



WESTMORELAND MANOR  
*A Tradition of Care*

# NURSING SIGN-ON BONUS

Westmoreland Manor is excited to offer sign-on bonuses for eligible full time Registered Nurses, Licensed Practical Nurses, and Certified Nurse's Aides! Join a dedicated team with incredible benefits.

## WESTMORELAND MANOR IS NOW OFFERING:

**\$5,000  
SIGN-ON  
BONUS**

*To eligible Registered Nurses and Licensed Practical Nurses.*

**\$1,000  
SIGN-ON  
BONUS**

*To eligible Certified Nurse's Aides with a minimum of (1) one year of experience in a long term care setting.*

### SIGN-ON BONUS ELIGIBILITY:

- Sign-On Bonus program effective July 16, 2020 with an end date of November 30, 2020 for any eligible full-time Registered Nurse, Licensed Practical Nurse, or Certified Nurse Aide hired on or after July 13, 2020.
- Candidate must accept conditional offer of employment within (2) weeks. Candidate will then be required to successfully complete all pre-employment qualifications and conditions within set time frame on offer letter.
- Candidates must meet the minimum requirements for the position they are applying for.
- Former employees and those offered a position within the last month prior to the launch of the sign-on bonus program are not eligible. Casual, temp or part-time nurses or nurse aides are not eligible.
- Current employees who transfer into a bonus eligible position for the first time will be eligible.

### BONUS PROCESSING GUIDELINES:

- Bonus will be paid in (4) separate payments. The first payment will be made after the completion of the 6th month of employment from the employee's hire date. The second payment will be made at the 1-year anniversary. The third payment will be made after the 18th month and the fourth and final payment will be made at the 2-year anniversary of employee's hire date.
- Any transfer out of, termination or resignation from the eligible position before the next bonus payment will make the employee ineligible for any additional bonus payments.
- Bonus payments are taxable compensation and subject to applicable tax reporting and withholding.
- Eligible employees who call off six (6) or more times at any point throughout the (24) twenty four month period will be ineligible for any further bonus payments. Call-offs due to (1) emergency personal day given to bidded employees, or approved leave of absences, not to count against eligibility.
- Excessive tardiness, defined as four (4) or more instances, will also disqualify employee from future bonus payments.