

Beaumont

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.
 - c. **Licensing Examination:** Employee must sit for the Pharmacy Technician Certification Exam ("PTCE") within 30 days of completing the 400-hour Training Period. Any examination fees are at Employee's own expense. Employee must successfully pass the PTCE within two consecutive attempts.

Exceptions to the time periods associated with these requirements may be considered on a case-by-case basis.

2. **Placement as Pharmacy Technician:** Upon successful completion of the Program Requirements, Employee will be eligible for placement within Beaumont as a full-time Pharmacy Technician. If placement is not made, Employee will be eligible to apply for any open positions within Beaumont for which Employee is qualified.
3. **Work Commitment:** The cost of the Program is Four Thousand Dollars (\$4,000.00) and 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.
4. **Repayment Commitment:** In the event Employee does not fulfill the Work Commitment described in Paragraph 3 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:
 - 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.

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5. **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.
6. **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.
7. **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.