



Buckeye Power Sales Emergency Assistance Program Eligibility Guidelines

Associate Eligibility

Buckeye Power Sales associates are eligible to apply if they are an active full or part-time team member with **Buckeye Power Sales** (including on leave, short-term disability and paid time off). Requested expenses must be the result of an event that has occurred after the team member's hire date and after the program start date of July 18, 2022. Contract, temporary/seasonal associates, interns, retirees or those on long-term disability are not eligible to apply or to receive assistance.

Buckeye Power Sales associates are eligible to apply **after six months of service** and receive no more than **\$1,500 in a rolling 12-month period with a lifetime max of \$4,500**. Multiple applications can be for the same disaster or hardship **in a rolling 12-month period**.

Eligible Assistance

The **Buckeye Power Sales Emergency Assistance Fund** will support associates who experience financial hardship resulting from an unexpected emergency hardship or qualified disaster. In these instances, this fund will provide grants at a minimum of **\$250** and no more than **\$1,500** for food, shelter and other basic needs to associates who qualify for such grants and to the extent that funds are available.

Emergency Hardships such as illness, death in the family, or other sudden, severe, overwhelming and unexpected event that is beyond the individual associate's control and which results in their inability to provide basic life necessities for that individual and their immediate family/close relative

Qualified Disasters include natural disasters such as a disaster resulting from an act of God as in the case of a hurricane, tornado, earthquake or flood or a personal disaster such as a house fire; or a qualified disaster such as a disaster caused by terrorist or military action or otherwise deemed to be qualified disaster by the federal government such as a devastating hurricane.

Below are some examples of eligible qualified disasters and emergency hardships. This list is not all encompassing.

Qualified Disaster

- Acts of Nature/Government declared disaster that affect an associate's primary residence (e.g. floods, lightning strikes, hurricane, tornado, ice storm, wild fires, earthquakes)
- Government-declared natural disaster (*excludes health pandemics such as Covid-19*)
- Fire

- Terrorist or military action disaster
- Any event determined by the Secretary of the Treasury to be of a catastrophic nature

Emergency Hardship

- Domestic abuse
- Physical abuse
- Violent crime
- Non-violent crime
- Short-term illness or other short-term medical, dental, vision or hearing condition.
- Accident (unless caused by the associate's or applicable family member's negligence, recklessness or intent)
- Death of an associate, spouse/partner or a dependent
- Loss of child support
- Military deployment (assist with unexpected costs associated with deployment or deployment of immediate family member)

Below are eligible and ineligible expenses for **Buckeye Power Sales Emergency Assistance Fund**:

Eligible Expenses

- Food, clothing, temporary housing, child care, and reasonable evacuation expenses resulting from the event
- Reasonable repairs, essential appliances and furnishings, essential utilities, security deposits, and rent/mortgage assistance
- Medical expenses related to the hardship event in the application
- Car payment/car insurance, repairs other than routine maintenance or repairs, cost of public or commercial transportation, and cost of car rental
- Reasonable funeral, travel and burial expenses of an employee or their family member*

Ineligible Expenses

The **Buckeye Power Sales** Emergency Assistance Fund will NOT support the following requests for financial assistance:

- Non-essential household utilities (e.g. cable/satellite television, telephone, etc)
- Routine car maintenance
- Legal fees
- Wage garnishments, disconnection notices or eviction notices.
- Accumulated financial distress that results in your not having enough income to cover your regular monthly bills. Grants aren't available to resolve ongoing general financial problems.
- Credit card debt, vehicle purchases, home foreclosures or pay day loans
- Expenses incurred due to lack of homeowners or medical insurance.

- Private school or higher education tuition
- Employee benefits during waiting periods of coverage.
- Expenses associated with divorce or child custody settlements
- Funeral, travel or burial expenses upon death of associate's relative outside of spouse, partner or dependents.

Definition of a Buckeye Power Sales Family Member

Immediate family/close relative (including in-law/step) that is financially dependent on the associate and resides in their household.

- Parent
- Spouse
- Registered Domestic Partner *(as defined and required by city ordinance and state law)*
- Brother
- Sister
- Child of associate or of associate's registered domestic partner *(as defined and required by law)*
- Grandparent
- Grandchild
- Aunt/Uncle
- Niece/Nephew/Cousin
- Guardian