

# Vehicle Purchase and Down Payment Assistance Program

Effective June 1, 2024

As a benevolent employer that cares about the wellbeing, safety and financial health of its employees, Wall's family of agencies (Wall Residences, Wall Connections, and Wall Therapeutic Solutions) is partnering with the [HumanKind Ways To Work](#) program to aid employees with vehicle purchase and down payment assistance. This partnership allows us to assist lower-wage employees obtain reliable and safe transportation without being subject to unscrupulous dealers or predatory loans with exorbitant interest rates. The HumanKind Ways To Work program acquires vehicles from Enterprise Fleet Services, Floyd Autoville, or other suppliers with a maintenance history, low mileage, and a pre-inventory inspection. HumanKind/LendingKind works to offer advantageous rates that may not be available to individuals. HumanKind currently serves the greater Richmond, Lynchburg, Roanoke and neighboring areas, with anticipated growth in Charlottesville and Northern Virginia planned. Wall may add other trusted partner organizations to serve additional operational areas. For more details or to start an inquiry/search for a vehicle, employees may reach out directly to HumanKind/LendingKind at:

Ways To Work – Lynchburg	Ways To Work – Richmond	Ways To Work – Richmond
1903 HumanKind Way	908 N. Thompson Street	2607 Salem Turnpike NW
Lynchburg VA 24503	Richmond VA 23230	Roanoke VA 24017
434.845.5944	804.461.3585	540.2062748
E-mail: wtwlynchburg@humankind.org	E-mail: wtwrichmond@humankind.org	E-mail: wtwroanoke@humankind.org

In addition to the *Ways To Work* program, Wall will provide employees with **Down Payment Assistance** subject to the following provisions:

- A **full-time employee** residing in the HumanKind/LendingKind service area that has worked for the Wall family of agencies for at least **one full year** and earning less than **\$42,000/annually (\$20.19/hour)** may be eligible for up to **\$2,500** in down payment assistance.
- A **part-time employee** working an average of 20 hours per week or more, residing in the HumanKind/LendingKind service area, who has worked for the Wall family of agencies for at least **one full year** and earning less than **\$42,000/annually** may be eligible for up to **\$1,250** in down payment assistance.
- Payments will be interest-free and deducted by payroll each pay period at a payment amount agreed upon between the employee and Wall. The payback period and payment amount for the advance in pay will be considered on a case-by-case basis considering employee's longevity and other factors, with a payback period not to exceed one year (26 bi-weekly pay periods).
- Down payment assistance may be requested once every five (5) years except in exceptional circumstances as approved by Wall Officers or Director of Human Resources.

- Employees must submit the loan documents from the lending institution where down payment assistance may be submitted by ACH. Wall does not provide collateralized loans or make loan decisions other than for down payment assistance, and this is not a guarantee of the employee's ability to qualify for the collateralized loan.
- If employee terminates prior to the payoff of this advance, Wall may deduct any amount owed from any final paycheck or amount otherwise owed to employee. If the amount exceeds the amount of pay, the employee agrees to pay the balance of down payment assistance provided within 90 days of termination.
- If a Court determines that the employee failed to repay Wall or otherwise breached a term of this Program, the employee agrees that he/she shall also be responsible to pay Wall for its costs and legal fees incurred in any litigation relating to this Program.

Caveats and disclaimers:

- There is no vehicle warranty or service guarantee through Wall, neither express nor implied.
- Unless there is a warranty provided by the seller (HumanKind/LendingKind), there is no additional warranty. An additional warranty and/or gap insurance may be available for purchase at the employees' sole cost.
- Outside of any down payment assistance which may be provided to the employee, Wall is not responsible for vehicle payments and is not a party to the vehicle loan or vehicle ownership, neither express nor implied, and all payments between the employee and the lending institution are the responsibility of the employee.
- Wall is not responsible for vehicle maintenance or repairs, and these are the responsibility of the employee.
- Wall is not responsible for vehicle insurance, which is the sole responsibility of the employee, with coverage levels that may be required as a collateralized loan from HumanKind/LendingKind.
- Wall is not responsible for the vehicle or any damages as a result of theft, damage, accident, misuse resulting in injury or any other liability.
- Wall is not responsible for the selection or availability of vehicles as part of the program, which is entirely dependent upon market and availability from provider(s) utilized.

To request down payment assistance:

- Employees should contact HumanKind/LendingKind to identify vehicles available, visit/test drive, and review basic warranty (and discuss extended/discounted warranties available) and establish a lending rate.
- Once a rate and loan has been created to the employee's satisfaction with HumanKind/LendingKind and/or the loan institution, the employee should provide a copy of the bill of sale and loan documents with the lending institution's contact information to the Director of Human Resources. If requirements are met as outlined herein, the Director of Human Resources will work with the Controller/CFO/Finance team to ACH down payment assistance directly to the lending institution on behalf of the employee's loan.
- Down Payment Assistance/ACH requests may take up to 48 hours/2 business days from receipt to dispersal to the lending institution.