

To: Patricia Heitz**Department:** Family Birth Center**From:** Anne Stewart**Department:** Hospital Administration**Date:** June 19, 2015**Subject:** Enhanced Educational Assistance Benefit Agreement

Beaumont Health System is committed to support the pursuit of Grosse Pointe's Magnet status, which is an important designation that reflects high standards of quality and safety for our patients. Patient needs have become more complicated, and nurses need to attain requisite competencies to deliver high-quality care. To improve the quality of patient care, there is a greater emphasis being placed on nurses achieving higher levels of education.

In order to apply for Magnet status, we must abide by the Magnet criteria that requires leaders with 24 hour/7 day a week accountability to have at least a Bachelor of Science Degree in Nursing. Beaumont Health System ("Beaumont") will provide you additional educational reimbursement in the amount of \$6,000 annually (total of \$12,000) over and above the current \$2,000 annual benefit to further support you in this endeavor, in exchange for a twenty-four (24) month work commitment.

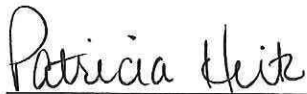
Educational Agreement

I, Patricia Heitz, am in the position of Assistant Nurse Manager in the Family Birth Center. I am aware I need to obtain a Bachelor of Science degree in Nursing to maintain my current position. I will enroll in a Bachelor's program and the deadline for graduation is December 31, 2016. I understand I will need to provide Human Resources with proof of graduation completion by December 31, 2016.

By signing this document, I am acknowledging the deadline for completion and I fully understand it I do not complete the Bachelor's requirement, I will be displaced from my current position and if I chose, will partner with Human Resources to seek alternative positions within the organization for which I am qualified.

By signing this document, I further acknowledge I agree to a twenty-four (24) month work commitment with Beaumont, Grosse Pointe after obtaining my Bachelor's Degree. If for any reason my employment is transferred or terminated, for any reason, prior to the completion of twenty-four (24) months of active employment from the date of my graduation, I agree to repay Beaumont 100% of the amount of the enhanced benefit given to me. If I do not successfully complete my Bachelor's Degree, I also agree to repay Beaumont in the amount of the enhanced benefit given to me. Repayment shall be due in full on or before the last day worked at Beaumont, Grosse Pointe. If repayment is not made on or before the last day of employment at Beaumont, Grosse Pointe, I hereby authorize Beaumont to deduct any amounts remaining from my final/future paycheck(s) from Beaumont and I further agree that I shall remain personally liable to repay any outstanding balance owed to Beaumont and will be requested to repay any amounts due upon request.

This enhanced education benefit is considered "other wages" and, therefore, is subject to State, Federal, and FICA Withholding Tax.



Patricia Heitz

6-19-15

Date



Anne Stewart

6/19/15
Date