

Elective Developmental Training Agreement



This Elective Developmental Training Reimbursement Agreement is entered into, by and between, C&C Wind Energy Services and _____(Employee)

Purpose

C&C Wind Energy Services has offered to provide certain third-party training at no expense to the above (named employee). C&C Wind Energy Services believes this training will enable the named employee to provide increased value, in his or her services, on behalf of C&C Wind Energy Services, to its clients and customers, while also simultaneously enhancing the named employees marketable skill set.

Scope

C&C Wind Energy Services is making this investment in the named employee in anticipation of the employee continuing to work for C&C Wind Energy Services for at least **one** year upon completion of the below mentioned training so as to allow C&C Wind Energy Services a reasonable opportunity to recover investment costs of the training.

Responsibilities

C&C Wind Energy Services and the undersigned employee recognize that this agreement is not intended to serve as any type of employment agreement and/or guarantee of continued employment.

The named employee is in understanding that C&C Wind Energy Services would not agree to provide such training, unless the named employee, continued to work for C&C Wind Energy Services for a period of one year from completion of training.

The named employee agrees to reimburse C&C Wind Energy Services, in the event the named employee voluntarily terminated his or her employment (or) was terminated for cause as referenced in the C&C Employee Code of Conduct, prior to **one** year from the conclusion of the training.

Agreement

In careful consideration of the premise as defined within Scope and Responsibilities and the promise as stated below, the undersigned employee agrees that:

1. C&C Wind Energy Services intends to provide the training as described in table "1.a" to the named employee as outlined below.

Elective Developmental Training Agreement



Table 1.a

Course	Training Facilitator	Dates

2. If the named employee terminates his or her employment with C&C Wind Energy Services either voluntarily (or) C&C Wind Energy Services ends employment for just cause, within **one** year following the date of completion of the training, the undersigned employee agrees to reimburse C&C Wind Energy Services , the cost of training incurred by C&C Wind Energy Services by the schedule shown below in table “2.a”.

Table 2.a

Number of Service Months since the Completion of Training:	Percentage of Reimbursement
Months 1-3	100%
Months 4-6	75%
Months 7-9	50%
Months 10-12	25%

- 2.1 The training costs incurred by C&C Wind Energy Services . on behalf of the undersigned employee will be determined after the completion of training through the collection of invoices and other supporting documentation. Training costs can include, but are not limited to; transportation, salary and/or wages for time spent traveling to/from and attending training, and any other additional costs or expenses directly related to the training. Training Costs shall be estimated and noted in table “2.a” for reference prior to mobilization of employee to training location and validated after completion of training through supporting documentation.

A full month of service is earned by the employee if the total number of days worked in a given month is equal to, or exceeds, 18 days.

3. This agreement shall be cancelled **one** year following the completion of the training or if C&C Wind Energy Services elects to cancel prior to that date.

Elective Developmental Training Agreement



4. The undersigned employee expressly authorizes C&C Wind Energy Services to deduct the reimbursement amount owed under the terms of the Elective Developmental Training Agreement from any compensation owed by the employer at the time of, or following, termination of employment. Employee shall pay any balance owed to C&C Wind Energy Services, that is not deducted from compensation, within 30 days of termination of employment.

5. The undersigned employee understands and agrees that any and all certificates, or other materials, received in connection with the training remain the property of C&C Wind Energy Services and must be surrendered upon termination of employment.

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Elective Developmental Training Agreement



C&C Wind Energy Services Manager Name:	Employee Name:
Signature:	Employee Signature:
Title:	Position Title:
Date:	Employee Number:
Witness Name:	Date:
Witness Signature:	