

### **Terms & Conditions for Champ's Club™ for RNs**

1. To be eligible for induction into Champ's Club™, you must meet all the following criteria:
  - a) you must be a U.S. licensed, registered nurse, and
  - b) you must work a minimum of six-hundred (600) eligible cumulative hours with All Medical Personnel, and
  - c) you must accumulate your first six hundred (600) eligible cumulative hours within the first twenty-six (26) weeks of starting an assignment with All Medical Personnel.
2. For the purpose of determining eligible cumulative hours, also called "loyalty hours", an "hour" must be an hour of actual at-work hours. Loyalty hours exclude "on-call" and "travel" hours.
3. For Silver and Gold statuses: If you have a break in service of more than twenty-six (26) weeks but less than fifty-two (52) weeks, your Club status will only adjust down to the first bonus tier within that status. For example, if you are at Gold Status / Bonus Tier G3, you will downgrade to Bonus Tier G1. After a break in service of more than fifty-two (52) weeks, you forfeit any Club status and you are required to meet the Club induction eligibility requirements outlined in this policy. All Medical Personnel reserves the right to waive Club re-induction requirements on a case-by-case basis.
4. For Platinum status: If you have a break in service of more than thirty-nine (39) weeks but less than fifty-two (52) weeks, your status will only adjust down to the first bonus tier within Platinum status. For example, if you are at Platinum Bonus Tier P2, you will revert to Bonus Tier P1. After a break in service of more than fifty-two (52) weeks, you forfeit any Club status and you are required to meet the Club induction eligibility requirements outlined in this policy. All Medical Personnel reserves the right to waive Club re-induction requirements on a case-by-case basis.
5. You must be in good standing with All Medical Personnel and all state licensing authorities to remain in the Club. If you are not in good standing with All Medical Personnel and/or state licensing authorities at any time, All Medical Personnel reserves the right to revoke bonus payment(s) up to and including Club revocation.
6. At the sole discretion of All Medical Personnel, you may forfeit a Club status, a bonus tier and/or a bonus payment if any of the following occur:
  - a) you are involuntarily terminated from an assignment, and/or
  - b) you do not finish an assignment according to your agreement with All Medical Personnel and/or its client(s). All Medical Personnel reserves the right to pay or revoke a club status, a bonus tier and/or a bonus payment on a case-by-case basis.
7. Bonuses are paid monthly based on a bonus payout schedule once your eligible cumulative hour total is achieved. For example, if you meet the hours threshold for bonus tier S3 during the third week of an assignment (you reach 1,500 hours), you will receive the \$500.00 bonus in your paycheck for that week according to the bonus payout schedule. See the bonus payout schedule below.
8. All Medical Personnel reserves the right to change or terminate Champ's Club terms and policies at its sole discretion at any time and for any reason.
9. If you have questions about the Club, please contact your All Medical Personnel Nurse Recruiter.

**Bonus Tier Schedule**

Club Status	Bonus Tier	You will be paid a bonus of...	...once you meet X number of loyalty hours **
Silver	S1	\$ 500.00	600 – 1,049 hours
	S2	\$ 500.00	1,050 to 1,499 hours
	S3	\$ 500.00	1,500 to 1,949 hours
	S4	\$ 1,000.00	1,950 to 2,399 hours
	<b>Total \$2,500 in Bonus Payments</b>		
Gold	G1	\$ 500.00	2,400 to 2,849 hours
	G2	\$ 500.00	2,850 to 3,299 hours
	G3	\$ 500.00	3,300 to 3,749 hours
	G4	\$ 2,000.00	3,750 to 4,199 hours
	<b>Total \$3,500 in Bonus Payments</b>		
Platinum	P1	\$ 500.00	4,200 to 4,649 hours
	P2	\$ 500.00	4,650 to 5,099 hours
	P3	\$ 500.00	5,100 to 5,549 hours
	P4	\$ 3,000.00	5,550 to 5,999 hours
	<b>\$4,500 in Bonus Payments</b>		

\*\*Eligible cumulative hours

**Bonus Payout Schedule**

Month	Week Begin Dates	Week-End Dates	Thurs - Sun W/E Date Assignment Pay Out Date (Friday Pay Check)	Tues-Wed W/E Date Assignment Pay Out Date (Tuesday Pay Check)
January	<b>12/26/22</b>	01/01/23		
January	01/02/23	01/08/23		
January	01/09/23	01/15/23		
January	01/16/23	01/22/23		
January	01/23/23	<b>01/29/23</b>	<b>02/10/23</b>	<b>02/14/23</b>
February	<b>01/30/23</b>	02/05/23		
February	02/06/23	02/12/23		
February	02/13/23	02/19/23		
February	02/20/23	<b>02/26/23</b>	<b>03/10/23</b>	<b>03/14/23</b>
March	<b>02/27/23</b>	03/05/23		
March	03/06/23	03/12/23		
March	03/13/23	03/19/23		
March	03/20/23	<b>03/26/23</b>	<b>04/07/23</b>	<b>04/11/23</b>
April	<b>03/27/23</b>	04/02/23		
April	04/03/23	04/09/23		
April	04/10/23	04/16/23		
April	04/17/23	04/23/23		
April	04/24/23	<b>04/30/23</b>	<b>05/12/23</b>	<b>05/16/23</b>
May	<b>05/01/23</b>	05/07/23		
May	05/08/23	05/14/23		
May	05/15/23	05/21/23		
May	05/22/23	<b>05/28/23</b>	<b>06/09/23</b>	<b>06/13/23</b>
June	<b>05/29/23</b>	06/04/23		
June	06/05/23	06/11/23		
June	06/12/23	06/18/23		
June	06/19/23	<b>06/25/23</b>	<b>07/07/23</b>	<b>07/11/23</b>
July	<b>06/26/23</b>	07/02/23		
July	07/03/23	07/09/23		
July	07/10/23	07/16/23		
July	07/17/23	07/23/23		
July	07/24/23	<b>07/30/23</b>	<b>08/11/23</b>	<b>08/15/23</b>
August	<b>07/31/23</b>	08/06/23		
August	08/07/23	08/13/23		
August	08/14/23	08/20/23		
August	08/21/23	<b>08/27/23</b>	<b>09/08/23</b>	<b>09/12/23</b>
September	<b>08/28/23</b>	09/03/23		
September	09/04/23	09/10/23		
September	09/11/23	09/17/23		
September	09/18/23	<b>09/24/23</b>	<b>10/06/23</b>	<b>10/11/23</b>
October	<b>09/25/23</b>	10/01/23		(Wed)
October	10/02/23	10/08/23		
October	10/09/23	10/15/23		
October	10/16/23	10/22/23		
October	10/23/23	<b>10/29/23</b>	<b>11/10/23</b>	<b>11/14/23</b>
November	<b>10/30/23</b>	11/05/23		
November	11/06/23	11/12/23		
November	11/13/23	11/19/23		
November	11/20/23	<b>11/26/23</b>	<b>12/08/23</b>	<b>12/12/23</b>
December	<b>11/27/23</b>	12/03/23		
December	12/04/23	12/10/23		
December	12/11/23	12/17/23		
December	12/18/23	12/24/23		
December	12/25/23	<b>12/31/23</b>	<b>01/12/24</b>	<b>01/16/24</b>