

Galen College of Nursing Online RN to BSN

FAQs for HCA Healthcare's Tuition Assistance Program

If you're interested in advancing your career with a Bachelor of Science in Nursing, HCA Healthcare and Galen College of Nursing provide a flexible and affordable option. Galen's CCNE-accredited online RN to BSN program can be completed in as little as 12 months (based on credit transfer) or longer if life demands. With six starts per year, you have the freedom to complete the 8-week online courses at your pace.

Through HCA Healthcare's direct bill option, you are not responsible for any out-of-pocket tuition expenses.

- **What are the benefits of Galen's online RN to BSN program?**
Galen understands the busy life of an RN. Their online RN to BSN program allows students to learn on their own schedule. Additionally, coursework is custom-built, mobile-friendly and tailored to HCA Healthcare and aligned with HCA Healthcare quality measures.
- **Am I still subject to the \$5,250 yearly maximum if I'm working toward my RN to BSN degree through Galen College of Nursing?**
No, under Section 132 of IRS code, you are not subject to the \$5,250 a year maximum tax-free reimbursement benefit. This allows HCA Healthcare colleagues to progress through the program at the desired pace, regardless of yearly reimbursement restraints. See the next page for more information.
- **Am I still subject to the \$21,000 lifetime maximum if I'm working toward my RN to BSN degree through Galen College of Nursing?**
No, you are not subject to the \$21,000 lifetime maximum reimbursement benefit.
- **Am I eligible for other discounts or programs through Galen College of Nursing?**
Galen College of Nursing offers other programs to HCA Healthcare colleagues including a direct bill option for certain campus-based nursing programs and an online MSN degree. You are encouraged to visit the Galen College of Nursing website for more information on program availability.



Log on to **HCAGHR.com** and enter **tuition assistance** to review the program policy



Phone: (833) 224-7703
galencollege.edu/hcahealthcare



Access the EdAssist platform to apply:
Log on to **HCAGHR.com**, choose **Benefits** and select **Education Assistance**.



Education Coaching

Schedule an appointment with an EdAssist education coach to discuss personalized education plans, evaluate previous coursework and prior learning, learn about HCA Healthcare's benefits or receive assistance on the admissions.

Schedule a session

Log on to **HCAGHR.com**, choose **Benefits** and select **Education Assistance**.

From the EdAssist homepage, choose "Education Coaching" from the menu.

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Additional Tax Information

In compliance with IRS regulations (section 127), employer provided educational assistance is exempt from taxation up to a maximum of \$5,250 per calendar year. Amounts over \$5,250 may be exempt from taxation if the education qualifies as work related education (section 132). Under Section 132 of IRS code, colleagues seeking an online RN to BSN through Galen College of Nursing are not subject to the \$5,250 a year maximum reimbursement benefit. This allows HCA Healthcare colleagues to progress through the program at the desired pace, regardless of yearly reimbursement restraints.

While applying for the Galen College of Nursing online RN to BSN program through the EdAssist platform, colleagues will be required to answer "Yes" or "No" to the below tax questions prior to each course start date.

Question 1

Does this education maintain or improve skills needed in your present work?

Yes: Choose yes, if achieving your BSN directly correlates to your current role in HCA Healthcare. For instance, a colleague who is currently an RN can assume their skills will be improved through achieving a BSN.

No: Choose no, if a BSN does not apply to your current position. For instance, a colleague currently working as a supply chain technician does not hold a position that would be directly impacted by achieving a BSN.

Question 2

Is this education required to meet the minimum education requirements of your current trade or business?

Yes: Choose yes, if achieving your BSN is a **requirement** for your continued employment within your current position at HCA Healthcare.

No: Choose no, if a BSN could help advance your career at HCA Healthcare, but is not a **requirement** for continued employment in your current position.

Question 3

Is this education part of a program of study that will qualify you for a career in a new trade or business?

Yes: Choose yes, if achieving your BSN leads to a new career path for you within HCA Healthcare. For instance, a patient care technician who achieves a BSN would be eligible for a new position within the organization as a RN.

No: Choose no, if a BSN could help advance your career at HCA Healthcare, but would not lead to a new line of work within HCA Healthcare. For instance, if you are currently an RN, achieving your BSN would not qualify you for a different line of work.

See IRS Publication 15B: Employer's Tax Guide to Fringe Benefits for more information. Colleagues with further questions should contact a tax professional for assistance.