

Alegent Health

\$5,000 Registered Nurse New Graduate Targeted Bonus 2009 Program Information

Applicants for the New Graduate Targeted Bonus must understand and complete the following requirements to be eligible:

1. Complete online application for a Registered Nurse position at Alegent Health. Accessed at www.alegent.com.
2. A budgeted number of the Bonus awards are available. Bonus award priority status will be assigned based upon the order in which fully completed New Graduate Targeted Bonus Applications are received.
3. After completing your online job application with Alegent Health, you will be contacted to complete the online pre-hire assessment. Please plan to complete the assessment when you are well-rested and allow ample uninterrupted time to complete the assessment (60 minutes). Each question within the survey is time-limited. This assessment is required and critical to employment success at Alegent Health.
4. Acceptance of an offer of employment into a designated critical need clinical position and shift with the commitment to remain in this same critical need position for a minimum of two years. "Critical Need Position" shall be defined by Alegent. Bonuses are awarded solely based on critical needs. The commitment of the critical needs unit and staff to provide orientation is significant and the bonus recipient is expected to continue employment on the unit for a minimum of two years. A limited number of the bonuses are available for nurses and the number of open positions may exceed the bonuses available.
5. Bonus recipients will be notified of bonus approval as soon as the above requirements are met.
6. The bonus payment will be made to those individuals who have successfully passed the Registered Nurse N-CLEX exam and have actively begun employment within the Registered Nurse role in the designated critical need position. Candidates who fail to successfully pass the Registered Nurse N-CLEX within 6 months of graduation may be denied registered nurse employment and the bonus.
7. The first Bonus payment of \$2500 (minus applicable taxes) will be made according to the following payment schedule:
 - a. May 2009 graduates: No sooner than July 1, 2009.
8. The second Bonus payment of \$2500 (minus applicable taxes) will be made to the successful employee within one month following the agreement one year anniversary date. Employee must be in good standing, with no final written counseling on file.
9. Bonus recipients who remain in their position of hire for 24 months will have no repayment obligation. A portion of the bonus obligation will be forgiven each month that the individual remains employed in the critical need position.
10. Bonus recipients who transfer out of the position into which they are hired prior to the two year agreement anniversary date or terminate their employment with Alegent Health will be in default of their agreement and required to repay the remaining balance of the bonus received plus interest.

All Registered Nurse New Graduate Targeted Bonus positions will be full time (0.8 FTE or above core positions).

The 2009 Alegent Health New Graduate Targeted Bonus Program as described in this document applies only to New RN Graduates signing agreements between February 16, 2009, and February 29, 2010. This program is subject to change at the discretion of Alegent Health and all applicants should verify eligibility and terms prior to acceptance and agreement execution.

For more information contact:

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