

Employee Relocation Repayment Agreement

In exchange for E•FUNDS or any of its majority owned affiliates or subsidiaries providing me with relocation benefits, I hereby agree to repay to E•FUNDS any and all relocation expenses paid on my behalf or reimbursed to me, including any related tax liability paid on my behalf by E•FUNDS, upon any voluntary termination or if my employment with E•FUNDS is terminated for cause, according to the following schedule:

Number of full months completed in E•FUNDS' employ from Relocation initiation date through termination date	Amount of Relocation expenses incurred by E•FUNDS to be reimbursed to E•FUNDS upon date of termination
0 through 12 months	100%

In addition, I agree that relocation benefits will stop on the date E•FUNDS determines that I am no longer eligible for them, but no later than my termination date.

I agree Repayment is due and payable to E•FUNDS upon my termination according to the schedule listed above. By my signing this document I authorize E•FUNDS to accomplish Repayment by either cash payment from me and/or by deduction from my earnings, payroll amounts, bonuses, vacation pay, commissions or other sums that may be due me. If such deductions are not sufficient to cover all Repayment, I agree to pay E•FUNDS upon demand, the remaining balance.

I understand that after my relocation, I may obtain information about the costs paid by E•FUNDS for my relocation by contacting a member of the E•FUNDS' Human Resources Team.

I understand, in the event of a later relocation that is effective during the term of this Relocation Repayment Agreement and where payment or reimbursement is provided by E•FUNDS, the current Relocation Repayment Agreement will become void, providing I have entered into another Relocation Repayment Agreement for the later transfer.

I understand E•FUNDS' payment of any relocation benefits does not restrict the right of E•FUNDS to terminate my employment at any time. I further understand that this Agreement is not intended to and does not create a contract of employment for any specific period of time nor does it create any obligation on the part of E•FUNDS or vest any rights in me other than those specifically described above.

I understand that my relocation will be authorized and payments dispersed by E•FUNDS only after the Relocation Department's receipt of this Agreement signed by me.

Agreed: Employee Signature _____

Employee Name (please print) _____

Address _____ City _____ State _____ Zip _____

Social Security Number _____ Date _____

Current Work Location (City, State) _____

New Work Location (City, State) _____

Return the original signed Relocation Repayment Agreement to E•FUNDS' Human Resources
Attn: Laurie Brown / Gainey Suites II; Suite #300 / 8501 N. Scottsdale Road / Scottsdale, AZ 85253