

## Program Participation Agreement

Participation in the Leadership Tomorrow program requires the support and commitment of both the applicant and their employer or sponsoring organization. By submitting this application, the applicant and sponsor acknowledge and agree to the following:

### Program Commitment

Leadership Tomorrow is an approximately 6-month program, including the application and selection process and the full program year. Participants are expected to fully engage in all required components.

### Graduation Requirements

Participants must meet the following requirements to graduate:

- Minimum of 80 percent class attendance, totaling 38 hours
- 100 percent mentor participation, totaling 12 hours
- 100 percent completion of volunteer service, totaling 60 hours
- Commitment to serve on a community, philanthropic, or social board or to run for public office following graduation

### Eligibility and Tuition

Participants must be a member of Vermilion Advantage or an employee of a Vermilion Advantage member organization.

Tuition for Vermilion Advantage members is \$1,500. Additional discounts may apply based on membership level.

Tuition is due upon notification of acceptance into the Leadership Tomorrow program.

### Employer Sponsorship and Financial Responsibility

It is understood that participation in Leadership Tomorrow benefits the applicant, their organization, and the broader community. Due to the length of the program, employment status changes may occur. If the applicant is accepted into the program while employed by the sponsoring organization, the sponsor agrees to pay the full tuition amount, including any applicable discounts. Tuition is non-refundable, even if the participant's employment status changes during the program.

### Selection Process

All qualified applicants will be notified to schedule an interview with the Leadership Tomorrow Selection Committee.