



*A Service of Tulare Local Healthcare District*

<b>Policy Name:</b>	Employee Loyalty Policy
<b>Policy Number:</b>	
<b>Version Number:</b>	
<b>Approved by Board on:</b>	
<b>Scheduled review date:</b>	

**1.0 Objective**

At Evolutions Fitness & Wellness Center, we deeply value the loyalty and dedication of our employees. Our Employee Loyalty Policy aims to recognize and reward long-term employees who have made substantial contributions to our organization's success, even after they've moved on to new opportunities.

**2.0 Eligibility Criteria**

Employees who have been continuously employed with Evolutions Fitness & Wellness Center for five or more consecutive years and have worked a minimum of 1872 hours per year, on average, over this employment period are eligible for the benefits outlined in this policy. Additionally, to qualify, employees must have voluntarily separated from or have had their position eliminated by the company (cannot have been terminated) and be in good standing (eligible for rehire).

**3.0 Benefits**

Eligible employees will be entitled to receive one (1) year of discounted membership for each year worked beyond the initial five (5) years of employment. The discounted membership will grant access to Evolutions Fitness & Wellness Center. The applicable discount will be determined by management and may be modified from time to time.

**4.0 Application Process**

Employees must submit a formal application for the discounted membership within 30 days of their voluntary separation or elimination of their position, or within 30 days of the effective date of this policy. Evolutions Fitness & Wellness Center management will verify the employee's eligibility based on the criteria set forth above, including good standing and eligibility for rehire. Upon approval, the applicant will be provided with instructions on how to sign up for the discounted membership benefit.

**5.0 Terms and Conditions**

Discounted membership benefits are non-transferable and can only be used by the eligible applicant. Discounted membership benefits are subject to availability and any terms and conditions set forth by the Evolutions Fitness & Wellness Center management. Evolutions Fitness & Wellness Center reserves the right to modify or terminate this policy at any time without prior notice.

**6.0 Acknowledgment**

By availing the benefits under this policy, employees acknowledge their understanding and agreement to comply with the terms and conditions outlined herein.

**7.0 Implementation**

This policy shall be effective from [effective date] onwards and will be communicated to all employees through by email.