

JOURNEYS STUDENT LOAN CONTRIBUTION PROGRAM (US Employees)

The Student Loan Contribution benefit has been put in place by Journeys to help offset costs and reduce debt incurred by an Eligible Employee ("Eligible Employee") under the following circumstances:

Eligible Employee:

1. The Eligible Employee must have a minimum of 1 year of continuous service with the company at the time of enrollment
2. 1 year of continuous service is based off an employee's most recent hire date
3. The Eligible Employee must be actively employed by the company and in good standing when student loan contribution is paid
4. The Eligible Employee must be based in the United States, including Puerto Rico

Eligible Student Loan:

1. The loan must have been incurred solely to pay for higher education expenses
2. The loan must have been incurred to pay for higher education expenses that:
 - a. were incurred by the Eligible Employee for the Eligible Employee's education
 - b. are attributable to a degree, certificate, or other program leading to a recognized educational credential (see the IRS Database of Accredited Post-Secondary Institutions and Programs at ope.ed.gov/dapip)
 - c. are attributable to education provided during an academic period (as opposed to orientation, counseling, or vacation) in which the student was carrying at least half the normal full-time workload
 - d. were paid or incurred within a reasonable time period (generally within 90 days of the start of end of an academic period) before or after the employee incurred the loan
 - e. were not otherwise covered by non-taxable assistance including (but not limited to) scholarships, employer-provided educational assistance and funds from educational savings account
3. Higher education expenses mean a student's cost of attendance at a postsecondary educational institution (e.g. university) recognized by the US Department of Education;
 - a. Cost of attendance is determined by each educational institution in accordance with the Higher Education Act of 1965
 - b. Cost of attendance includes tuition and fees, an allowance for room and board, and an allowance for books, supplies, transportation, and miscellaneous expenses of the student;
4. The loan must not be owed to the employee's relative or to any qualified employer plan;
5. A loan that was incurred solely to refinance or consolidate qualified education loans is treated as a qualified education loan.

Section I – Student Loan Repayment

- Eligible Employees with 1-5 years of service can receive \$100 per month, maximum of \$1,200 each calendar year. Employees with more than 5 years of service can receive \$200 per month, maximum of \$2,400 each calendar year.
- Employees must make the minimum required payments on their student loan(s) to receive the Journeys' contribution.

- The Student Loan Contribution Benefit will contribute the set amount to the employee's loans every month the Eligible Employee is enrolled in the program.
- Eligible Employees can start to participate in the program in the calendar month following the date of their one year of employment with the company.
 - Example, if an employee reaches the one-year of employment with the company in July, that employee's student loan payments are eligible for the program starting at the beginning of August (the next calendar month).
- Eligible Employees can receive up to \$6,000 in student loan repayment funds over the course of their employment with the company.

Section II – Application and Documentation

1. Eligible Employee must register with BenefitEd and provide Student Loan information
2. Journeys will make the set contribution to ongoing Student Loan as described in Section 1. Payments will be made directly to the Student Loan lender.

Section III – Acknowledgments

By participating in this program, the Eligible Employee: (i) attest that all information provided is true and accurate and (ii) Eligible Student Loan is for degree, certificate, or other program for Eligible Employee and (iii) the Eligible Employee is making minimum payments on the student loan at the time of participation in this program.

By participating in this program, the Eligible Employee understands that if any of the information and/or documentation provided in and with (or with respect to) this Certification and Agreement is not true and correct, Genesco reserves the right to take any action permitted by company policy and/or by law, including, but not limited to, termination of my employment and requiring repayment of any overpayments.