



STATE OF MAINE
 BOARD OF NURSING
 158 STATE HOUSE STATION
 AUGUSTA, MAINE
 04333-0158

JOHN ELIAS BALDACCI
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
 EXECUTIVE DIRECTOR

BEFORE THE MAINE STATE BOARD OF NURSING

IN THE MATTER OF LICENSE NO.)
 R051991 ISSUED TO:)

REBECCA A. SHERBURNE)

To practice registered professional)
 nursing in the State of Maine)
 -----)

**ORDER TERMINATING
 PROBATION**

WHEREAS, on **December 14, 2005**, License No. **R051991** issued to **Rebecca A. Sherburne** was placed on "probation" pursuant to 32 M.R.S.A. Section 2105-A (1-A); and

WHEREAS, on **September 28, 2006**, the Board of Nursing duly considered all evidence presented to it concerning **Rebecca A. Sherburne's** compliance with the conditions of said probation; and

WHEREAS, the Board found that **Rebecca A. Sherburne** has completed all of the Order;

NOW, THEREFORE, it is ordered that the Order of Probation executed on **January 5, 2006** is hereby terminated.

DATED this **3rd** day of **October 2006**.

MAINE STATE BOARD OF NURSING

BY: *Myra Broadway*
 Myra A. Broadway, J.D., M.S., R.N.
 Executive Director



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JOHN ELIAS BALDACCI
 GOVERNOR

MYRA A. BROADWAY, J.D., M.S., R.N.
 EXECUTIVE DIRECTOR

IN RE: **REBECCA A. SHERBURNE, R.N.**) **CONSENT AGREEMENT**
 of Wells, Maine) **FOR PROBATION**
 License #R051991) **WITH CONDITIONS**

INTRODUCTION

This document is a Consent Agreement regarding Rebecca A. Sherburne’s license to practice registered professional nursing in the State of Maine. The parties enter into this Consent Agreement pursuant to 10 M.R.S.A. § 8003(5), (A-1)(4) and 10 M.R.S.A. § 8003(5)(B). The parties to this Consent Agreement are Rebecca A. Sherburne (“Applicant”), Maine State Board of Nursing (“ME Board”) and the Office of the Attorney General, State of Maine. The Board met with Rebecca Sherburne on December 14, 2005. The parties reached this Consent Agreement based on information submitted in Ms. Sherburne’s application for licensure as a registered professional nurse by endorsement.

FACTS

1. Rebecca A. Sherburne filed an application for licensure as a registered professional nurse by endorsement with the Maine State Board of Nursing on November 16, 2005.
2. Rebecca A. Sherburne graduated from Concord Technical Institute School of Nursing, Concord, New Hampshire, with an Associates Degree in 1997. She is currently licensed in the State of New Hampshire as a registered professional nurse (License No. 044061-21), which license will be placed on inactive status effective January 1, 2006 due to the State of New Hampshire implementing the Nurse Licensure Compact January 1, 2006. Ms. Sherburne is a resident of Maine and must hold a license in Maine in order to practice in other Nurse Licensure Compact states.
3. Rebecca A. Sherburne’s application discloses that she was disciplined in New Hampshire. The discipline resulted in two separate suspensions of her registered professional nurse license; May 2000 and March 2004. Each suspension was for the misappropriation of narcotics for her own use. The two disciplines also resulted in fines, formal reprimands and periods of probation. On December 16, 2004, the New Hampshire Board of Nursing (“NH Board”) voted to reinstate Ms. Sherburne’s license for a two year probationary period. The details of the two suspensions and her current probation terms and conditions with the NH Board are attached hereto as Exhibit A.
4. Rebecca A. Sherburne admits that she has a substance abuse problem.
5. Rebecca A. Sherburne currently attends AA four to five times a week. She has an AA sponsor and a home group. She also sees a drug/alcohol counselor and Dr. Stanley Evans once a month.



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6. On December 14, 2005, the ME Board voted to approve Ms. Sherburne's application for endorsement in the State of Maine and to place her license on probation for the remainder of the probationary period she would have served in the State of New Hampshire.

AGREEMENT WITH CONDITIONS OF PROBATION

7. Rebecca A. Sherburne agrees and understands that the Maine Board is taking reciprocal action on her Maine license as a registered professional nurse with that of New Hampshire.
8. Rebecca A. Sherburne's license to practice registered professional nursing in the State of Maine will be placed on probationary status commensurate with the terms of New Hampshire's probation. Exhibit No. A. In addition, Ms Sherburne agrees and understands that her Maine license will have the additional terms and conditions:
 - a. The period of probation will be effective only while she is employed in nursing practice or enrolled in a nursing education program. For purposes of this Consent Agreement, nursing employment is any employment during which Ms. Sherburne performs nursing services. Ms. Sherburne's probationary license will be subject to the following conditions:
 - b. Rebecca A. Sherburne will abstain completely from the use of alcohol. She will notify any health care providers of her substance abuse history.
 - c. Rebecca A. Sherburne will continue in her treatment program to such an extent and for as long as her treatment providers recommend and will arrange for and ensure the submission to the Board quarterly reports from her treatment providers.
 - d. Rebecca A. Sherburne will notify any and all of her nursing employers and notify faculty involved in any clinical studies of the terms of this Consent Agreement and shall provide them with a copy of it.
 - e. Rebecca A. Sherburne will arrange for and ensure the submission to the Board of quarterly reports from her nursing employer or clinical faculty regarding her nursing practice.
 - f. Rebecca A. Sherburne will immediately notify the Board in writing regarding any material change in her nursing employment or entry into an educational program in the field of nursing. Notification under this section shall include the place and position of employment or the educational program and the same notification shall apply to any subsequent change in employment or change in educational program.
 - g. Rebecca A. Sherburne's employment is restricted during the period of probation to structured settings, which shall not include assignments from temporary employment agencies, school nursing or working within the correctional system.

- h. Unless otherwise authorized by the ME Board and NH Board, Ms. Sherburne agrees that during the pendency of this Consent Agreement her nursing practice is limited to the State of Maine and the State of New Hampshire. If Ms. Sherburne wishes to practice in any other party state within the Compact she shall petition the ME Board for written authorization. In addition, Ms. Sherburne will arrange to have the party state in which she intends to practice provide the Board with written authorization that she has been approved to practice in that state.
9. Rebecca A. Sherburne agrees and understands that her license will remain on probationary status and subject to the terms of this Agreement indefinitely beyond the probationary period, until and unless the Board, at Ms. Sherburne's written request, votes to terminate Ms. Sherburne's probation. When considering whether to terminate the probation, the Board will consider the extent to which Ms. Sherburne has complied with the provisions of this Consent Agreement.
10. Rebecca A. Sherburne understands that this document is a Consent Agreement that affects her rights to practice nursing in Maine. Ms. Sherburne understands that she does not have to execute this Consent Agreement and that she has the right to consult with an attorney before entering into the Consent Agreement.
11. If Rebecca A. Sherburne fails to meet any of the obligations of this Consent Agreement, the Board may take any disciplinary action, which it deems appropriate and impose any of the sanctions, including but not limited to that found in Title 10 M.R.S.A. § 8003 and Title 32 M.R.S.A. § 2105-A.
12. Rebecca A. Sherburne affirms that she executes this Consent Agreement of her own free will.
13. Modification of this Consent Agreement must in writing and signed by all the parties.
14. This Consent Agreement is not subject to appeal or review by the Licensee but may be enforced by an action in the Superior Court.

15. This Consent Agreement becomes effective upon the date of the last necessary signature below.

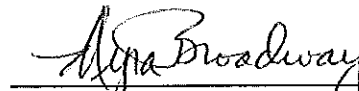
I, REBECCA A. SHERBURNE, R.N., HAVE READ AND UNDERSTAND THE FOREGOING CONSENT AGREEMENT. I UNDERSTAND THAT BY SIGNING IT, I WAIVE CERTAIN RIGHTS. I SIGN IT VOLUNTARILY, WITHOUT ANY THREAT OR PROMISE. I UNDERSTAND THAT THIS CONSENT AGREEMENT CONTAINS THE ENTIRE AGREEMENT AND THERE IS NO OTHER AGREEMENT OF ANY KIND.

DATED: 01/03/06


REBECCA A. SHERBURNE, R.N.

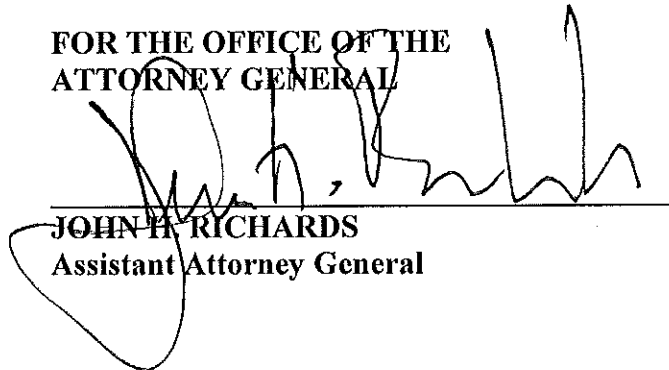
FOR THE MAINE STATE
BOARD OF NURSING

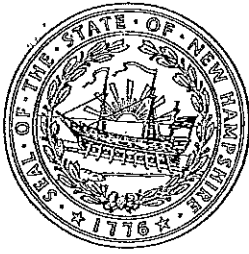
DATED: Jan 3, 2006


MYRA A. BROADWAY, J.D., M.S., R.N.
Executive Director

FOR THE OFFICE OF THE
ATTORNEY GENERAL

DATED: Jan. 5, 2006


JOHN H. RICHARDS
Assistant Attorney General

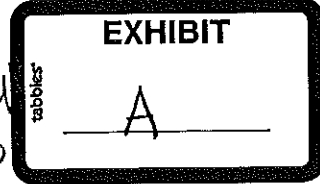


STATE OF NEW HAMPSHIRE
NEW HAMPSHIRE BOARD OF NURSING

21 S FRUIT ST STE. 16
CONCORD NH 03301-2431

Webpage: <http://www.state.nh.us/nursing>

TDD Access: Relay NH 1-800-735-2964



Nursing 603-271-2323

Nurse Asst. 603-271-6282

December 20, 2004

Rebecca Sherburne
60-1 Sherridge Lane
Wells ME 04090

Dear Ms. Sherburne:

At its December 16, 2004 meeting, Board members voted to reinstate your NH Registered Nurse license pursuant to the following:

Upon the reinstatement of your Registered Nurse license and obtaining employment as a Registered Nurse, a **Probation period shall commence and continue for 2 years**, or until you successfully petition the Board for termination of probation, whichever is later. During this probation period the following restrictions and conditions are imposed:

1. You shall practice nursing in a structured health-care environment where other health-care providers are employed;
2. You shall not practice nursing in a unsupervised educational setting, home care environment or be employed by a staffing agency;
3. You shall not administer medications for at least 1 year; if at that time you wish to resume administering medications, you shall submit a written request to the Board's Executive Director (ED) The ED shall review the submitted work and counselor reports in your file. If the ED determines that your recovery and performance indicates you are likely to administer medications in accordance with standard nursing practice, the ED shall so notify you that you may commence administering medications. If not, the ED shall notify you and you may petition the Board for review.
4. Upon obtaining registered nurse employment, you shall notify the Board in writing of such employment within ten days and provide a copy of this Agreement to the registered nurse supervisor. Within one (1) month after beginning such employment, said nursing supervisor shall submit a report directly to the Board, in writing, setting forth:
 - a. the name and address of your employer;
 - b. the duties and responsibilities to be performed by you;
 - c. a discussion of the quality of nursing care provided by you, including a discussion of your ability to practice nursing with skill and safety to patients; and
 - d. the nursing supervisor shall acknowledge that this Agreement was read and that the role of the nursing supervisor is understood;

5. You shall submit to the Board on a quarterly basis work performance evaluations from your nursing supervisor on a Board-provided form. Said evaluation shall include:
 - a. name and address;
 - b. number of hours worked, timeliness and efficiency;
 - c. quality and safety of nursing care;
 - d. ability to safely practice nursing with reasonable skill;
 - e. adherence or failure to adhere to Board stipulations.
 - f. whether any substance abuse testing was conducted and the results of those tests.
6. You are limited to working in one assigned unit during a shift and will not float to other units. You shall limit daily work hours to no more than 12-hours, shall not work in excess of 40 hours per week and shall not work after 11:30 PM.
7. You shall contract with NCPS, Inc. and provide monthly random urine drug test results during the 2 year probationary period. Registration forms and information are enclosed.
8. You shall maintain a record of attendance at AA/NA meetings if such meetings are recommended by your counselor; if you independently decide to attend such meetings, self-documentation is not mandatory, but is encouraged;
9. You shall continue counseling sessions with a counselor trained in substance abuse. If and when the counselor determines that counseling is no longer necessary, you shall ensure that the counselor submits a written report within 30 days of such determination summarizing your status/progress to your employer and the Board of Nursing. You shall also require the counselor to submit quarterly reports regarding the Respondent's progress to the Board. Quarterly reports shall indicate your:
 - a. name and address;
 - b. number and frequency of visits;
 - c. progress in maintaining a safe life-style;
 - d. adherence, or failure to adhere, to Board stipulations and counselor's therapy.
10. Said restrictions and conditions shall be in force only while you are employed in a capacity for which a Registered Nurse license is required and subject to adequate supervision approved by the Board. You are required to notify the Board, in writing, within 10 days after the commencement, termination or change in role in any such employment;
11. Any complaint or negative employer work report regarding you that is received by the Board shall be reviewed by the Executive Director (E.D.). The E.D. shall determine if the complaint or report is credible, is a violation of RSA 326-B and/or the Board rules and whether, if true, your act or omission rises to the level for which the Board would likely consider disciplinary action. If the E.D. so determines, it shall be considered grounds for disciplinary action pursuant to RSA 326-B:12 III and your license shall be summarily suspended, without recourse by you, pending resolution of the matter by agreement or commencement of an adjudicative proceeding within 90 days.

You shall notify the Board of address change within fifteen (15) days of such relocation;

At the end of this probation period, you may, in a letter to the Board, petition the Board for termination of probation and removal of the restrictions and conditions set forth above. You shall demonstrate to the Board the ability to safely practice nursing through evidence of successful continuing rehabilitation,

December 20, 2004

R. Sherburne

Page 3

character references, personal and professional testimony and/or written exhibits; said evidence shall specifically include, but is not limited to:

1. A written evaluation by your counselor addressing your progress regarding continuing abstinence from abuse of chemical substances.
2. Three letters of reference that address your punctuality, honesty, integrity and productive work habits. If you have been employed since the date of this Agreement, one letter should be from the employer.
3. Documentation of successful attendance or completion of programs or activities that have been recommended to you by the counselor; and
4. You shall appear before the Board to provide an oral presentation in support of the petition.

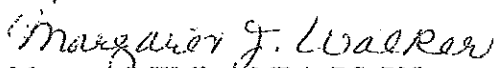
You shall notify all nurse-licensing boards, where currently licensed, of this Settlement Agreement, within 30 days of receipt of the NH Board-executed copy of this Agreement. You shall also provide a copy of this Agreement to all nurse-licensing Boards for which she makes future applications for licensure, at the time of application.

Should you apply for any New Hampshire license under RSA 326-B authority on or after the date of this Agreement, you shall by the act of filing such an application, automatically waive any statute of limitations or laches defense which may otherwise be available concerning the misconduct allegations set forth above, and consents to these allegations being fully addressed in the context of her license application.

Please contact Susan Goodness, Administrative Supervisor at (603) 271-3823 when you have obtained nursing employment so the appropriate Board approved, pre-dated work performance and counselor reports can be mailed to you.

If you have any questions, please call the Board office, (603) 271-2323.

FOR THE BOARD:


Margaret J. Walker, MBA, BS, RN
Executive Director

MJW/sg
enclosures

BEFORE THE
NEW HAMPSHIRE BOARD OF NURSING

COPY

IN THE MATTER OF:

REBECCA SHERBURNE, R.N., #044061-21

SETTLEMENT AGREEMENT

THIS AGREEMENT is entered into between the New Hampshire Board of Nursing (Board) and Rebecca Sherburne (Respondent), a Registered Nurse in the State of New Hampshire having graduated from NH Technical Institute in Concord, NH and licensed by examination on May 17, 1997 and over whom the Board has jurisdiction pursuant to RSA 326-B and the Board rules.

On May 4, 2000 Respondent contacted the Board's Investigator/Prosecutor (I/P) to voluntarily surrender her Registered Nurse license because she had been confronted by her employer regarding a suspicion that Respondent had been misappropriating drugs for her own use and that she had admitted to same. On May 5, 2000 in a meeting with the I/P, Respondent admitted taking approximately 30 Percocet per average work week for her own use, during the months of March and April, 2000. Respondent also advised that she admitted herself into Mercy Hospital, Dover, NH for drug detoxification and then began weekly substance abuse counseling on May 2, 2000.

On April 1, 2004 the Board received a complaint from Miriam Pelletier, RN, DNS representing The Edgewood Center, Portsmouth, NH alleging that Respondent had been suspected regarding some narcotic administration discrepancies in February, 2004, but there was no evidence to support her culpability; however, during a discussion with Complainant in March, 2004, Respondent volunteered that she currently was taking unprescribed drugs and had admitted herself into a drug rehabilitation center for 90 days. On June 30, 2004 Respondent met with the I/P and admitted to narcotic misappropriation and use.

Respondent admits violating RSA 326-b:12II(e) "Addiction to or abuse of alcohol or other habit-forming drugs or substances which render the licensee unfit to practice nursing;" and NUR 215.01(b)(5) "Misappropriating human or material resources"

To resolve the aforementioned admission in a fair and reasonable manner, the Board and Respondent agree to the following terms set forth below:

Respondent shall pay a fine in the amount of \$200.00 payable to "State of New Hampshire" within 60 days following her receipt of an executed copy of this Agreement.

Respondent's RN license shall be **Suspended for a minimum of Three Months**. Said suspension shall continue until Respondent successfully petitions the Board for reinstatement of said license.

Respondent shall not seek reinstatement of the RN license before October, 2004.

Respondent shall provide a copy of this Settlement Agreement to all nurse-licensing boards where currently licensed and schools of nursing where currently enrolled within 30 days of receipt of the NH Board-executed copy. Respondent shall also provide a copy of this Agreement to all nurse-licensing Boards or schools of nursing for which Respondent makes future application, at the time of such application.

If Respondent wishes to petition for reinstatement of the RN license, Respondent shall, in a letter to the Board, petition the Board. Respondent shall demonstrate to the Board the ability to safely perform nursing activities through evidence of successful rehabilitation, character references, personal testimony and written exhibits; said evidence shall specifically include, but is not limited to:

- A. A written evaluation by Respondent's professional counselor (who is skilled in the area of substance abuse/dependence treatment) addressing Respondent's progress regarding continuing abstinence from abuse of chemical substances, including alcohol, and which provides:
 1. The length of time Respondent has been chemically free, and if any relapses have occurred since treatment began,
 2. The extent to which Respondent has complied with treatment,

3. The counselor's opinion as to whether Respondent can successfully return to nursing practice and, if so, whether any work restrictions are needed to protect public safety and/or assist Respondent in continuing recovery.
 4. Whether Respondent is taking any prescription medications, the reason therefore, and what effect, if any, said medications may have on Respondent's ability to safely provide nursing care;
- B. Three letters of reference that address Respondent's professionalism, timeliness and productive work habits. If Respondent has been employed since the date of this agreement, at least one of the references must be from an employer.
 - C. Evidence of attendance at some formalized support program (e.g. 12-step meetings, intensive outpatient program) at least three (3) times per week;
 - D. A personal statement from Respondent which describes Respondent's recovery experiences including specific examples of the behavioral, psychological, and (if desired) spiritual changes that have been made which support recovery;
 - E. The results of at least one random drug test per month; the Board hereby designates its Executive director to determine, prior to any drug screens, whether Respondent's planned drug-screening process and laboratory is acceptable to the Board; and
 - F. Through oral presentation in support of Respondent's petition, provide the Board with a comfort level that Respondent is able to safely provide nursing care as an RN.

Upon the reinstatement of Respondent's RN license, said license shall be placed on Probation for a minimum of two years. Said probation shall continue until Respondent successfully petitions the Board for removal of probation status. During this probation period the following conditions and restrictions are imposed:

1. Respondent shall not seek termination of probation before October , 2006.
2. Respondent shall practice nursing in a structured health-care environment where other health-care providers are employed and shall not practice nursing in a home care environment or be employed by a staffing agency;
3. Respondent shall not work more than 8 hours/day or 40 hours/week, shall not work after 11:30 PM, shall not rotate shifts, shall work on one unit per shift, and shall not rotate to other units during a shift.
4. Respondent shall not administer medications for at least 12 months (i.e. October 15, 2005); if at the end of that period Respondent wishes to resume administering medications, Respondent shall submit a written request to the Board's Executive Director (ED) The ED shall review the submitted work and counselor reports in Respondent's file. If the ED determines that Respondent's recovery and performance indicates Respondent is likely to administer medications in accordance with standard nursing practice, the ED shall so notify Respondent that she may commence administering medications. If not, the ED shall notify Respondent and Respondent may petition the Board for review.
5. Upon obtaining registered nurse employment, Respondent shall notify the Board in writing of such employment within ten days and provide a copy of this Agreement to the registered nurse supervisor. Within one (1) month after beginning such employment, said nursing supervisor shall submit a report directly to the Board, in writing, setting forth:
 - a. the name and address of Respondent's employer;
 - b. the duties and responsibilities to be performed by Respondent;
 - c. a discussion of the quality of care provided by Respondent;
 - d. a report of Respondent's attendance and punctuality;

- e. the results of any random drug screens conducted; and
 - f. the nursing supervisor shall acknowledge that this Agreement was read and that the role of the nursing supervisor is understood by the supervisor.
6. Respondent shall submit to the Board on a quarterly basis work performance evaluations from Respondent's nursing supervisor on a Board-provided form. Said evaluation shall include:
- a. name and address;
 - b. number of hours worked, timeliness and efficiency;
 - c. quality and safety of nursing care, including punctuality and attendance;
 - d. the results of any random drug screens conducted; and
 - e. adherence or failure to adhere to Board conditions and restrictions.
7. Respondent shall provide at least one random drug test result per month during the probationary period; the Board hereby designates its Executive director to determine, prior to any drug screens, whether Respondent's planned drug-screening process and laboratory is acceptable to the Board
8. Said restrictions and conditions shall be in force only while the Respondent is employed in a capacity for which a Registered Nurse license is required and subject to adequate supervision approved by the Board. Respondent is required to notify the Board, in writing, within 10 days after the commencement, termination or change in role in any such employment;
9. Any complaint or negative employer work report regarding Respondent that is received by the Board shall be reviewed by the Executive Director (E.D.). The E.D. shall determine if the complaint or report is credible, is a violation of RSA 326-B and/or the Board rules and whether, if true, Respondent's act or omission rises to the level for which the Board would likely consider disciplinary action. If the E.D. so determines, it shall be considered grounds for disciplinary action pursuant to RSA 326-B:12 III and Respondent's license shall be **summarily suspended, without recourse by Respondent**, pending resolution of the matter by agreement or commencement of an adjudicative proceeding within 90 days.
10. Respondent shall notify the Board of address change within fifteen (15) days of such relocation;
11. If Respondent wishes to seek removal of probation status at the end of this probation period Respondent shall, in a letter to the Board, petition the Board for termination of probation. Respondent shall appear before and demonstrate to the Board the ability to safely practice nursing through evidence of successful rehabilitation, character references, personal testimony and written exhibits; said evidence shall specifically include, but is not limited to:
- a. The work reports previously submitted by Respondent's Registered Nurse supervisor;
 - b. A statement from Respondent's Registered Nurse supervisor providing an opinion as to Respondent's ability to safely practice nursing; and
 - c. A written evaluation by Respondent's professional counselor (who is skilled in the area of substance abuse/dependence treatment) addressing Respondent's progress regarding continuing abstinence from abuse of chemical substances, including alcohol, and which provides:
 - 1) The length of time Respondent has been chemically free, and if any relapses have occurred since treatment began,
 - 2) The extent to which Respondent has complied with treatment,
 - 3) The counselor's opinion as to whether Respondent can successfully return to nursing practice and, if so, whether any work restrictions are needed to protect public safety and/or assist Respondent in continuing recovery, and

- 4) Whether Respondent is taking any prescription medications, the reason therefore, and what effect, if any, said medications may have on Respondent's ability to safely provide nursing-related activities;
- d. Evidence of attendance at some formalized support program (e.g. 12-step meetings, intensive outpatient program) at least three (3) times per week;
- e. A personal statement from Respondent which describes Respondent's recovery experiences including specific examples of the behavioral, psychological, and (if desired) spiritual changes that have been made which support recovery;
- f. The results of at least one random drug test per month; the Board hereby designates its Executive director to determine, prior to any drug screens, whether Respondent's planned drug-screening process and laboratory is acceptable to the Board; and
- g. Through oral presentation in support of Respondent's petition, provide the Board with a comfort level that Respondent is able to safely provide nursing care as an RN.

Should Respondent apply for any New Hampshire license under RSA 326-B authority on or after the date of this Agreement, Respondent shall by the act of filing such an application, automatically waive any statute of limitations or laches defense which may otherwise be available concerning the misconduct allegations set forth above, and consents to these allegations being fully addressed in the context of her license application. Respondent shall bear the burden of proving that Respondent possesses sufficient knowledge, judgment and skills, and character qualifications to be licensed in any such future licensing proceedings;

Respondent is aware of and understands the right to have a formal disciplinary hearing pursuant to RSA 326-B:13 and hereby waives those rights and requests that this Agreement be accepted with the same force and effect as an order entered as result of a formal hearing;

This Agreement is entered into by Respondent, voluntarily, after the opportunity to consult with counsel, and with full understanding of the legal consequences of this Agreement;

This Agreement constitutes the entire agreement and understanding between the parties, and supersedes all prior agreements and understandings, and becomes a public record upon signature.

This Agreement becomes a public record upon signature, and a summary of the misconduct noted above may be published in the Board's Newsletter and notification of federal or other state agencies and boards of nursing shall be effected as required or permitted by law.

I have carefully read and fully understand the conditions of this Agreement:

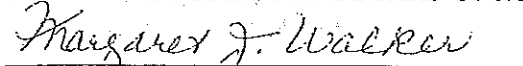
06/30/04
(Date)


Rebecca Sherburne

do not write below this line -----

EXECUTED THIS 19th DAY OF July 2004

FOR THE NEW HAMPSHIRE BOARD OF NURSING:


Margaret J. Walker, MBA, BS, RN
Executive Director
New Hampshire Board of Nursing