

MWHC Medical Imaging School of Radiology Loan Forgiveness Policy

Purpose: To provide financial assistance and loan forgiveness to students enrolled in the MWHC Medical Imaging School of Radiology who commit to employment with MedStar Washington Hospital Center (MWHC) upon graduation.

Eligibility:

1. Candidates must be enrolled full-time in the MWHC Medical Imaging School of Radiology.
2. Candidates must be selected as participants in the “MWHC Future Radiologic Technologist Program.”

Financial Assistance:

1. **Tuition and Expenses:**
 - Financial assistance covers 100% of tuition and fees for up to five semesters.
 - A one-time forgivable loan of up to \$10,500 will cover tuition.
 - Additional expenses up to \$5,375 for program-related costs, including books, software, uniforms, certification exam fees, testing fees, and registry review conference fees.
2. **Tuition Only:**
 - Financial assistance covers 100% of tuition for up to five semesters.
 - A one-time forgivable loan of up to \$10,500 will cover tuition.

Conditions for Loan Forgiveness:

1. **Employment Commitment:**
 - Candidates must seek full-time employment as a Registered Radiologic Technologist (RT(R)) with MWHC upon graduation.
 - Employment must commence within four weeks of accepting the position, pending completion of all pre-employment requirements (licensure, physical, drug screen, background check).
2. **Duration of Employment:**
 - For the tuition and expenses program, candidates must remain continuously employed full-time for at least 36 months.
 - For the tuition-only program, candidates must remain continuously employed full-time for at least 24 months.
 - For the Class of 2025 agreement, candidates must remain continuously employed full-time for at least 12 months.
 - Full-time status is defined as 72 or more hours per two-week pay period.
3. **Repayment Obligations:**
 - If the candidate fails to meet the employment commitment, the loan (plus interest) must be repaid.
 - Interest is calculated based on the prime interest rate plus 3% from the date of disbursement.

4. **Tax Implications:**

- Forgiven loan amounts will be considered taxable income.
- MWHC will issue IRS Form W-2 or 1099 and provide a one-time cash bonus to cover federal, state, and local income taxes resulting from loan forgiveness.

Exclusivity: Candidates must withdraw from or decline participation in any other loan or scholarship program that offers debt forgiveness in exchange for post-graduation employment.

Vesting Period: The vesting date for loan forgiveness is either 12, 24, or 36 months from the candidate's first day of qualifying employment, depending on the program. Statutory leaves of absence may extend the vesting period to ensure the candidate provides the required months of full-time service.

Policy Enforcement: Any breach of the agreement, including voluntary reduction of work hours, termination of employment, or failure to complete the program or pass licensure exams, will trigger immediate repayment of the loan with interest.

Legal and Miscellaneous Provisions:

1. The Candidate agrees to pay all expenses incurred by the Hospital in any attempt to collect amounts due under this Agreement, including all costs of legal action and reasonable attorney's fees.
2. The Hospital may share sensitive or personal information concerning the Candidate to ensure compliance with the terms of this Agreement.
3. Any extension of time to pay the owed amount or acceptance of late payment by the Hospital shall not affect the Candidate's liability.
4. No waiver or modification of the terms of this Agreement shall be valid unless in writing signed by both the Candidate and the Hospital.
5. This Agreement shall be construed under the laws of the District of Columbia without regard to conflict of laws provisions.
6. Employment with the Hospital is at-will, and this Agreement does not limit the Hospital's right to terminate employment at any time without cause.

Completion or Termination: Upon full completion of all terms or in the event of the Candidate's death or permanent disability, the Candidate shall have no further obligation to the Hospital.

This policy ensures that candidates receive financial support during their education and commit to a specified period of employment with MWHC, fostering a reliable and skilled workforce.