURSEMENT INITIAL TESTS OF ELIGIBILITY

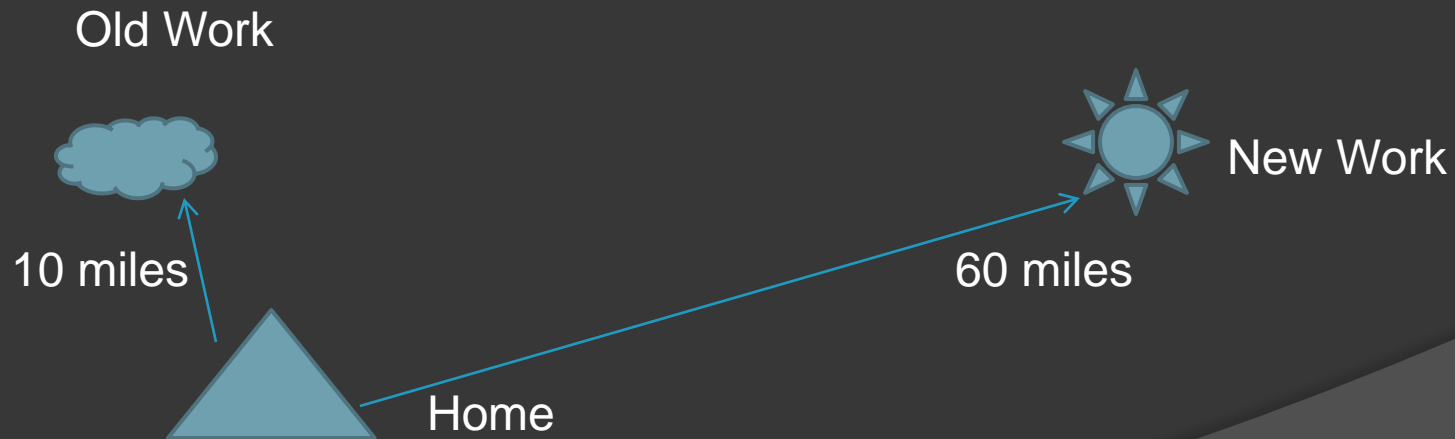
For a prospective employee to be offered Relocation amount, the employee must pass both Initial Tests of Relocation Eligibility: *Time and Distance*.

If the employee fails one of the tests, employee is not eligible for Relocation Reimbursement amount.

Initial Test of Deductibility

Distance Test

- New workplace must be 50 miles further from employee's former residence.
- Use caution when recruiting in the Central Texas area.



Initial Tests of Deductibility

Time Test

Employee must meet both criteria to pass the Time Test.

- Employee must be hired to a Full-Time positions; 40 hours a week, 100% time appointment.
- During 12 month period immediately following the move, employee must work, or be hired to work, full time for at least 39 weeks (equals 9.75 months).