Kepler Research

Education Assistance Program Promissory Demand Note

For value received in the amount of $ _____ (Check #: _____, dated _____) under the Kepler Research Education Assistance Program, I, _____ have read, understand and agree to abide by Kepler Research's Education Assistance Policy which includes providing to Kepler Research within thirty (30) calendar days following the last day of class, the following:

(1) a completed settlement form;

(2) receipts for tuition and related course costs; and

(3) substantiation of successful course completion in the form of either an original or certified true copy of the official grade report or a formal transcript verifying final grade.

If I have executed a "Permission to Release Grades" form, I understand that my settlement cannot be complete until official notification has been received from the educational institution. Failure to abide by the terms and conditions of this Policy may constitute default on my educational assistance agreement, and I understand that I will be required to immediately repay in full, by cash or certified check payable to Kepler Research, any advances I have received. I further understand that any outstanding balances will be recovered by Kepler Research through automatic payroll deduction at a rate of $75 per pay period.

Furthermore, I promise to notify Kepler Research immediately if:

(1) any portion of the tuition advance is not applied to courses approved under the educational assistance application, or

(2) I drop or fail to satisfactorily complete a course with a grade of "B" (3.0) or higher, and I agree to repay Kepler Research in full by cash, certified check or through automatic payroll deductions at a rate of $75 per pay period. I understand that Kepler Research will waive repayment of the tuition advance if I am required to report for active military duty prior to completion of the course, and I agree to assist Kepler Research in recovering from the financial institution any tuition paid by Kepler Research on my behalf.

I understand and agree that should I terminate employment with Kepler Research voluntarily, retire, or be discharged for cause prior to successful completion of the course(s); the entire educational assistance advance received under Kepler Research's Education Assistance Program and covered by this Note (for the prior 12 months) is due and payable upon demand by Kepler Research. I further agree and authorize Kepler Research to apply any and all of my pay against the remaining balance. Should such pay be insufficient to satisfy my indebtedness to Kepler Research, I agree:

(1) To repay any indebtedness still outstanding by cash or certified check prior to my last day of employment.

(2) That, upon default, I will also pay all costs and expenses of collection of this Note including reasonable attorney's fees.

I acknowledge and understand the foregoing terms and conditions of this Note, and I intend to be bound by those terms and conditions and to bind my heirs or assigns.

_____	_____	_____	_____
Applicant Signature	Date	Witness Signature	Date