

REIMBURSEMENT AGREEMENT

Costco Employee Benefits Program

I understand and agree to all of the following:

1. The Costco Employee Benefits Program ("Plan") does not cover any health expenses for an illness or injury if the expenses are, or may be, recoverable from any third party—for example, my insurance coverage, another person's insurance coverage, or a workers' compensation program. However, the Plan will advance payment of such expenses while I pursue a recovery from a third party, on the condition that I reimburse the Plan out of any payment that a third party makes to me, my family members, or my attorney in connection with the illness or injury (a "third-party payment").
2. The Plan has an equitable lien against any third-party payment, in the amount of all expenses paid by the Plan in connection with the illness or injury (and regardless of when the expenses are paid or incurred). In addition, the Plan has a "first dollar" right to reimbursement—that is, the Plan has the right to be reimbursed from the total amount of any third-party payment (without reduction for any costs or attorney's fees I may incur in pursuit of the recovery) before any amounts are paid to me or any other person. The Plan's right to reimbursement applies regardless of how the third-party payment is obtained (for example, by suit, settlement, or otherwise), regardless of whether the payment is formally allocated to payment of health expenses, and regardless of whether I am "made whole" by the payment.
3. The Plan has the right to *full* reimbursement. The Plan is not required to reduce its lien for any costs or attorney's fees I incur in obtaining a third-party payment, or for any other reason. However, notwithstanding the Plan's right to full reimbursement, the Plan's general policy is to reduce its lien to the extent it exceeds 1/3 of the total third-party payments. The Plan reserves the right not to offer this lien reduction if I (or my attorney) do not cooperate with the Plan.
4. I will promptly notify the Plan if I receive any third-party payment, and I will hold the total amount of the payment in an escrow or trust account acceptable to the Plan (or, if I am represented by an attorney, I will direct my attorney to hold the payment in trust). The Plan will notify me of the amount of its lien and I will promptly reimburse the Plan. I will not permit any funds to be disbursed to me, my attorney or any other person until the Plan informs me in writing that its lien has been satisfied.
5. After I have reimbursed the Plan out of my third-party payment, the Plan may pay no further expenses relating to the injury or illness (regardless of when such expenses are incurred), in the Plan's sole discretion. As a condition of paying any further expenses, the Plan may require that I continue to hold up to 1/3 of the total third-party payment in a trust or escrow account for the purpose of reimbursing the Plan.
6. I will cooperate with the Plan's right to reimbursement, including by promptly providing any information requested by the Plan in connection with my third-party claim or third-party payment and by not taking any action which will prejudice the Plan's right to reimbursement. All benefits advanced by the Plan in connection with the injury or illness are made in reliance on my agreement to cooperate with the Plan and to promptly reimburse the Plan out of any third-party payment. If my attorney or I fail to do so, the Plan will stop advancing benefits, and the expenses previously advanced by the Plan will become immediately due and payable and will be considered an overpayment of benefits under Plan terms. The Plan will be entitled to recoup the overpayment by reversing the claims paid, and/or by offsetting the amount of the overpayment from any future benefit payments to me and/or my covered family members. In addition, the Plan may bring legal action against me for unjust enrichment, to seek a constructive trust, or to otherwise enforce the terms of the

Costco Employee Handbook

Thomas Janoski, Darina Lepadatu

A red circular graphic with a gradient, appearing as a stylized arrow or a partial circle, located to the right of the authors' names.

Costco Employee Handbook:

The Oxford Handbook of Human Resource Management Peter Boxall, John Purcell, Patrick Wright, 2008-06-05 HRM is central to management teaching and research and has emerged in the last decade as a significant field from its earlier roots in Personnel Management Industrial Relations and Industrial Psychology People Management and High Performance teams have become key functions and goals for manager at all levels in organizations The Oxford Handbook brings together leading scholars from around the world and from a range of disciplines to provide an authoritative account of current trends and developments The Handbook is divided into four parts Foundations and Frameworks Core Processes and Functions Patterns and Dynamics Measurement and Outcomes Overall it will provide an essential resource for anybody who wants to get to grips with current thinking research and development on HRM

The SAGE Handbook of Marketing Ethics Lynne Eagle, Stephan Dahl, Patrick De Pelsmacker, Charles R. Taylor, 2020-10-05 The SAGE Handbook of Marketing Ethics draws together an exhaustive overview of research into marketing s many ethical conundrums while also promoting more optimistic perspectives on the ways in which ethics underpins organizational practices Marketing ethics has emerged in recent years as the key and collective concern within the ever divergent fields of marketing and consumer research This handbook brings together a rich and diverse body of scholarly research with chapters on all major topics relevant to the field of marketing ethics whilst also outlining future research directions PART 1 Foundations of Marketing Ethics PART 2 Theoretical and Research Approaches to Marketing Ethics PART 3 Marketing Ethics and Social Issues PART 4 Issues in Consumer Ethics PART 5 Ethical Issues in Specific Sectors PART 6 Ethical Issues in the Marketing Mix PART 7 Concluding Comments and Reflections

The Big Squeeze Steven Greenhouse, 2009-02-10 Why in the world s most affluent nation are so many corporations squeezing their employees dry In this fresh carefully researched book New York Times reporter Steven Greenhouse explores the economic political and social trends that are transforming America s workplaces including the decline of the social contract that created the world s largest middle class and guaranteed job security and good pensions We meet all kinds of workers white collar and blue collar high tech and low tech middle class and low income as we see shocking examples of injustice including employees who are locked in during a hurricane or fired after suffering debilitating on the job injuries With pragmatic recommendations on what government business and labor should do to alleviate the economic crunch The Big Squeeze is a balanced consistently revealing look at a major American crisis

Human Resource Management Talya Bauer, Berrin Erdogan, David Caughlin, Donald Truxillo, 2019-01-02 Winner of the 2020 Most Promising New Textbook Award from the Textbook Academic Authors Association TAA Human resources is rapidly evolving into a data rich field but with big data comes big decisions The best companies understand how to use data to make strategic workforce decisions and gain significant competitive advantage Human Resource Management People Data and Analytics introduces students to the fundamentals of talent management with integrated coverage of data analytics Features tied to SHRM

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Cambridge International Handbook of Lean Production Thomas Janoski,Darina Lepadatu,2021-03-11 This handbook focuses on two sides of the lean production debate that rarely interact On the one hand management and industrial engineering scholars have presented a positive view of lean production as the epitome of efficiency and quality On the other hand sociology industrial relations and labor relations scholars focus on work speedups management by stress trade union positions and self exploitation in lean teams The editors of this volume understand the merits of both views and present them accordingly bridging the gaps among five disciplines and presenting the best of each perspective Chapters by internationally acclaimed authors examine the positive negative and neutral possible effects of lean providing a global view of lean production while adjusting lean to the cultural and political contexts of different nation states As the first multi lens view of lean production from academic and consultant perspectives this volume charts a way forward in the world of work and management in our global economy Decisions and Orders of the National Labor Relations Board United States. National Labor Relations Board,2016-05

Fundamentals of Human Resource Management Talya Bauer,Berrin Erdogan,David Caughlin,Donald Truxillo,2019-12-10 Fundamentals of Human Resource Management People Data and Analytics provides a current succinct and interesting introduction to the world of HRM with a special emphasis on how data can help managers make better decisions about the people in their organizations Authors Talya Bauer Berrin Erdogan David Caughlin and Donald Truxillo use cutting edge case studies and contemporary examples to illustrate key concepts and trends A variety of exercises give students hands on opportunities to practice their problem solving ethical decision making and data literacy skills Non HR majors and HR majors alike will learn best practices for managing talent in today s ever evolving workplace

Corporate Legal Compliance Handbook Theodore L. Banks,Frederick Z. Banks,2010-09-17 Corporate Compliance has changedand stricter guidelines now impose criminal penalties for activities that were previously considered legal The and business judgmentand rule that protected the decisions of officers and directors has been severely eroded The Corporate

Federal Sentencing Guidelines of the U S Sentencing Commission require an effective compliance program but even if you follow their requirements to the letter you won't really know if your compliance program works or if you have created a corporate culture that supports compliance Now with the completely updated Second Edition of Corporate Legal Compliance Handbook you and I have help in creating a complete compliance system that complies with federal regulations and meets your specific corporate needs Unlike the complicated or incomplete resources available today Corporate Legal Compliance Handbook Second Edition provides explanatory text and background material in two convenient formats print and electronic The accompanying CD ROM contains reference materials forms sample training materials and other items to support program development Corporate Legal Compliance Handbook Second Edition gives you a unique combination the essentials of the key laws your corporation must address specific compliance regulations and practical insights into designing implementing and managing an effective and efficient legal compliance program It will help you identify the risks your company faces and devise a system to address those risks It will help you create a targeted compliance program by examining the risks attached to job descriptions creating the appropriate corporate policies establishing control programs communicating effectively and testing the effectiveness of your program Corporate Legal Compliance Handbook Second Edition will show you How to ensure that your company establishes an effective compliance program How to master practical risk assessment tools How to identify any special risks posed by your client's type of business How to make sure that each employee involved in a business process understands his or her individual responsibility in the company's legal compliance program

Decisions and Orders of the National Labor Relations Board National Labor Relations Board, 2016-02-15 Each volume of this series contains all the important Decisions and Orders issued by the National Labor Relations Board during a specified time period The entries for each case list the decision order statement of the case findings of fact conclusions of law and remedy

Labor Guide to Labor Law Bruce S. Feldacker, Michael J. Hayes, 2014-08-12 Labor Guide to Labor Law is a comprehensive survey of labor law in the private sector written from the labor perspective for labor relations students and for unions and their members This thoroughly revised and updated fifth edition covers new statutes current issues and the latest developments in labor and employment law The text emphasizes issues of greatest importance to unions and employees Where the law permits a union to make certain tactical choices those choices are pointed out Material is included on internal union matters that tend to be ignored in management texts Bruce S Feldacker and Michael J Hayes cover applicable labor law principles from a union's initial organizing campaign to the mature bargaining relationship including such subjects as the employee right to engage in protected concerted activity the duty to bargain labor arbitration the use of strikes picketing and other economic weapons in resolving a labor dispute the duty of fair representation internal union regulation and employment discrimination This book is also a useful reference and review for full time union officers and representatives who have a working knowledge of labor law but wish to brush up on certain

points as needed in their work Both authors have extensive experience in the construction field and they have been careful to include material on those aspects of labor law that are unique to that field Labor Guide to Labor Law is structured to present an unbiased and comprehensive explanation of labor law principles for anyone interested in the field Thus labor relations educators as well as practitioners in the field representing labor management or individual employees should also find the text suitable for their use Each chapter includes a summary review questions and answers a restatement of Basic Legal principles with citations to key cases and a bibliography for additional research

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