



**SIGNING BONUS PROGRAM – Diakon Senior Living
Full-Time and Part-Time Nursing Positions**

(Nursing Assistant (PA & MD), Personal Care Aide, Medication Technician or Resident Aide (MD), LPN (NCC&PC/AL), Clinical Services Manager, PC/AL Clinical Director, RN (NCC&PC/AL), Nursing Supervisor, Unit Manager, ADON)

Check one that applies:

<input type="checkbox"/> \$1000 – Non-licensed direct care position – Full-time	<input type="checkbox"/> \$500 – Non-licensed direct care position – Part-Time
<input type="checkbox"/> \$2000 – LPN position – Full-Time	<input type="checkbox"/> \$1000 – LPN position – Part-Time
<input type="checkbox"/> \$3000 – RN position – Full-Time	<input type="checkbox"/> \$1500 – RN position – Part-Time
All Payouts are paid the first pay period after six (6) months of employment.	

We are pleased to offer a signing bonus to candidates who are prospective employees as noted above, subject to the following terms and conditions:

- In order to be eligible to receive the signing bonus described above:
 - The candidate may not, at the time of applying for employment by the Agency, currently be employed in any capacity by Diakon Lutheran Social Ministries;
 - The candidate must, in fact, be extended an offer of employment for a position as noted above by the Agency; and
 - The individual must remain employed in the position for which they were hired by the Agency and must maintain the employment status for which he/she was employed for the time periods specified above (six (6) months) from individual’s date of hire.
 - The candidate is *not* referred by a recruiting agency or temporary staffing agency.
- Signing bonuses will be included in a separate check and payroll taxes, etc. will be withheld according to federal and state law.
- This Signing bonus incentive program will be strictly limited in duration based upon the recruitment needs of the Agency. The signing bonus incentive program may be discontinued at any time by the management of the Agency. Notice of discontinuance will be communicated to all employees by the Office of Human Resources in conjunction community leadership.

Please note that this signing bonus incentive program is not open to employees of the Human Resources Office, community leadership or those employees involved in the recruitment and selection of employees at the community/facility level of the Agency.

Candidate Information

Name: _____

Address: _____

Home Phone Number: _____ **Position Title:** _____

Community/Facility Name: _____

How did you learn about this opening? _____

As a prospective employee of _____, I offer the above information in connection with the *SLS Nursing Signing Bonus Program*, the terms and conditions of which appear above. I have thoroughly read and fully understand such terms and conditions.

Prospective Employee Signature

Date