

## Introduction & Purpose

This FAQ addresses common questions about Lumexa’s Tuition Reimbursement Program launching in 2026. The program supports eligible employees pursuing an accredited Associate of Applied Science (AAS) degree in Radiologic Technology.

## Program Details

### **Q: What is the Tuition Reimbursement Program?**

**A:** The program provides financial support to eligible employees pursuing an accredited AAS Radiologic Technology degree. It is designed to help make the path into a Technologist career more accessible and to support Lumexa’s long-term staffing needs.

### **Q: How much can I receive through the program?**

**A:** Eligible employees may receive up to \$5,250 per calendar year for approved expenses.

### **Q: What expenses are covered?**

**A:** Approved expenses may include tuition, required academic fees, and required textbooks. Optional materials, non-required supplies, and unrelated courses are not eligible.

### **Q: When does reimbursement occur?**

**A:** Reimbursement is issued after successful completion of approved courses and submission of grades. Funds are reimbursed directly to the employee.

## Eligibility & Approval

### **Q: Who is eligible to apply?**

**A:** Employees must:

- Be classified as full-time or part-time benefit eligible employee
- Have at least six months of service with Lumexa
- Be meeting performance expectations, with no written warnings or documented discipline in the prior six months
- Be enrolled in an accredited AAS Radiologic Technology program
- Earn a grade of C or better in approved courses
- Sign a Tuition Reimbursement Agreement, including a 12-month commitment period

Final eligibility is confirmed through the pre-approval process.

### **Q: Do I need approval before enrolling in classes?**

**A:** Yes. Employees must complete a pre-approval process prior to enrolling, including a conversation with their manager and submission of a pre-approval form.

## Participation Expectations

**Q: Does participation guarantee a technologist role or promotion?**

**A:** No. Participation does not guarantee placement into a technologist role, promotion, or future position. All role transitions are based on qualifications, business needs, and available openings.

**Q: Will my schedule be adjusted to accommodate classes?**

**A:** Schedule changes, reduced workload, or protected time are not guaranteed. Any flexibility is at manager discretion and based on operational needs.

**Q: Is this program considered a leave of absence or accommodation?**

**A:** No. Participation is not a leave of absence or workplace accommodation. Employees are expected to continue meeting job responsibilities while enrolled in coursework.

## Academic Performance & Commitment

**Q: What happens if I do not pass a course?**

**A:** Courses completed with a grade below C are not eligible for reimbursement. Continued participation may be reviewed if academic performance issues persist.

**Q: What is the 12-month commitment period?**

**A:** After receiving reimbursement, employees are expected to remain employed with Lumexa for 12 months. If an employee leaves Lumexa or transitions to PRN during this period, repayment may be required on a prorated basis.

**Q: What happens if I leave Lumexa before completing the program?**

**A:** Reimbursement will not be issued for approved courses that have not been successfully completed.

## Program Support & Next Steps

**Q: What is Savi and how does it support the program?**

**A:** Savi is an education and student-loan guidance platform accessed through a Lumexa-branded microsite. It provides tools and resources to support education planning but does not approve reimbursement or make employment decisions.

**Q: How do I get started?**

**A:** Employees should begin by discussing interest with their manager and completing the required pre-approval steps once the program opens.

## Additional Resources

**Q: Where can I get more information?**

**A:** Additional details and timelines will be shared closer to launch. Employees with questions about their specific situation should contact HR.