



## Work Commitment Agreement Healthcare Scholarship Program

This Work Commitment Agreement made and entered into on this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, by and between Benefis Health System, Benefis Health System Foundation, hereinafter sometimes referred to as “Benefis” and “Foundation” and \_\_\_\_\_, hereinafter sometimes referred to as “Student.”

### WITNESSETH

Whereas, the Foundation provides financial assistance in the form of a scholarship to certain students pursuing a course in healthcare education or certification, and

Whereas, Student is pursuing an appropriate course of healthcare education and desires to obtain financial assistance in the form of a scholarship from the Foundation.

In consideration of the mutual promises of the parties as hereinafter set forth, the parties to hereby agree with each other as follows:

1. Student acknowledges that by submitting an application for this scholarship, Student has reviewed the eligibility requirements to receive the scholarship and agrees to sign a Work Commitment with Benefis Health System. See grid at end of document.
2. The Work Commitment Agreement commences on your first day of employment in the new category of licensure into which you will be hired, i.e. RN, LPN, Rad Tech, Pharmacist, etc.
3. Upon completion of Work Commitment Agreement with the hospital, Student is exonerated from repayment of scholarship funds received from Benefis Health System Foundation.
4. Student understands financial assistance is available for each semester until student completes program or certification, as long as funding is available through the Foundation and Student submits re-application and meets eligibility requirements.
5. Student understands that at any time if Student falls below eligibility requirements, Student shall no longer be eligible for renewal of scholarship funds and will be required to payback scholarship money.
6. Student understands and agrees that failure to comply with requirements listed below shall be a breach of this agreement and will result in Student Scholarship funds becoming immediately due, payable to Benefis Health System Foundation.
  - 1) Contact the Human Resources Department three months prior to graduation.
  - 2) Refusal to be employed by Benefis Health System.
  - 3) Fail to satisfy graduation requirements.
7. Benefis Health System Human Resources Department will contact student 3 months prior to graduation to make arrangements for the interview process.

8. Benefis agrees to provide Student employment following appropriate testing and receipt of licensure as required by the position. Ideally this is within 60 to 90 days following graduation.
  - 1) Student must promptly apply to complete the required examination for licensure and must achieve this with-in a 90-day period.
  - 2) If the Student should not pass examination for licensure or certification, he/she may work in another job classification if a position is available, until the examination can be retaken. At this time the student must successfully pass the examination or will be expected to pay back the scholarship monies to the Foundation.
  
9. Student understands and agrees that in the event of a breach of the Work Commitment Agreement, all scholarship funds are due and payable to Benefis Health System Foundation.
  - 1) Should the unpaid balance owed become due and payable due to the students' termination or resignation, arrangements must be made with the hospital for the Student to pay back all scholarship money to Benefis Health System Foundation.
  - 2) If Student defaults and fails to make suitable arrangements for repayment, or thereafter fails to make timely and complete payments, the hospital is authorized to proceed with collection policy.
  
10. If the Student is medically disabled and deemed to have a long term disability, and is unable to perform employment services to Benefis, the hospital will suspend the payback obligation to the Foundation in the event the condition is certified by a physician and Benefis renders Student unable to perform the employment service.
  
11. Benefis Health System retains the right not to hire student. As a result of the failure of Benefis to extend an offer of employment, the Student shall have no repayment obligation of scholarship funds to the Foundation.

Dollars Given	Work Commitment to Benefis
\$501 - \$2,500	1 Year
\$2,501 - \$5,000	2 Years
\$5,001 - \$7,500	2 ½ Years
\$7,501 plus	3 Years

In Witness Whereof,

\_\_\_\_\_  
 Human Resources or Foundation      Date  
 Representative - Benefis Health System

\_\_\_\_\_  
 Student Signature      Date  
 Address \_\_\_\_\_  
 Phone# \_\_\_\_\_ Cell# \_\_\_\_\_  
 Email address \_\_\_\_\_