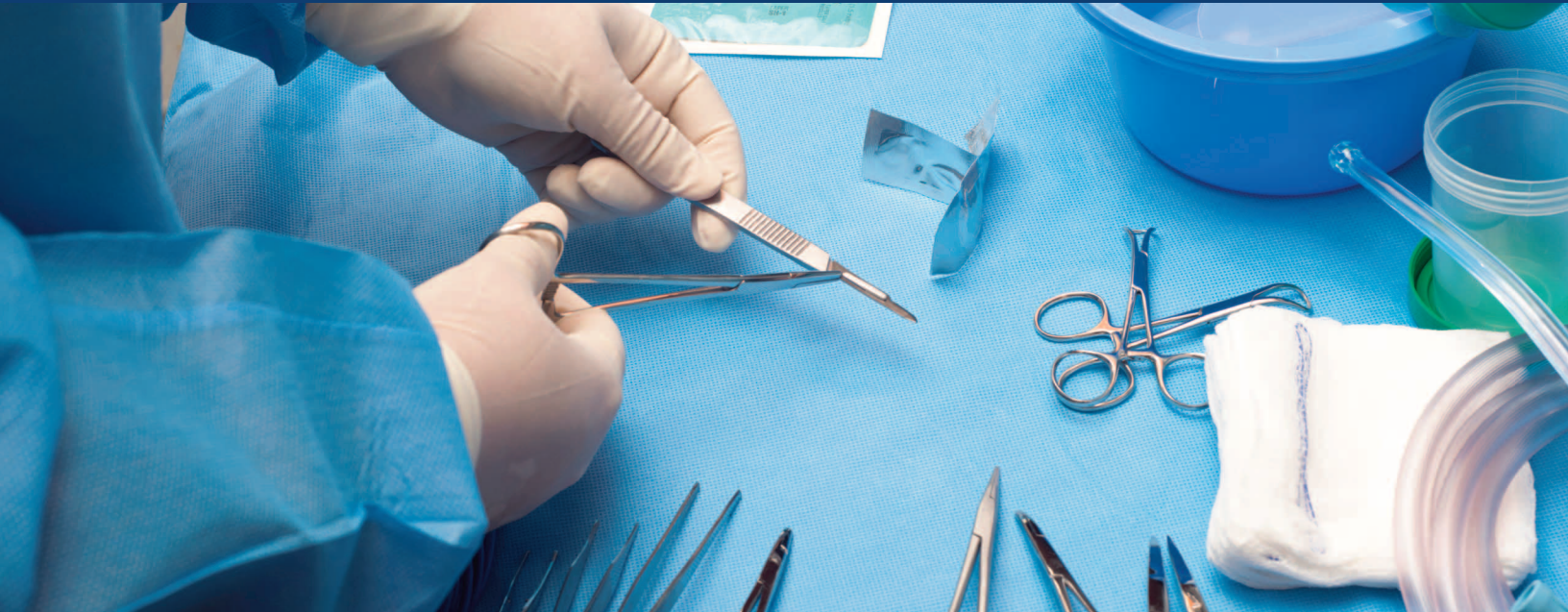


## STUDENT DEBT PROGRAM

For Surgical Technicians



### 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, Excelsa Health offers a Student Debt Program as a way to repay part of those loans while you build your career at Excelsa Health.

This program applies to full-time and part-time Surgical Technicians.

### How does the Student Debt Program work?

1. Upon hire, eligible Surgical Technicians can apply for the Student Debt Program.
2. For eligible Surgical Technicians, \$100 per month is paid directly to the student loan institution of the employee's choice for up to the maximum of \$5,000.
3. The Surgical Technician 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 Excelsa 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.