



Health Foundation Guidelines

The Nexion Health Foundation (“Foundation”) was established in 2004 to make financial contributions to eligible organizations for a variety of charitable purposes. The Foundation primarily supports non-profit, charitable organizations that promote and support the health and well-being of the elderly and disabled citizens of the communities served by Nexion Health affiliate facilities. In addition, the Foundation makes financial contributions that support the educational, social, civic, and humanitarian goals of eligible Nexion Associates and their immediate family members.

Eligibility Requirements

- Nexion Associates may be eligible to apply to the Emergency Relief, One 4 One Giving, and Volunteer Plus programs on **the first of the month following ninety (90) days of consecutive full-time employment**.
- Nexion Associates may be eligible to apply to the Barbara Hair Excellence Through Education Scholarship Program and the Gwendolyn Rubbell Memorial Scholarship Program on **the first of the month following twelve (12) months of consecutive full-time employment**.
- Immediate family members who are also dependents of eligible Associates for certain Foundation programs.
- Foundation contributions to charitable organizations via the One 4 One Giving and Volunteer Plus programs will be made in the form of a check payable directly to the organization.
- Charitable organizations must provide a copy of the IRS Federal Tax Exemption Determination Letter that validates their 501(c)(3) status.
- The Foundation reserves the right to limit annual contributions made to any one charitable organization or individual.
- The Foundation reserves the right to limit financial assistance as the Foundation does not have the financial resources to approve all the requests submitted.
- Except for certain funds distributed through the Emergency Relief Program, the Foundation will not make contributions directly to individuals.
- Foundation Board Members and their families are not eligible to participate in Foundation programs.
- All awards are at the discretion of the Foundation Board of Directors and are based on a review of the available information. The Foundation Board of Directors reserves the right to request additional information from applicants as the Board deems it appropriate and necessary in connection with its review of applications.

The Nexion Health Foundation seeks to improve the lives of those who live and work in the communities served by Nexion Health facilities through a variety of financial assistance and gift-giving programs. The Foundation is dedicated to addressing the needs of non-profit organizations and charities that serve the elderly and disabled. The Foundation also funds a variety of programs designed to enrich the lives of Nexion Associates who demonstrate a commitment to long term care. All funding will be determined on a case-by-case basis and approved by the Foundation Board.

Additional Requirements for the Barbara Hair Excellence Through Education Program

- Nexion Associates and children of Nexion Associates (who are 26 years old or younger and unmarried as of the start date for the fall semester) and who attend an accredited college or vocational school, carry a minimum of 6+ credits for Nexion Associates and 12+ credits for children of Nexion Associates per semester, have a minimum cumulative GPA of 2.5 (B-), and are pursuing careers related to health and/or elder care are considered eligible to participate in the scholarship program.
- Nexion Associates are eligible to apply or sponsor an Applicant **on the first of the month following** the Associate's **one year of consecutive full-time employment**.
- Scholarships will be awarded in amount up to \$2,500.
- Scholarship awards are at the discretion of the Foundation Board of Directors and are based on a review of all applications, including two signed and dated letters of recommendations, a 1000-word Essay entitled "Discuss your passion for helping others. How will furthering your Education help improve the lives of Long-Term Care residents?" and official transcript(s) from the institution(s) demonstrating a minimum cumulative GPA of 2.5 (B-), postmarked or submitted online by **March 31st**.
- Reviews will be conducted by the Foundation Board of Directors, whose decision will be final.
- Scholarship recipients will be asked to provide a letter of acceptance and remittance address for the educational institution of their choice. Scholarship funds **WILL NOT** be paid directly to individuals.
- Scholarship funds will be disbursed after completion of the **upcoming** Fall semester and paid directly to the school for credit towards the following Spring semester upon:
 - Receipt of official transcript(s) from the educational institution(s) showing a minimum GPA of 2.5 (B-) for the completion of 6+ credits for Nexion Associates and 12+ credits for children of Nexion Associates for the Fall semester **and** a minimum cumulative GPA of 2.5 (B-); **AND**
 - Confirmation that the requesting or sponsoring Nexion Associate is actively employed in a full-time capacity at the time of disbursement.
- The Foundation reserves the right to limit scholarship awards as the Foundation does not have the financial resources to approve all the applications submitted.
- The Foundation Board of Directors reserves the right to request additional information from applicants as the Board deems it appropriate and necessary in connection with its review of applications.

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Additional Requirements for the Gwen Rubbell Memorial Scholarship

- Nexion Associates who are enrolled in an accredited Baccalaureate or Graduate nursing program, carry a minimum of 6+ credits per semester, have a minimum cumulative GPA of 3.0 (B), demonstrate commitment to, and potential for, leadership in nursing, and demonstrate involvement in community service are considered eligible to participate in the scholarship program.
- Nexion Associates are eligible to apply **on the first of the month following the Associate's one year of consecutive full-time employment**.
- Two (2) annual scholarships will be awarded in amount up to \$5,000.
- Scholarship awards are at the discretion of the Foundation Board of Directors and are based on a review of all applications, including two signed and dated letters of recommendations and a 1000-word Essay entitled "As a leader in nursing, how will you make a difference in your community and at your place of employment?" and official transcript(s) from the institution(s) demonstrating a minimum cumulative GPA of 3.0 (B), **submitted online by March 31st**.
- Reviews will be conducted by the Foundation Board of Directors, whose decision will be final.
- Scholarship recipients will be asked to provide a letter of acceptance and remittance address for the educational institution of their choice. Scholarship funds **WILL NOT** be paid directly to individuals.
- Scholarship funds will be disbursed after completion of the **upcoming** Fall semester and paid directly to the school for credit towards the following Spring semester upon:
 - Receipt of official transcript(s) from the educational institution(s) showing a minimum GPA of 3.0 (B) for the completion of a minimum of 6+ credits for the Fall semester **and** a minimum cumulative GPA of 3.0 (B); **AND**
 - Confirmation that the requesting Nexion Associate is actively employed in a full-time capacity at the time of disbursement for award to be paid.
- The Foundation reserves the right to limit scholarship awards as the Foundation does not have the financial resources to approve all the applications submitted.
- The Foundation Board of Directors reserves the right to request additional information from applicants as the Board deems it appropriate and necessary in connection with its review of applications.

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