



BATTLE MOUNTAIN GENERAL HOSPITAL Hospital Staff Sign-on Bonus Agreement

This Agreement is made between **Battle Mountain General Hospital** ("the Hospital") and **Crystal Huber** ("the Employee").

WHEREAS the Employee begins employment for the Hospital on June 1, 2022 in the Department of Nursing as a Registered Nurse;

WHEREAS the Nursing Department wishes to bestow upon the Employee a sign-on bonus as an incentive for the Employee to accept employment at the Hospital and remain satisfactorily employed in the Nursing Department for at least 2 full years;

WHEREFORE, the Hospital and the Employee agree to the following terms.

1. The Hospital, acting through the Nursing Department, agrees to bestow upon the Employee the amount of \$4,000 as a Sign-on Bonus in return for the Employee accepting the Hospital's offer of employment. This amount shall be paid directly to the Employee on the Employee's first paycheck. In the alternative, it may be paid after the Employee accepts an offer of employment but prior to the Employee's actual initial day on the job.

2. The Hospital will apply all required federal and state tax deductions and will report all payments made under this Agreement as required by federal and state law. Taxes shall be withheld from the Sign-On Bonus and reported to the Internal Revenue Service as income on the Employee's Form W-2.

3. In return for accepting the Sign-on Bonus as provided in paragraphs 1 and 2, above, the Employee agrees to work for the Nursing Department, on a regular and full-time basis for at least two years beginning on June 1, 2022 and ending on May 31, 2024. Should the Employee fail to complete the entire two years of work for the Nursing Department to its satisfaction, the Employee shall repay a prorated amount of the Sign-on Bonus as provided for in the following paragraphs.


4. The Employee's failure to remain employed by the Nursing Department for two years will trigger the Employee's duty to repay, pro-rata, the amount paid by the Nursing Department pursuant to paragraph 1, above. For example, if the Employee leaves five months prior to the end date, he/she shall repay 5/24 of such amount. The Employee also agrees that any tax consequences borne as a result of the repayment of the Sign-on Bonus or any portion thereof will be the sole and exclusive responsibility of the Employee

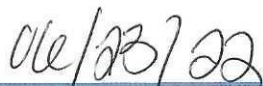
5. If the Employee fails to remain employed by the Nursing Department for two years for reasons beyond his/her control (e.g. injury, illness or death), other than just cause termination, or in the event the employee transfers to another department, the Hospital may in its sole discretion waive all or part of the liability owed by the Employee.

6. No guarantee of continued employment. Nothing in this Agreement guarantees employment for any period of time.


BY SIGNING BELOW, the Employee certifies that he/she has not accepted a financial incentive for accepting employment at the Hospital, other than as described in this Agreement.

IN WITNESS THEREOF:



Employee Signature


Date


Department Head Signature


Date


Director of Human Resources Signature


Date


Chief Executive Officer Signature


Date

CO. FILE DEPT. CLOCK
CSJ 1066 HOS723

BM GENERAL HOSPITAL
535 S HUMBOLDT ST
BATTLE MOUNTAIN , NV 89820

Earnings Statement

Period Beginning Date: 06/12/2022
Period Ending: 06/25/2022
Pay Date: 06/24/2022

Filing Status: Married filing jointly or Qualifying widow(er)

CRYSTAL HUBER
645 GOLDCREEK
BATTLE MOUNTAIN, NV 89820

Gross Pay	Deductions	Net Pay/Net Check
\$4,000.00	\$650.66	\$3,349.34

Hours and Earnings

Description	Hours	This Period
SALARY		4,000.00

Basis of Pay: Hourly

Taxes

Description	This Period
Federal Income Tax	344.66
Social Security Tax	248.00
Medicare Tax	58.00

Memos

Description	This Period
457 Max Elig/c	4,000.00
403b Max Elig/c	4,000.00

THE FRONT OF THIS DOCUMENT HAS A COLORED BACKGROUND ON WHITE PAPER. THE BACK OF THIS DOCUMENT CONTAINS AN ARTIFICIAL WATERMARK - HOLD AT AN ANGLE TO VIEW

000198

94-7074/3212

BM GENERAL HOSPITAL
535 S HUMBOLDT ST
BATTLE MOUNTAIN , NV 89820

Pay Date: 06/24/2022

THREE THOUSAND THREE HUNDRED FORTY-NINE DOLLARS AND THIRTY-FOUR CENTS

Pay To The
Order Of

CRYSTAL HUBER

Pay This Amount

\$3,349.34

WELLS FARGO BANK, N.A.

AUTHORIZED SIGNATURE

⑈000198⑈ 1:32127074 21:0196234652⑈

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