



STUDENT DEBT PROGRAM

For Registered Nurses and Licensed Practical Nurses



What is the Student Debt Program?

Pursuing a nursing education and subsequent nursing career can be very rewarding ... and expensive. To help ease the burden of school loans accumulated throughout nursing school, Excela Health offers a Student Debt Program as a way to repay part of those loans while you build your career.

We know that working as a nurse is a great way to help patients, their families and the community in a meaningful way. So we want to reward your efforts by helping you with your loan balance.

This program applies to full-time and part-time RNs/LPNs and Weekend RNs.

How does the Student Debt Program work?

1. Upon hire, eligible nurse employees can apply for the Student Debt Program.
2. Student Debt Program payments are made directly to the student loan institution of the employee's choice.
 - \$250/month for medical/surgical, behavioral health, ob/gyn, home health, for 24 months; then \$100/month for 26 months up to a maximum of \$8,600.
 - \$100/month up to a maximum of \$5,000 for all other eligible units.
3. The nurse employee must "Meet Expectations" or higher on performance reviews. Those on a Performance Improvement Plan, formal disciplinary action or written warning may be removed from the program.
4. Those who receive student debt benefit must remain employed at Excela Health for at least 24 months after receiving the final loan payment. Those who do not remain for that specified time must repay all loan payments received.

This payment is an additional payment designed to help employees pay their loans off faster and save on interest; employees are expected to continue making the minimum monthly payments to their loan service provider even if their monthly payments are less than Program monthly payment.