

## **COMPANIES OFFERING TUITION REIMBURSEMENT**

### **1. UPS**

Part-time employees of UPS are eligible to receive up to \$5,250 in tuition assistance per year, up to a lifetime maximum of \$25,000. Eligibility begins on the date of hire. Also, most full-time UPS employees started at the company as part-time or non-manager employees, including managers and executives!

### **2. PUBLIX**

According to the company's website, employees may be reimbursed for not only traditional degree programs, but also some individual courses and online programs. Any associate with at least six months of continuous service, who works an average of 10 hours per week is eligible. Associates enrolled in a four-year college or university, may be reimbursed up to \$3,200 annually, with a lifetime limit of \$12,800.

Associates enrolled in undergraduate courses at a two-year community college, technical program or individual course program may be reimbursed up to \$1,700 annually, with a lifetime limit of \$3,400.

### **3. WELLS FARGO**

Wells Fargo offers several scholarships to children of employees, ranging from \$1,000 to \$3,000 each. In addition, they offer their employees up to \$5,000 in tuition reimbursement annually, for eligible tuition expenses.

### **4. SMUCKERS**

Employees may be eligible for up to 100% reimbursement of tuition costs for Company-approved college courses. In addition to that, they offer a scholarship program for children of employees valued at \$3,000 per year to 10 recipients - and, its renewable! And also a lifetime supply of delicious strawberry jam! (ok we made up that last part...)

### **5. COMCAST**

Comcast's Education Assistance Program will reimburse approved tuition, books, and other educational fees up to \$5,750 per calendar year.

### **6. STARBUCKS**

Partners based in the U.S. working an average of 20 hours per week at any company-operated store and who do not yet have a bachelor's degree are eligible for The Starbucks College Achievement Plan. Introduced in June 2014, in partnership with Arizona State University (ASU) this opportunity offers all eligible U.S. partners (employees) to earn their bachelor's degree with full tuition coverage all the way to graduation at ASU's top-ranked online degree program.

### **7. VERIZON**

Verizon offers one of the better tuition reimbursement packages, providing its employees with up to \$8,000 a year in education benefits. In 2012, more than 23,000 employees took advantage of the program.

## **8. BANK OF AMERICA**

Associates, who have been employed for six months and work a minimum of 20 hours a week, are eligible to receive tuition repayment through Bank of America. Under the program, 100 percent of tuition-related expenses (up to \$5,250 per calendar year) will be reimbursed for both undergraduate and graduate programs.

## **9. ORACLE**

Regular, full-time employees may receive up to \$5,250 per calendar year in tuition reimbursement for courses related to their current or future responsibilities at Oracle. Management approval is required. [Download PDF with full details.](#)

## **10. FIDELITY**

Full-time employees with at least six months of service may apply for tuition reimbursement for up to 90% of certain costs, up to \$10,000 per year (!). Eligibility is subject to manager approval and the coursework must be at an accredited college or university and be work-related.

Of course, getting these benefits is not as simple as submitting your college tuition bill. Some companies will only reimburse your fees after you have completed the courses with a minimum grade (usually a 'C' or better) or can show that your college degree is related to your position within the company.

Even those that do reimburse upfront may place conditions on your benefits, such as a requirement to stay with the company for at least two years after completing your degree.