

The University of Alabama at Birmingham offers assistance to full-time, benefits-eligible faculty and staff who buy a primary residence in designated areas in the Titusville neighborhood in Birmingham, AL. 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 in the incentive zone.

UAB will provide up to five grants per fiscal year for amounts of up to \$15,000. Applications will be reviewed on a rolling basis. Please note that the submission of an application does not guarantee approval.

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

### Eligibility Criteria for Employees:

- Employee must be a full-time, benefits-eligible employee of UAB.
- Employee must be purchasing a primary residence in the incentive zones.
- Employee must be qualified for a mortgage through an approved lender.

### Eligibility Criteria for Properties:

- The residence must be located in the geographical boundaries of the incentive zones of the Titusville neighborhood 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.
- Second homes, vacation homes, mobile homes, investment properties, homes for dependents and non-dependents, and life care facilities are not qualifying residences. A participant must occupy the qualifying residence as his or her primary residence.

## GRANT REQUIREMENTS

The Program provides five-year grants of up to \$15,000 to be used for a down payment assistance for the purchase of a primary residence in the designated incentive zones.

1. Presentation of a purchase agreement 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 \$15,000) 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 five-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](http://uab.edu/blazerhome) for additional information about the program.

**BLAZER HOME: A Neighborhood Living Initiative at UAB**  
**EMPLOYEE GRANT APPLICATION/AGREEMENT**

*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 \$15,000)*

**EMPLOYEE INFORMATION**

FULL NAME (BUYER/OWNER): \_\_\_\_\_

BLAZER ID: \_\_\_\_\_

HIRE DATE: \_\_\_\_\_ EMPLOYEE ID: \_\_\_\_\_

MOBILE OR HOME PHONE: \_\_\_\_\_ WORK PHONE: \_\_\_\_\_

WORK EMAIL: \_\_\_\_\_

CURRENT ADDRESS: \_\_\_\_\_

ARE YOU A FIRST-TIME HOMEBUYER?      YES       NO

**PROPERTY INFORMATION**

ADDRESS (INCLUDING ZIP CODE) OF HOME TO BE PURCHASED: \_\_\_\_\_

PURCHASE OR CLOSING PRICE: \_\_\_\_\_ EXPECTED CLOSING DATE: \_\_\_\_\_

CONTRACT DATE: \_\_\_\_\_ EXPECTED COMPLETION DATE: \_\_\_\_\_

**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 of a single-family dwelling within the zone 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 and signed application to [blazerhome@uab.edu](mailto:blazerhome@uab.edu).

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**FOR OFFICIAL HR USE ONLY**

DATE RECEIVED BY HR: \_\_\_\_\_ APPROVED (DATE): \_\_\_\_\_

DISAPPROVED (DATE): \_\_\_\_\_ REASON FOR DISAPPROVAL: \_\_\_\_\_