



Swift Transportation Tuition Sharing Program

for Swift Academy

Effective 5/1/22

presentation is narrated- turn up the volume!



Swift Tuition- Cost, Repayment & Reimbursement

- Swift offers a generous Tuition Sharing Program to help you cover your tuition costs of \$7,995.00
- If participating in Swift's housing program a separate housing charge of \$1,500.00 will apply.
- ***If you are hired by Swift and remain an active full-time company driver for a full 2 years (104 weeks from first deduction) , our tuition sharing program really makes tuition completely free!***
- Loan Repayment (**payroll deduction**)
 - \$100 a week for 52 weeks and 1 (@ week 53) of \$2,795; total tuition payments of \$7,995 (\$5,200+\$2,795= \$7,995)
 - If applicable, Housing costs are deducted @ \$50.00 a week for 30 weeks; total of \$1,500
- Tuition Reimbursement (**payroll credit**)
 - \$50 a weekly for 52 weeks, 1 week (@ week 53), of \$2,795 and \$50 a week for an additional 52 weeks (\$2,600 + \$2,795 + \$2,600 = \$7,995)



Swift Tuition- Things to Consider

- The “52 week or 1 year” commitment period, often referred to at Swift starts from your first deduction or loan payment after you have upgraded to solo status, **not your hire date or any other date**
- ***To get the full benefit of the tuition sharing program you must remain an active company driver- Any transfer to any other position other than full time company driver (I.e. independent operator/owner operator, casual driver, shop or office employee will result in discontinuance of the benefit of tuition reimbursement.***
- If, as a full-time driver you go on any kind of leave or are off a truck for an extended amount of time, tuition reimbursements and payroll deductions may stop. Once driver returns and is back on a truck, reimbursement and deductions will resume. But the weeks “missed” will be added on to the back end of the loan essentially requiring a longer pay off period.
- It is the drivers’ responsibility to notify the student loan department if deductions and reimbursements have not begun as expected. There is no retro pay for tuition reimbursement.



Swift Tuition Finance Agreement- Important Facts

- Be sure to read and understand your Tuition Finance Agreement and related documents
- **This Contract is for tuition, not for employment with Swift. Student shall pay to Swift all Program Costs, regardless of Student's ability to pass the class or State CDL Exam and whether or not Student is offered employment by Swift upon completion of the Program.**
- **In the event that installment payments described earlier are unable to be deducted from a drivers' payroll for any reason, including separation of employment from Swift, the balance of unpaid Program Costs will become immediately due, and a substantial monthly payment will be required.**
- Under our agreement to finance the cost of tuition to our students, we may choose to use certain Loan Servicers to support our business needs. Swift does not "check credit" to offer you financing however, in the event of default on payments; you have authorized Swift and its agents to conduct an investigation of the credit and employment history to maintain information regarding credit status and ability to repay the cost of tuition.
- An official Certificate of Completion and copy of transcripts are available only after the loan is paid in full. It is the student/drivers' responsibility to request this from the Student Loans Department. We will confirm your loan is paid and then communicate with the academy to mail your certificate.
- Please be sure to complete 4 complete references on the credit application portion of your agreement.
- An agreement cannot be executed until all portions are completed. Failure to complete documents as requested can result in dismissal from the program.
- A copy of your TFA and related documents will be available in your pulse app/portal- watch for an important email regarding these documents and be sure to retain them for your records



Overview of Special Tuition Programs offered by Swift

- **TEAM AGREEMENT ADDENDUM:** covers the cost of tuition only for beneficiary after team has completed 90,000 miles or 6 months of team driving.
- **MILITARY SCHOLARSHIP PROGRAM:** covers the cost of tuition & if applicable, housing costs if the beneficiary meets the 1-year of service from solo date as an active full-time company driver.
- **1st RESPONDERS SCHOLARSHIP PROGRAM:** covers the cost of tuition & applicable housing costs if the beneficiary meets the 1-year or 100k miles (200k team miles) of service from solo date as an active full-time company driver.
- **In order to meet the terms of any of the above offerings the driver must provide the required amount of service per each program. Any transfer from full time company driver to any other position will result in the program being voided and the driver will be expected to conform with our standard tuition sharing program.**



How the Team Agreement Addendum Works...

Tuition only for beneficiary will be waived after team has completed 90,000 miles or 6 months of team driving from the beneficiary's upgrade to solo date, whichever comes first.

- Both team drivers (Beneficiary and Sponsor) must remain full time active company drivers and on the truck together during the 6-month period.
- Typically, the student entering the Academy would be sponsored by an active Swift Company Driver. In this scenario the student is TD # 1 and is the beneficiary of the agreement. TD # 2 is the sponsor, if they have a student loan for tuition the repayment & reimbursement is already in effect, and nothing changes with their agreement.
- TD 1 & TD 2 must have a familial or marital relationship to qualify for this program
- If students are attending the Academy together and wish to sign up for the Team Agreement addendum for tuition the decision must be made who is the Beneficiary (TD # 1), and who is the Sponsor (TD# 2)
- **No Team Agreement Addendum can be honored if either driver is or becomes an owner operator. Owner Operators cannot sponsor students under the terms of this program.**
- Both drivers on the team agreement must become and/or remain “full time active company drivers” during the 6-month term. Per the addendum, neither driver can transfer to shop, office, owner operator or terminate before 6 months have lapsed for the terms of the agreement to be met. If the agreement is not met TD # 1, the beneficiary, will be held responsible for repayment of their entire loan balance under the traditional model.
- During the 6-month period of the addendum tuition payments and tuition reimbursements are placed on hold. Student Loan Department will monitor the team and when 90K miles or 6 months of continuous driving, whichever comes first, are achieved the entire loan amount is waived.
- The cost of housing is not covered under the Team Agreement Addendum. If housing is provided deductions will start after the student has upgraded to solo status and is on a truck.



How the Military Scholarship Program Works....

- This scholarship covers the cost of tuition & if applicable, housing costs if the beneficiary meets the 1-year of service from solo date as an active full-time company driver. This scholarship is available to...
 - Veteran of the Armed Forces
 - Active Reserves
 - National Guard Member
 - Spouse or Child of Active Service or Veteran of the Armed Forces
- **Prequalification: Student must provide one of the following...**
 - Copy of DD214 (member #4 copy with character of service showing Honorable or Under Honorable Conditions)
 - Register to the ebenefits web site: <https://www.ebenefits.va.gov/ebenefits> to obtain this document
 - Letter from the Veterans Administration on their letter head confirming service and character of service.
 - National Guard Bureau (NGB) document with Character of Service for those discharged.
 - Leave and Earning Statement (LES) showing dates of service for those on active service.
 - For Spouse or Child verification we need the Service Members DD214 (or applicable document listed above for Guard/Reserve)
 - Certificate of Eligibility for Chapter 35 transferred benefits
 - Marriage Certificate or Copy of most recent tax return if filing jointly
 - Birth Certificate or Adoption/Legal Guardianship Documents
- **Process of Scholarship Benefit:** Deductions (loan payments) for tuition and housing are placed on hold until the driver has completed **one year of continuous driving as a full-time company driver from the date the driver was upgraded/released to solo status**. Once terms are met, the tuition and housing charges are waived.
 - If, while during the 1-year commitment there is any kind of leave of absence, or the driver is off a truck for an extended period of time the time off the truck is added on to the back end of the 1 year commitment period.
- **Qualification:** The recipient must provide 1- year {twelve months} of continuous service as a full-time company driver with Swift Transportation Co. ("Swift"), Inc. **If there is a relationship change from full time company driver to Owner Operator, casual, shop or office employee or termination of employment before the commitment period has ended, the entire tuition and housing amount will become due and payable according to Swift's standard Enrollment Agreement/Tuition Finance Agreement and Student Housing Agreement.**
- **Considerations:**
 - Students utilizing this Military Scholarship are not eligible for any other type of tuition reimbursement afforded in the Enrollment Agreement/Tuition Finance Agreement.
 - It is the students' responsibility to provide required documentation to verify status as noted above either prior to or during academy attendance. You will not be allowed to sign the scholarship addendum without the Academy staff has validated receipt of supporting documentation.



How the First Responder Scholarship Program Works....

- Our First Responder scholarship covers the cost of tuition & applicable housing costs if the beneficiary meets the 1-year or 100k miles (200k team miles) of service from solo date as an active full-time company driver. Scholarship is available to...
 - Firefighter
 - Police Officer
 - Paramedic
 - Nurse
 - EMT
 - Spouse or Child of Active or Retired First Responder
 - Prequalification: Student must provide the following:
 - **Proof of minimum 1 year of employment** as one of the types above
 - For Spouse or Child verification: proof of being a first responder (see above) and one of the following
 - Marriage Certificate or Copy of most recent tax return if filing jointly
 - Birth Certificate or Adoption/Legal Guardianship Documents
- **Process of Scholarship Benefit:** Student is expected to complete Enrollment Agreement/Tuition Finance agreement and if applicable, a housing agreement
- **Deductions (loan payments) for tuition and housing are placed on hold until the driver has completed one year of continuous driving or 100k solo miles (200k team miles) as a full-time company driver from the date the driver was upgraded/released to solo status. Once terms are met, the tuition and housing charges are waived**
- **If, while during the 1-year commitment driver is off a truck for 3 or more weeks for any reason the time off the truck is added on to the back end of the 1 year commitment period**
- **Students utilizing this Military Scholarship are not eligible for any other type of tuition reimbursement afforded in the Enrollment Agreement/Tuition Finance Contract**
- **Qualification:** The recipient must provide 1- year {twelve months} of continuous service as a full-time company driver with Swift Transportation Co. ("Swift"), Inc. If there is a relationship change from full time company driver to Owner Operator, casual, shop or office employee or termination of employment before the commitment period has ended, the entire tuition and housing amount will become due and payable according to Swift's standard Enrollment Agreement/Tuition Finance Agreement and Student Housing Agreement
- **Considerations:**
- **Students utilizing this First Responder Scholarship are not eligible for any other type of tuition reimbursement afforded in the Enrollment Agreement/Tuition Finance Agreement.**
- **It is the students' responsibility to provide required documentation to verify status as noted above either prior to or during academy attendance. You will not be allowed to sign the scholarship addendum without the Academy staff has validated receipt of supporting documentation.**



Please Remember!

- Swift's tuition sharing program is 2 years for no out-of-pocket cost, you must remain an active full time company driver and, on a unit, earning income for 53 weeks for the loan to be paid off.
- Under our standard program, If you leave Swift for any reason prior to one year you will have a loan balance and will be billed and expected to make monthly payments.
- If you are in default on payments for any reason your loan could be reported to collections, and it could negatively affect your credit rating.
- If you are electing to apply either the team agreement addendum, Military or First Responder Scholarship to your tuition you must remain an active full time company driver for the entire term of the agreement. **If there is a relationship change from full time company driver to Owner Operator, casual, shop or office employee or termination of employment before the commitment period has ended, the entire tuition and housing amount will become due and payable according to Tuition Finance Agreement.**



How to contact Swift Student Loans Department

Phone: Mon-Fri 8am to 2pm, Arizona Time

800-800-2200 Ext 9076004

Email us @

STUDENT_LOANS@SWIFTRANS.COM

