

ACR Homes Is . . .

ACCCEPTANCE . . .

We believe that each person has value, and we work to meet each person's need for respect, privacy, meaningful work and recreation, community involvement and lasting friendships.

COMMUNICATION . . .

We are committed to a communication style that is warm, encouraging and relaxed, both verbally and nonverbally.

RELATIONSHIPS . . .

Home is the base from which most people learn to develop their relationships, and at ACR Homes our goal is to facilitate these relationships both within the homes and in the community.



**Ellen I. Nelson
Scholarship**

ACR's Ellen I. Nelson Scholarship

The Ellen I. Nelson Scholarship was established in 1999 to give financial aid to ACR employees who are FT or PT college students. The amount of the scholarship award is based on the number of hours you worked during the plan year and your student status. The plan year will begin September 1st of each year, and will close on August 31st of the following year.

Qualifications:

- Applicants must be non-salaried employees who are college students and work at least 1,000 hours for ACR during the Plan Year (training hours do not qualify). Asleep night hours will also count towards your hours, but at 1/2 credit. For example: a 10 hour asleep shift will count as 5 hours toward your scholarship.
- Applicants must not be on disciplinary probation or suspension during the Plan Year. Applicants may participate in only one scholarship per year and may not have an ACR nursing student loan outstanding.
- To receive the full scholarship students must maintain full-time student status as defined by their school. For part-time students, the scholarship award will be a proportionate fraction of what a full-time student would earn. For example: 3 credits per semester = 1/4 of the 12 credits required for full-time; therefore, 1/4 of the scholarship will be awarded.
- The scholarship will be paid on the following scale, after the required hours are worked and receipts and other necessary support documentation are submitted.

<u>Hours Worked</u>	<u>Amount</u>
1000	\$500
1400	\$750
1800.....	\$1,000

Enrollment:

- Current employees can receive enrollment forms from their Supervisors. Newly-hired employees will receive the forms in their orientation packet.
- ACR employees can enroll in the scholarship at any time during the plan year. The employee still must complete the minimum 1000 hours during that plan year. For example: an employee may enroll in the scholarship on March 1st, and will have until August 31st of the same year to work 1000 hours or more.
- Employees can count all direct care hours worked during the current plan year as soon as they enroll. For example: if an employee begins with ACR in September, but does not enroll until October, they may count all direct care hours worked in September toward that year's scholarship.

Doubling Your Hours:

ACR Homes rewards scholarship enrollees who work throughout periods of high staffing needs by doubling those hours toward the scholarship requirement. Those periods are, holidays; September 1 - October 1, 2005; March 5 - May 13, 2006; and August 6 - August 31, 2006.

For further information or if you would like to submit a scholarship application, please contact HR Director Charlie Meyerson at 651-484-5897 ext. 206. This scholarship is tax-free under IRS code section 127(b)(1).