

BLAZER HOME, *a Neighborhood Living Initiative at UAB*

The University of Alabama at Birmingham offers assistance to full-time, benefits-eligible faculty and staff who buy or renovate a primary residence in designated areas in the Five Points, Glen Iris and North and South Titusville neighborhoods. The five-year conditional grants, funded by the UAB Educational Foundation, may be used for the purchase, e.g., down payment and/or closing costs for a new home or for renovations on an existing home in the incentive zone.

UAB will provide up to 10 grants per fiscal year for amounts of up to \$8,000. Annual funding for the program is renewed at the beginning of the Foundation's fiscal year (July 1), and awards are available on a first-come, first-served basis.

Through this program, UAB will strengthen its connections to adjacent neighborhoods, contribute to community development, attract and retain valuable employees, promote sustainable practices and model leadership in providing employer-assisted housing benefits among Alabama employers.

CRITERIA FOR PARTICIPATION

Eligible employee

- A full-time, benefits-eligible employee of UAB, UAB Hospital, or UAB Hospital Management LLC
- Purchasing or, renovating a primary residence in the incentive zones
- Qualified for a mortgage through an approved lender if purchasing

Eligible property

- The residence must be located in the geographical boundaries of the incentive zones in the Five Points, Glen Iris or North and South Titusville neighborhoods adjacent to campus (see map)
- The property must be a single-family home, townhome or condominium
- The property must be owner-occupied by the employee for the five-year term of the grant

GRANT REQUIREMENTS

The Program provides five-year grants of up to \$8,000 to be used for a down payment, closing costs or for renovation of primary residence in the designated incentive zones.

1. Presentation of a purchase agreement (new homebuyers) or title (existing homebuyers) is required for any grant, which may only be used to purchase or renovate a single-family home, townhome or condominium within the zones set forth by this program.
2. The employee-homeowner must commit to residing in the home for at least 60 months following the award of the grant ("minimum occupancy requirement"). The University may reclaim a prorated portion of the grant award from any employee-homeowner who fails to meet the minimum occupancy requirement.
3. The employee-homeowner agrees to provide 60 months of continual service to UAB following the award of the grant concurrent with the minimum occupancy requirement. The University may reclaim a prorated portion of the grant award from any employee-homeowner who separates from employment with the University prior to the completion of 60 months of continual service, except in the following instances:
 - Death of the employee
 - Retirement due to disability of the employee
 - Termination of the employee due to reduction in staff
4. Assistance is limited to one award per household (in an amount up to \$8,000) for the lifetime of the program.
5. This home-ownership assistance grant is considered income to the employee and the employee-homeowner is responsible for any related income tax liability. Each year the employee will be sent a Form 1099-MISC for one-fifth of the grant amount during the 5-year term, which represents the amount each year that can no longer be reclaimed by the University under the minimum occupancy requirement.
6. First-time homebuyers must participate in a [first-time homebuyer's workshop](#) through UAB's Employee Assistance & Counseling Center (EACC). The financial workshop for first-time homebuyers has two components:
 - An online assessment to educate on home-buying (required)
 - Personal counseling with the Regions Institute for Financial Education (RIFE) to help clear any issues, create a budget, and introduce other principles of personal financial management (as needed)

Visit uab.edu/blazerhome for additional information about the program

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Employee Grant Application/Agreement

- I am a first-time home-buyer ☐ Yes ☐ No
- I am requesting a grant for ☐ purchase of a new home ☐ renovation of existing home

If for renovation, please provide a scope/description of the project, project budget and schedule. **Use additional space below for description or attach additional documents, as necessary**

- I am requesting a grant in the amount of \$ _____ (amount requested cannot exceed \$8000)

EMPLOYEE INFORMATION

Full Name (Buyer/Owner): _____ Blazer ID: _____

Hire Date: _____ Employee ID: _____

Mobile or Home Phone: _____ Work Phone: _____ Work Email: _____

Current Address: _____

Address (including ZIP code) of home to be purchased: _____

If for purchase: Contract Date: _____ Expected Closing Date: _____

If for renovation: Project start date: _____ Expected completion date: _____

Scope/Description of Renovation Project:

GRANT TERMS

1. I am requesting a home-ownership assistance grant in the amount set forth above.
2. I will use the proceeds of this grant towards the purchase or renovation of a single-family dwelling within the zones set forth by the program; the dwelling will be my primary residence.
3. I understand that I must reside in the home for at least five years (60 months) following award of the grant ("minimum home occupancy requirement"); otherwise, UAB may reclaim a prorated portion of the grant award and I authorize UAB to withhold any remaining prorated portion of the grant from my paycheck or paychecks.
4. I understand that I must provide five years of continual employment as a full-time regular employee at UAB following the award of the grant, concurrent with the minimum home occupancy requirement; otherwise, UAB may reclaim a prorated portion of the grant award and I authorize UAB to withhold any remaining prorated portion of the grant from my paycheck or paychecks.
5. I understand that this grant is being made by UAB at my request and for my benefit. During the five-year grant period, if I am separated from employment with UAB for any reason (other than my death, retirement due to disability, or termination due to reduction in staff), I authorize UAB to withhold any remaining prorated portion of the grant from my final paycheck. If my final paycheck is insufficient to cover the amount outstanding, I agree to repay the prorated portion of the grant within 90 days of my termination date.
6. I understand that if I apply for and am granted leave during the five-year grant period, the period of time that I was out on unpaid leave will extend the original grant period.
7. I understand that if I remain on any leave for more than one year during the five-year grant period, I may be required to repay any remaining prorated portion of the grant within 90 days.
8. I understand that I must provide a copy of the purchase agreement or title before funds are released.
9. (a) If my closing does not occur within 120 calendar days following the date this Grant Application/Agreement is received by the Human Resources Department, OR, (b) if my renovations do not begin or end according to the estimated schedule that I provided in this application, I will provide written notice to Human Resources of the anticipated closing date or revised renovation schedule. Human Resources reserves the right to withdraw the grant award at any point in delay in closing; this will not affect the applicant's ability to reapply to the program.
10. I understand that UAB will not fund the grant if I am not an active, full-time, non-probationary employee on the closing date. I also understand and agree that the grant does not give me any rights with respect to continued employment by UAB.
11. I understand that the home ownership assistance is considered income, and I am responsible for any related income tax liability.
12. I understand that I am eligible for only one (1) grant per household for the lifetime of the program.
13. The statements and information provided by me in this Application/Agreement are true and correct and this Application/Agreement contains no false statements, misrepresentations, or omissions of fact.
14. I understand that if I am a first-time home-buyer, I am required to complete a financial counseling workshop provided by the University.

BY SIGNING THIS APPLICATION, I ACKNOWLEDGE RECEIVING, READING, UNDERSTANDING, AND AGREEING TO THE TERMS AND CONDITIONS OF THE UNIVERSITY OF ALABAMA AT BIRMINGHAM BLAZER HOME PROGRAM.

Employee Signature: _____ Date: _____

Print Name: _____

Submit completed/signed application to blazerhome@uab.edu

FOR OFFICIAL HR USE ONLY: Date Received by HR: _____ Approved (date): _____

Disapproved (date): _____ and (reason): _____