

PCHC / Beal University Tuition Reimbursement Program

For all full-time MA's hired at this time, we are giving a \$3,500 signing and retention bonus. \$1,750 in first paycheck and \$1,750 at 6 months. This amount is prorated if employee is hired at less than full-time. If the new hire is a Beal graduate in the last 2 years, they are given an additional \$3,500 tuition reimbursement bonus: \$1,750 after successful 90 day review and \$1,750 after 6 months. The bonus is given to the new hire for them to put toward their tuition. The terms are outlined in the employment offer as follows:

Tuition Reimbursement:

- PCHC will pay your Beal University tuition reimbursement bonus of \$3500.00. The tuition reimbursement bonus shall be paid and treated as follows: \$1750.00 after 90 days of successful employment, \$1750.00 after 6 months of successful employment.
- Retaining the full value of the tuition reimbursement bonus is contingent upon you completing two years of successful full-time employment with PCHC.
- If you do not complete two full years of full-time employment with PCHC, you shall be obligated to repay PCHC the full value of the tuition reimbursement bonus.
- In the event that you become obligated to repay PCHC the tuition reimbursement bonus, these circumstances will be treated as an overpayment by PCHC to you and you agree to have the sum owed to PCHC deducted from your final paycheck in the form of wages and earned and/or unused, accrued earned time owed to you at the time of separation.
- If you still owe a balance after the sums described above are taken from your final paycheck, PCHC will treat this debt/account payable in conformity with its policies relating to unpaid accounts, including but not limited to sending to debt to collections and/or pursuing the debt in small claims court or via litigation. This structure complies with applicable Maine law, including but not limited to 26+ MRS Secs. 626 and 635.
- This structure and agreement does not modify your at-will employment with PCHC and does not constitute an employment agreement or a promise by PCHC to continue your employment for any defined period of time.

For additional information and employment inquiries, contact;

Vanessa Sanderson, MS, SHRM-CP

Lead HR Business Partner for Recruiting, Onboarding and New Hire Experience

Penobscot Community Health Care

103 Maine Avenue | Bangor, Maine 04401

Phone: 207-992-9200 ext. 2622 | www.PCHC.com

