

## WFH Cambria | Somerset Program Terms and Conditions

By Submitting an application to WFH Cambria|Somerset, you acknowledge reading and understanding the following Terms and Conditions:

1. The Program Term will consist of twelve (12) consecutive months.
2. Program Incentive: Applicants selected to participate (Recipients) in the WFH Cambria|Somerset program who meet the Program Terms will receive \$2,500 Cash Incentive plus \$2,500 in benefits (Benefit Incentive). The Cash Incentive will be paid as follows:
  - a. 25% of the Program cash Incentive upon relocation within Cambria/Somerset Counties in Pennsylvania
  - b. The remainder of the cash incentive will be paid in quarterly installments over the one-year period
3. Grant recipients are required to:
  - a. Be physically present in Cambria/Somerset for the duration of the program.
  - b. Participate in a majority of the quarterly social networking opportunities.
  - c. Retain current employment (permanent, full-time remote work) status during the duration of the Program.
  - d. Abide by the Program's code of conduct and anti-harassment policy in addition to other terms and conditions.
  - e. Sign and abide by the Program Contract.
4. As of the date of submittal of the application, a Program applicant must be:
  - a. A legal resident of the United States residing outside Cambria, Somerset, Blair, Bedford, Fayette, Westmoreland, Indiana, and Clearfield counties in Pennsylvania.
  - b. At least 18 years of age.
  - c. Employed full time and authorized to work remotely for the term of the program, by a company outside Cambria, Somerset, Blair, Bedford, Fayette, Westmoreland, Indiana, and Clearfield counties in Pennsylvania. (proof of remote employment will be required.)
5. Only one application per person will be accepted.
6. Some applicants will be chosen by the Program administrators to be interviewed. Participation in the interview and providing proof of full-time remote employment are conditions of being

selected as a Recipient. Applicants selected for interviews will be notified by email. Interviews will be conducted by Zoom (or some other similar platform).

7. Other Program Terms and Conditions:

- a. A Recipient's rights and obligations under the Program are not assignable, transferable or descendible by Recipient.
- b. The Program Incentive paid to Recipients is income. No tax withholdings of any kind shall be made and Recipients will receive an IRS Form 1099. It is the responsibility of Recipients to report the income to the appropriate state and federal tax authorities and to pay any taxes due on such income.
- c. THIS PROGRAM IS VOID WHERE PROHIBITED OR RESTRICTED BY LAW.
- d. WFH Cambria|Somerset shall not engage in prohibited discrimination on the basis of race, ethnicity, national origin, color, sex (including pregnancy, caregiving, gender identity and sexual orientation), religion, age, disability, veteran or military status, genetic information or any other prohibited discrimination based upon categories and/ or characteristics.
- e. Recipients consent to the use of names and/or likeness by WFH Cambria|Somerset for promotional purposes (whether online, in print or through any other media now known or hereafter developed), without additional compensation or authorization unless prohibited by law;
- f. Recipients agree THIS IS NOT AN APPLICATION FOR EMPLOYMENT but is an application for a relocation incentive program to attract already employed full-time remote workers who work for organizations located outside Cambria, Somerset, Blair, Bedford, Fayette, Westmoreland, Indiana, and Clearfield counties in Pennsylvania.