

# STUDENT DEBT PROGRAM

For Excela Health Medical Group LPNs and Medical Assistants



## What is the Student Debt Program?

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

We know that working as an LPN or Medical Assistant 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 LPNs and Medical Assistants employed through Excela Health Medical Group.

## How does the Student Debt Program work?

1. Upon hire, eligible LPNs and Medical Assistants can apply for the Student Debt Program.
2. For eligible LPNs, \$100 per month is paid directly to the student loan institution of the employee's choice up to a maximum of \$5,000. For eligible Medical Assistants, \$200 per month is paid directly to the student loan institution of the employee's choice up to a maximum of \$10,000.
3. The LPN/Medical Assistant must "Meet Expectations" or higher on performance reviews. Those on a Performance Improvement Plan, formal disciplinary action, written warning or above are not eligible.
4. Those who receive the 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.