

CONSOLIDATED RAIL CORPORATION

Continuing Education Assistance



Conrail will reimburse eligible employees certain educational expenses for acceptance into and successful completion of an approved course. Participation in educational programs must be done on the employee's own time and approved by their Department Head.

Program

Conrail will reimburse eligible employees certain educational expenses for acceptance into and successful completion of an approved course. Approved courses must meet the guidelines identified in this policy. Reimbursement will be limited to the amounts specified. Employee's participation in educational programs must be done on the employee's own time and approved by their Department Head. Final determination of employee eligibility, appropriateness of courses, coverage of fees and/or applicable charges will rest with Conrail's senior employee relations official.

Approved Courses of Study

All courses must be offered by accredited universities, colleges, or public vocational schools. Certain correspondence schools are acceptable in cases where specific courses are not available, or an employee's work schedule conflicts with course availability.

For courses to be considered, they must be in a business-related area. Business related areas include those disciplines which are applied within the working requirements of Conrail, CSX, or Norfolk Southern.

1. *Associate degree* -- If an employee wishes to earn, or has partially completed credit toward an associate degree in a business related area as defined above, any course required for the completion of that degree will be considered valid.
2. *Bachelor degree* -- If an employee wishes to earn, or has partially completed credit toward a bachelor degree in a business related area as above, any course required for the completion of that degree will be considered valid.
3. All *graduate courses* must be related directly to an employee's current position and responsibilities.
4. *Non-degree programs* -- Courses taken for refresher purposes in order to prepare for the examination required to obtain or retain a professional license or certification (such as, but not limited to, Professional Engineer, Certified Public Accountant, Professional in Human Resources, etc.) will be considered valid if the employee's current responsibilities are within the discipline of the certification sought.
5. *Technology programs* -- Courses taken to enhance current skills in an employee's area of responsibility (such as, but not limited to Novel Network, MS NT and/or LAN Networking, Computer Assisted Design, etc.) will be considered valid.
6. *Life experience* -- The cost of examinations for credit (such as, but not limited to CLEP, DANTE'S, etc.) will be considered valid, reimbursable costs.

Courses **not eligible** for reimbursement include:

1. Second Master's degree.
2. Doctoral degree.
3. Law School or courses leading to a degree in law without specific approval from the Chief Legal Officer.
4. Seminars, courses for special interests and other forms of instruction.
5. Basic skill training which has no application to the employee's present or potential positions within Conrail, CSX or NS.
6. Courses which may be of personal interest to the employee but have no application to the employee's responsibilities at Conrail, CSX or NS.
7. Courses in which an employee audits, observes procedures, listens to lectures, etc., but will not receive credit for completion.

Eligibility

All active, full-time employees of Conrail are eligible to participate in this program, after completing at least one year of continuous service.

Reimbursement

Costs associated with tuition, registration, required textbooks, and laboratory fees are eligible for reimbursement. No reimbursement will be allowed unless specific, itemized receipts are submitted with an employee's reimbursement request.

Reimbursement will be made after successful completion of a course with a grade of "C" or higher, the equivalent or higher in a numeric grading system, or "Pass" or "Satisfactory" in that type grading system.

Proof of the successful completion of course(s) must be submitted within 30 days of the completion of the course(s).

Reimbursement will not be made for courses for which no prior approval was given.

Reimbursement will not duplicate any financial assistance received from other sources, such as, but not limited to Veterans Educational Assistance, grants, or scholarships. Conrail will, however, reimburse the difference, if any, between reimbursable expenses and other assistance.

Conrail will not guarantee any tuition to any school or participate in any form of payroll deduction under this policy.

Reimbursement will be made for up to two (2) courses per semester or quarter. Required laboratory courses are permitted in addition to the above allowable expenses.

Maximum amount payable by Conrail for course reimbursement per calendar year is \$5,250.

Excluded Costs

The following costs are not eligible for reimbursement:

1. Supplies
2. Tools and equipment (including personal computer equipment)
3. Housing (i.e., room and/or board)
4. Penalty fees for late registration or other fines
5. Parking permits
6. Financing charges for deferred payments or loans
7. Travel costs
8. Entrance placement and/or qualification examination fees
9. Graduation or diploma fees

Application

An employee must complete a form HRSA1, "Request for Educational Assistance," to be received by her or his supervisor at least thirty (30) days prior to the first day of the course. The employee's supervisor will forward the request to the Department Head for approval.

The employee will be notified if his/her request is approved or disapproved.

Within one month after an employee satisfactorily completes the course, the employee may claim reimbursement by forwarding to the designated departmental representative proof of successful completion of the course(s), along with receipts for tuition, registration, required textbooks, laboratory fees, official transcripts, etc. (as defined above.)

Once approved, the reimbursement allowance will be posted to the employee's pay in the form of tuition reimbursement.

Final approval rests with Conrail's Continuing Education Assistance Administrator, when there is a question as to eligibility and/or appropriateness of fees.

Forms and Contact Information:

**Conrail - Human Resources
Continuing Education Assistance
1000 Howard Blvd 4th Floor
Mt. Laurel, NJ 08054
(856) 231-7244 or SMART 8-333-7244**

Additional information can be found in:

Continuing Education Assistance, Conrail SA Order, AD 0.17

The full text of this policy can be requested from the Superintendent's Office, Human Resources or the Office of the Corporate Secretary.

*Human Resources
2016*

CONSOLIDATED RAIL CORPORATION
Continuing Education Application - Instructions



Please legibly print or type all applicable items as follows:

1. Enter your name and provide the other requested data in the personal information section.
2. If you are eligible for tuition assistance through any other sources(s), please include information about such assistance in the space provided.
3. Indicate your purpose for requesting educational assistance by checking the appropriate box. If you are pursuing an academic degree, please provide the requested information pertaining to that degree in the space provided.
4. Enter the name of the learning institution you plan to attend, the full title of each course you wish to be considered for assistance (or description of related fee), the number of credits for expect to earn, the dates the course will begin and end, and the cost of the tuition or fee. Please be specific.
5. Enter the total cost of tuition and fees in the "preliminary total" box. Do not provide a dollar amount for books unless this amount is known to you. The form will be revised upon submission of you grades and receipts.

Example

LEARNING INSTITUTION	FULL TITLE OF COURSE (MAXIMUM OF 2) OR DESCRIPTION OF FEE	CREDITS	START DATE	STOP DATE	TUITION/FEE (\$)	GRADE
Penn State	Intro to Business Administration	3	1/9/2000	5/6/2000	\$ 700.00	
Penn State	Business Writing	3	1/9/2000	5/6/2000	\$ 700.00	
Penn State	Registration Fee	n/a	1/9/2000	5/6/2000	\$ 25.00	
Penn State	Computer Fee	n/a	1/9/2000	5/6/2000	\$ 15.00	
PRELIMINARY TOTAL					\$1,440.00	
<i>Do not complete the shaded area</i>					BOOKS	
PREVIOUS YTD AMOUNT			<input type="text"/>	REVISED TOTAL		
HIRE DATE	<input type="text"/>	REMAINING \$ AVAILABLE	<input type="text"/>	AMOUNT APPROVED		

6. Sign and date the form in the appropriate space.
7. Attach a copy of the Learning Institution's description of the course(s) and explanation of the tuition and related fees.
8. Any additional information which is pertinent and necessary for your request for educational assistance should be included in the "Comments" section below.
9. The completed form must be approved and authorized by your immediate supervisor and Department Head and include all the required attachments in order for your request to be considered.
10. The approved form should be forwarded to the:

Conrail
Administrator – Continuing Education Assistance
 1000 Howard Blvd 4th Floor
 Mt. Laurel, NJ 08054

11. Within 30 days of successful completion of the course, forward a copy of your grades and receipts for tuition and books to the Administrator – Continuing Education Assistance at the address listed above.
12. Upon favorable review of your request, the monies will be reimbursed to you in your paycheck.

Comments:

Application follows on the next page

