



**What I Live For photos submitted by Miller Pipeline employees.*

SUPPORTING EACH OTHER, BUILDING TOGETHER

The **Employee Care Fund** provides Miller Pipeline employees with funds to aid in a personal situation such as family illness, disaster, or severe financial hardship resulting from a catastrophic event. In addition, the Employee Care Fund provides organizations with financial support to aid in charitable causes. Employees receiving funds through the Employee Care Fund program are considered taxable income, and IRS guidelines apply.

How does the Employee Care Fund work?

In 2003, Miller Pipeline established the Employee Care Fund to provide employees and/or charitable organizations with financial support to aid in a personal crisis or charitable cause. The Employee Care Fund is administered by a committee which is comprised of Miller employees representing a wide range of geographic territories and positions within the company. The Committee discusses each nomination to decide on awards based on funding rules and guidelines. The information provided is held in strict confidence.

Who can qualify for funding?

To qualify, an employee must have been actively at work with the company immediately preceding the triggering event. The program does not cover contract workers, temporary, seasonal, or part-time employees. Employees cannot submit a nomination on their own behalf.

What events qualify for assistance?

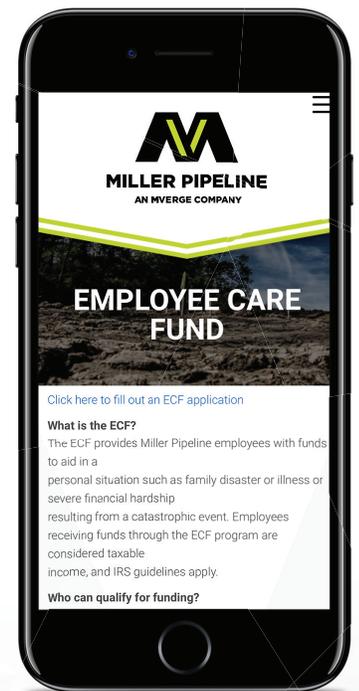
Events that qualify for assistance are unplanned or unforeseen. This is an event that is not routine or typical in a person's lifetime.

Examples are:

- House fire, tornado (an act of nature)
- Life-threatening or serious health condition (i.e., heart attack, stroke, cancer) of an employee resulting in unpaid time away from work
- Help with basic living expenses as a result of a catastrophic event

Where can I learn more?

To learn more about the Employee Care Fund, visit the hub or go to the app shortcut under Resources > Human Resources.



Have questions?

Reach out to Corporate Communications at corporate.communications@millerpipeline.com

