

NON-EMPLOYEE LOAN SCHOLARSHIP PROGRAM

PURPOSE

The Loan Scholarship program is primarily a loan plan to assist with tuition cost, which is repayable in time, money, or both after graduation from the program for which they received funding. The program is intended to support non-employees currently enrolled or accepted into an accredited healthcare education program.

The educational program must support the mission and goals of GRHS for consideration. The number and size of tuition assistance will vary from year to year and are dependent upon money allocated for the program. The program does give preference to positions for which are difficult to recruit and to students are nearing completions of their academic program.

PROGRAM

Enrollment and Approval:

- a.) The applicant completes the application and turns it into Corporate Education by May 31st.
- b.) The Tuition Assistance Committee meets on an annual basis, to review and select participants into the program.
- c.) The participants in the Loan Scholarship Program will be issued a non-payroll check for the amount determined by the Committee.
- d.) Those participants chosen for award of tuition assistance will be offered a contract agreement and obligations. Those awardees that accept the conditions of agreement will also be signatory to a promissory note specifying the loan amount and actions required under default.
- e.) Participant may apply additional years.

Completion of Coursework

Upon successful completion of the coursework required toward his / her degree, the participant shall proceed in one of the following ways:

Accept employment with GRHS in a full time benefits eligible position for which was funded

- The “loan” is then forgiven on a monthly basis. The portion (e.g. 1/26th of a two (2) year period) of the loan forgiven will be reflected upon the participant’s paycheck. This will be in the form of an earning and then a corresponding withholding. This process will reduce the paycheck by the taxes due on the forgiven portion of the loan.

Encounter unavailability of a position due to business conditions

- In this situation, it becomes a scholarship and a 1099 form from GRHS will be issued to the participants that year. A copy is also sent to the IRS.

Offered a job and choose not to accept it with GRHS

- The loan shall then be re-paid with money and interest. In the event that the loan is not repaid it may be turned over to a collection agency.

NOTE: In the event that the participant is no longer enrolled in your academic program or, if there are changes in educational plans, they need to contact the Human Resources Department at Great River Medical Center to set up a repayment schedule or be considered in default of their agreement.
