

Pharmacy Technician Training Program Agreement

This Pharmacy Technician Training Program Agreement (“Agreement”) is entered into between Beaumont Health, for itself and its subsidiaries and affiliated entities (“Beaumont”) and _____ (“Employee”).

1. **Program Requirements:** The Pharmacy Technician Training Program (“Program”) consists of the following Program Requirements:
 - a. **New Hire Orientation:** If Employee is a new employee of Beaumont, Employee must complete the New Hire Orientation prior to starting the Training Period.
 - b. **Training Period:** Employee must complete four hundred (400) hours of training as directed by Program management, which training consists of a combination of didactics, simulation, and on-site clinical learning. This 400-hour Training Period must be completed over the course of ten (10) consecutive weeks.

Exceptions to the time periods associated with these requirements may be considered on a case-by-case basis. While completing the Program Requirements and pending successful passage of the Licensing Examination, Employee will be in a probationary period pursuant to Beaumont's policies, even if such time extends beyond 90-days.

2. **Licensing Examination:** Employee must sit for the Pharmacy Technician Certification Exam (“PTCE”) within 30 days of completing the Program Requirements. Any examination fees are at Employee's own expense. Employee must successfully pass the PTCE within two consecutive attempts. If employee fails to sit for and pass the PTCE within two consecutive attempts within six (6) months of completing the Program Requirements, Employee is responsible for repaying the Program cost of Four Thousand Dollars (\$4,000.00).
3. **Placement as Pharmacy Technician:** Upon successful completion of the Program Requirements and Licensing Examination, Employee will be eligible for placement within Beaumont as a full-time Pharmacy Technician. Upon placement, Employee will be in a 90-day probationary period pursuant to Beaumont's policies. If placement as a full-time Pharmacy Technician is not made, Employee will be placed on a 60-day unpaid status and will be eligible to apply for any open positions within Beaumont for which Employee is qualified.
4. **Work Commitment:** The cost of the Program represents a significant investment by Beaumont. In consideration of Beaumont paying for this training, Employee agrees that, if Employee is placed within Beaumont as a full-time Pharmacy Technician, Employee will remain actively employed in that position for a period of two (2) years from the date Employee starts in that position. Employee further agrees to comply with all Beaumont and department policies and procedures, including those concerning job performance and conduct.
5. **Failure to Fulfill Work Commitment** In the event Employee does not fulfill the Work Commitment described in Paragraph 4 for any reason (including voluntary or involuntary termination or transfer or any other change in title or employment status), Employee understands that Employee is responsible for repaying the cost of the training according to the following schedule:

Beaumont

- a. \$4,000: Six (6) months or less of fulfilled Work Commitment.
- b. \$3,000: More than six (6) months but less than twelve (12) months of fulfilled Work Commitment.
- c. \$2,000: Twelve (12) to eighteen (18) months of fulfilled Work Commitment.
- d. \$1,000: More than eighteen (18) months but less than twenty-four (24) months of fulfilled Work Commitment.

6. **Non-Competition:** In consideration of Beaumont paying for the cost of the Program and Employee's employment with and compensation from Beaumont, Employee agrees that for a period of two (2) years from the date Employee is placed as a full-time Pharmacy Technician, Employee will not accept a Pharmacy Technician position (including as an employee, independent contractor or otherwise) with any hospital, medical facility, managed care organization, or health system which operates or which has operations or medical facilities within a 50-mile radius of (a) any acute care hospital operated by or affiliated with Beaumont and/or (b) of the principal location of the Employee's place of employment with Beaumont.

Employee agrees that the restrictions in this Paragraph are fair and reasonable in all respects, including the scope and length of time, and that Beaumont has provided sufficient consideration for Employee's obligations under this Paragraph. However, if any provision of this Paragraph is ever held by a court to be unreasonable, the parties agree that this Paragraph shall be enforceable to the full extent such provisions are deemed to be reasonable.

7. **Authorization:** If Employee is required to make repayment pursuant to this Agreement, Employee agrees and authorizes Beaumont to recover repayment amounts in one or more of the following ways: (1) deduction from wages, compensation, or monies due to Employee in Employee's final or other paycheck(s); (2) submit payment in full to Beaumont on a date and in a manner (e.g., cashier's check) that is acceptable to Beaumont, and/or; (3) other remedies available by law.
8. **Employment Relationship:** This Agreement does not guarantee or serve as a promise of employment or continued employment by Beaumont. Employee's employment with Beaumont remains at-will.
9. **Modifications:** To be valid, any modifications to this Agreement must be in writing and signed by Employee and an authorized representative of Program management.

I have read, understand and accept the terms of this Agreement. I understand that execution of this agreement is a condition of eligibility to participate in the Program described above.

Employee Signature

Date

Manager Signature

Date

This Agreement consists of two pages.