



## Education and Tuition Assistance

To make sure that students' job experience complements their education, C & R Management Company supports these principles:

- Education is a significant priority. Between education and employment, your education comes first.
- That's why the Company provides flexible working hours to accommodate classes, homework assignments, and extracurricular activities.
- We don't want excessive or late working hours to compromise your grades and school attendance.
- Our organization provides training programs that help develop your skills and emphasize the importance of responsibility and self-discipline.
- We take a leadership role in working with parents, educators, and students on education issues.
- The Company believes in supporting education by recognizing our employees' scholastic achievements.

## Limitations on working students

Federal, state, and local laws regulate the hours and duties a minor (15 to 17-year-old employees) can work. C & R Management Company takes these laws seriously and asks for your cooperation in complying with them. If you have any questions, please talk with your manager or contact the Human Resources department at (801) 280-9299.

## Tuition Assistance

We are committed to helping employees further their education and achieve their dreams. To help our employees, we participate in Archways to Opportunity, a comprehensive education strategy with multiple programs that give people an opportunity to grow and learn – no matter where they are on their journey.

Listed below are ways Archways to Opportunity can help employees on the path to success. Employees may be eligible for up to \$3,000 per year after their first 90 days working with C & R Management Company.

**Archways to Opportunity** - Here are just a few ways Archways to Opportunity can help employees on the path to success:

- Improve English skills
- Earn a high school diploma
- Work toward a college degree - tuition assistance
- Get help making an education plan with advisors

Please visit [www.ArchwaysToOpportunity.com](http://www.ArchwaysToOpportunity.com) to learn more.