

OVERVIEW

Never before has there been such a large demand for registered nurses in healthcare, a demand which is expected to continue into the foreseeable future. Arbour Health System (AHS) has a scholarship called the RN Scholarship Loan Program. This initiative gives current and new employees financial support to pursue a career in nursing while guaranteeing AHS hospitals a commitment from the graduate to work for a defined period of time.

For new employees, the RN Scholarship Loan Program is designed to aid nursing students by providing tuition support. Since most nursing schools reside in community colleges and can be completed in two years on a full-time basis, this initiative can be of significant help to defray tuition costs. For current employees, the RN Scholarship Loan Program is an added benefit to the existing employee benefit program.

In both cases, AHS will provide a portion of the funding to attend a nursing school to those who meet the program's requirements. Typical applicants include nursing students, interns and mental health workers. Employees who do not have a clinical background may also be candidates for the program but must complete specific prerequisite course work prior to being accepted.

Each AHS hospital will determine the maximum number of scholarship recipients accepted into the program on an annual basis. Employees who have gone through the RN Scholarship Loan Program have spoken highly of the benefit. "It would have been much more difficult to receive my nursing degree without the assistance of the program," said one recent graduate, "I'm grateful to Arbour Health System and I'd like to thank my supervisors for their encouragement and support."

The following hospitals are part of Arbour Health System, the largest private behavioral health system in Massachusetts:

ARBOUR HOSPITAL

49 Robinwood Avenue
Jamaica Plain, MA 02130
617-522-4400

ARBOUR-FULLER HOSPITAL

200 May Street
South Attleboro, MA 02703
508-761-8500

ARBOUR-HRI HOSPITAL

227 Babcock Street
Brookline, MA 02446
617-731-3200

LOWELL TREATMENT CENTER

391 Varnum Avenue
Lowell, MA 01854
978-703-2200

PEMBROKE HOSPITAL

199 Oak Street
Pembroke, MA 02359
781-829-7000

THE QUINCY CENTER

460 Quincy Avenue
Quincy, MA 02169
617-801-5120

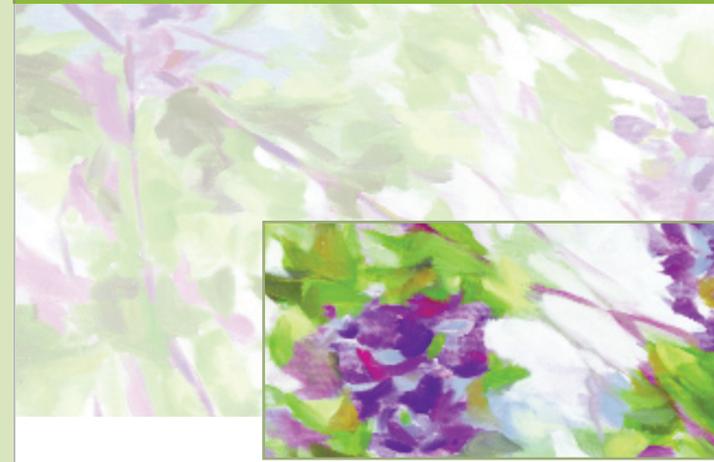
WESTWOOD LODGE

45 Clapboardtree Street
Westwood, MA 02090
781-762-7764

For more information on the RN Scholarship Loan Program, please contact the applicable Human Resource Department.

ABOUT THE COVER

In all its beauty, the arbour is a symbol of comfort and hope, safety and shelter.



RN SCHOLARSHIP LOAN PROGRAM



Easy Access to Quality Mental Health Services
www.arbourhealth.com

ELIGIBILITY

Current Employees

Current employees of Arbour Health System hospitals are eligible to participate in the RN Scholarship Loan Program after six months of employment and after meeting the following simple requirements:

- Must have worked a minimum of 1,248 hours in a prior 12 month period or be employed at least 32 hours per week.
- Must be recommended by his/her supervisor or manager.
- Must agree to work 24 hours per week as a mental health counselor/associate/worker or another pre-approved position during participation in the RN Scholarship Loan Program.
- Must attend nursing school full-time.
- Must maintain an academic performance that meets credit requirements of the school with passing grades.

In return for participation in the RN Scholarship Loan Program, a predetermined commitment of full-time employment at an Arbour Health System hospital is required. If the employee fails to complete the commitment, he/she will be required to reimburse the hospital for all tuition expenses paid.

For complete and detailed information about requirements for participation, contact your hospital's Human Resources Department. You can find the program application online in the "Career Opportunities" section of www.arbourhealth.com.

New Employees

New employees are eligible for tuition support after meeting the following requirements:

- Must have a recommendation from the nursing department of the hiring AHS hospital.
- Must agree to work 24 hours per week as a mental health counselor/associate or another pre-approved position during participation.
- Must maintain satisfactory work performance at the sponsoring hospital.
- Must attend nursing school on a full-time basis.
- Must maintain an academic performance that meets credit requirements of the school with passing grades.

For those currently enrolled in nursing school, individuals may be eligible for past tuition support.

In return for participation in the RN Scholarship Loan Program, a predetermined commitment of full-time employment at an Arbour Health System hospital is required. If the employee fails to complete the commitment, he/she will be required to reimburse the hospital for all tuition expenses paid.

For complete and detailed information about requirements for participation, please contact the Human Resources Department.

EXPECTATIONS

All tuition support is contingent on successful completion of academic studies leading to graduation from nursing school and success in obtaining a license to practice in the Commonwealth of Massachusetts. Enrollees must accomplish these tasks within six months of the expected completion dates, or they will be responsible for the repayment of all the scholarship loans.

PAYMENT

The payment process has been simplified for the employee's convenience. If it is an option at the applicable college, they may bill directly to the hospital. Upon receipt of an itemized invoice containing a list of courses and grades, Human Resources will make the payment directly to the school.

The RN Scholarship Loan includes financial support of up to \$8,000 per person and \$4,000 per year. Support may cover tuition, lab fees, books, or other approved expenses. Within 30 calendar days of completing a course, enrollees must submit the required documentation to Human Resources for a refund of all appropriate and approved charges.

HOW TO APPLY

To learn more details about this exciting opportunity and to obtain an application, please discuss the RN Scholarship Program with the applicable AHS hospitals' Human Resources Department. An application may be downloaded at www.arbourhealth.com in the "Career Opportunities" section. Remember, all application materials must be submitted prior to the beginning of the course, and Human Resources staff has final approval on all course selections.