

LENAWEE COUNTY
COMPANIES OFFERING
TUITION
REIMBURSEMENT

Sodexo at Adrian College

<https://us.sodexo.com/careers/>

ProMedica Hickman Hospital

<https://careers.promedica.org/>

Gleaner Life Insurance Society

<https://www.gleanerlife.org/careers/>

Adrian Steel Company

<https://www.adriansteel.com/careers>

Anderson Development Company

<https://andersondevelopment.com/careers/>

Autokiniton

<https://autokiniton-careers.silkroad.com>

Ervin Technologies

<https://www.ervinindustries.com/careers>

General Broach Company

<https://www.generalbroach.com/>

GLOV Enterprises LLC

<http://www.glovellc.com/>

Glycon Corporation

<http://glycon.com/>

IDIDIT, INC.

<https://www.ididitinc.com/>

Plastic Omnium

<https://careers.plasticomnium.com/>

Ross Design™ and Engineering

<http://www.rossdesign.net/employment/>

SEDCO Division of Primore, Inc.

<https://sedco-prv.com/>

Silbond/Evonik Corporation

<https://careers.evonik.com/en/>

Uckele Health & Nutrition

<https://uckelecorp.com/careers-and-openings/>

WACKER Chemical Corporation

<https://jobs.wacker.com/>

For more information on companies, please review
the "Companies & Career Booklet at
www.alignlenawee.org/jobs



<http://www.alignlenawee.org/>

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Student Program Tuition
Reimbursement Resource
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<https://micollegeaccess.org/>

Lenawee now

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TUITION
REIMBURSEMENT

*Earn
While
You
Learn!*



What is Tuition Reimbursement?

Tuition reimbursement is an employee benefit that some employers offer to assist their workforce with furthering their education. This perk allows employees to stay up to date with training to enhance their skills for their position. It could also lead to employees being able to explore new roles within the company.

How Does it Work?

Generally, tuition reimbursement works this way, you are hired by a company to **earn** a paycheck and once you are eligible for the program you can start to **learn**, by paying for the courses upfront and upon successfully completing them your employer will reimburse you the cost of those courses. In the end, you would have earned a degree or furthered your career training for little to no debt.

NOTE:

Program eligibility and requirements vary by company. To understand company specific tuition reimbursement policy, inquire directly during interview and/or hiring process.

Tuition Reimbursement

CHECKLIST

Potential questions to ask during the hiring process:

Tuition/Expenses

- Does the plan cover other expenses?
- Which items are covered? (i.e. textbooks, lab fees, Internet connection charges, etc.)
- Are there expenses the plan does not cover? (i.e. parking fees, meals, late registration fees, etc.)

Tuition Reimbursement Processing/Payment

- Is there a form that must be completed to process the reimbursement request?



Never underestimate what a huge employee benefit this really is! Employers offering it along with health and dental insurance, vacation, paid personal days and matching 401(k) just to name a few are placing stock in the continuing education of its employees and paving the way for them to “Earn while they learn!!”

OTHER BENEFITS

Unlike other employee perks related to money (e.g., 401k plans, monetary bonuses, etc.) tuition reimbursement benefits aren't reported on your federal income tax as income. The amount you receive in employer assistance should not be reflected on your IRS Form W-2 unless it exceeds \$5,250 during the tax year. And while the most apparent benefit of employee tuition reimbursement is the additional source of college funding that will help reduce your reliance on student loans, some other benefits can't be measured in dollars and cents.

The completion of your degree or certificate can help build your confidence in the workplace and impact other parts of your life, too. Not only are you 21 percent more likely to be promoted and on the path to receiving 40 percent higher wage increases compared to co-workers who pass on the opportunity, but you will also inspire those around you, showing them that, with determination and resourcefulness, what seems impossible can be achieved.

Source: <https://withfrank.org/how-to-pay-for-college/student-loans/how-do-i-manage-my-loans/tuition-refund/what-is-tuition-reimbursement-how-does-it-work/>