



RECRUITMENT BONUS PAYMENT SCHEDULE

- \$15,000 sign-on bonus – New Grad RNs

Payment Schedule (\$15,000):

\$5,000 bonus to be paid at Successful Completion of the 90 day Orientation

\$5,000 bonus to be paid at end of 1 year of employment.

\$5,000 bonus to be paid at end of 2 years of employment.

RECRUITMENT BONUS PLAN AGREEMENT

- Must commit to 2 years of employment.
- A change in status, termination or resignation will terminate payments, upon the effective date of the status change and require repayment if the status change occurs within the 2 year period of employment. There will be no proration of repayments.
- Employee acknowledges that this agreement does not constitute an employment contract, either express or implied, and that there is no guarantee of employment for any specific period of time. The employment relationship is "at will", and may be terminated by the Hospital at any time for any reason.

I have reviewed and understand the Recruitment Bonus Payment Schedule. I understand that I must meet all eligibility requirements during the entire period of the agreement. Should I change to per diem status or transfer to an ineligible position, I understand I will not be eligible for any further bonus payments. Should I otherwise change my employment status, my bonus payment will be changed accordingly

Cedric Campo
Name of Employee (Printed)

400306
Employee ID No.

[Signature]
Employee's Signature

6/3
Date

MS
Department

Position Title

Human Resources Director

Date

[Signature] CNS



	COURSE NAME	LENGTH OF COURSE	START DATE	END DATE
	ED RN Internship Course	14 weeks		
✓	M/S RN Internship Course	12 weeks		
	C.NA "Earn While You Learn"	12 weeks		

Will also be enrolled in the RN Residency Internship Course

Dear Cedric

You have been accepted for admission into the above-indicated Internship Program.

The cost of this training is valued at \$10,000 and is being underwritten by Desert View Hospital (DVH). This will require a full time status, two year commitment of employment or the equivalent of 3,744 hours (commencing on the latest end date noted above), one year of which must be completed on the unit for which you were trained. Should you terminate employment prior to this time, you will be required to reimburse the Hospital as follows:

- Exiting during the course time frame identified above: \$500 per month (prorated for partial months)
- Exiting after completion of the course but prior to two year commitment: \$10,000, prorated by employment from completion date of course

This amount may be withheld from your final payroll check or you may be required to reimburse the Hospital separately.

Under no circumstances are the contents of this agreement to be interpreted as guaranteed employment nor preempt the approved personnel policies and procedures which govern the conditions of employment with DVH.

DVH extends a welcome to you and we hope that you will find this program a rewarding and challenging experience.

I, Cedric Campo, have read and fully understand the circumstances of this commitment to DVH.

Employee Name	<u>Cedric Campo</u>	Date	<u>6/3</u>
Employee Signature	<u>[Signature]</u>	Date	<u>6/3</u>
Recruiter/HR		Date	
HR Administrator		Date	

Acknowledgement

Separation Date: _____ Amount Owed: \$ _____

Final Check Date: _____ Amount Deducted: \$ _____

As agreed, I understand my obligation to repayment of the education assistance balance due under the terms listed above.

Employee Signature: [Signature] Date: 6/3

B Splyman CNO