

# We offer an excellent benefit package designed to best fit *your* needs!

## Insurance

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- Health Insurance\*
  - Premium discount for participation in wellness program
  - 3 Tiers:
    - Fitzgibbon organization (co-pays only; no co-insurance, no deductibles)
    - In-Network
    - Out-of-Network
- Prescription Benefits
- Dental Insurance\* (including orthodontia)
- Vision Insurance\*
- Life Insurance
  - Employer Paid Basic Life/Accidental Death & Dismemberment (AD&D)
  - AD&D (individual/family)
  - Supplemental Life
  - Spouse Life
  - Child Life
  - Value Added: *Life Essentials, Travel Assistance Program, Funeral Planning and Concierge Services, and Care Advocacy Programs*
- Employee Assistance Program

## Other Insurance (Payroll Deduction)

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- Supplemental Policies (Short-Term Disability, Accident\*, Hospital\*, Wellness\*, Cancer\* and Cancer Wellness\*)
- Boston Mutual Whole Life
- Air Ambulance Membership Discount
- Legal Shield/ID Shield

## Compensation

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|-------------------------|-------------------------------|
| • Competitive Wages     | • Bereavement (Funeral) Leave |
| • Paid Time Off (PTO)   | • Shift Differential          |
| • Short-Term Disability | • Employee Referral Program   |

\* **Pre-tax deduction**

## Retirement

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### 403(b) Savings Plan (Tax Deferred & Roth)

- Employee/Employer Contributions

## Education

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- Tuition Reimbursement
- Scholarship Programs
- On-the-Job Certification for CNAs
- Support for Continuing Education
- Tuition Discount Programs
- Loan Repayment through HRSA Nurse Corps for eligible applicants

## Available Discounts & Services

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- Flexible Spending Account\*
  - Dependent Care
  - Health
- Tobacco-Free Workplace (nicotine patch free while at work)
- Pharmacy (over-the-counter discount)
- CaféFitz (25% discount; payroll deduct and Apple Pay available)
- Auxiliary Ambassadors' Gift Shop (10% discount on most items, sales tax-free)
- Fitz Branded Apparel Available
- On-site Uniform Sales (payroll deduct available)
- Patient Accounts (payroll deduct)
- Theme Park Discounts
- Cellular Plan Discounts
- Computer Hardware Discounts
- Sam's Club Membership Discount
- Salt Fork YMCA Membership Discount
- Onsite ATM
- Baby-Friendly Designation (lactation support for nursing mothers)

## Employee Recognition

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- |                              |                            |
|------------------------------|----------------------------|
| • Employee of the Month/Year | • Hospital Week Activities |
| • Shining Star               | • Years of Service         |
| • Thank You Thursdays        |                            |

Employee BENEFITS

**OUR MISSION** . . . is to improve the health of *our* community



The Fitzgibbon Hospital organization values the work-life balance of our employees. We see every employee as our ambassador, providing quality, compassionate care. The welcoming workplace of the Fitzgibbon organization embraces a culture that values a healthy environment and provides opportunities for further education and personal career advancement. We offer a tobacco-free

campus, with free nicotine patches provided while at work, and the hospital has earned a "Baby-Friendly" designation from the World Health Organization, offering lactation support and breast-feeding space for nursing mothers.

Fitzgibbon Hospital is located on a 70-acre campus with abundant green space and is home to a 60-bed acute care hospital with 10-bed dedicated behavioral health unit, a multi-specialty physician office clinic building and a 99-bed Medicare-certified skilled nursing home, The Living Center. Employment opportunities across the organization are varied and many. If working in such an environment of excellence is appealing to you, we welcome you to apply.



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*We are an equal opportunity employer.*



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