

# Our Journey Forward

Your Path to Prime Healthcare

November 2024

At [Prime Healthcare](#), we care deeply about our staff, patients and the communities we serve. Since our start in 2001, we have saved and improved hospitals across the nation while providing compassionate, nationally recognized quality care. Physician-founded and physician-led, Prime Healthcare has grown to be one of the largest [award-winning](#) health systems in the nation. We're excited to have you join us on this journey of building a legacy that will enhance healthcare for all.



[Prime Healthcare Named to Newsweek's America's Greatest Workplaces 2024](#)

**Welcome to "Our Journey Forward,"** a communication designed to provide you with important information needed to make your transition to Prime Healthcare smooth and informed.

## What to Expect

In the coming months, you will be introduced to new resources, systems, and training designed to ensure your successful integration into Prime Healthcare. Our journey is one of progress and partnership, and we are thrilled to have you with us as we continue to grow and make a lasting impact on the communities we serve.

## Application & Offers

Offers will be sent on a rolling basis across the market to various groups and/or hospitals in the upcoming weeks. Please know that offers will continue to be provided from now until the transition is complete, so if an offer is not received at the same time as others within a department or facility, it does not mean an offer will not be received. This is an ongoing process, and one that Prime Healthcare is committed to ensuring is as efficient as possible.

Invitations to apply will be sent via email with a link that will lead you directly to apply to a position with Prime Healthcare. The application can be completed and submitted online within our Prime application tracking system. Once an application is completed, a conditional offer of employment may be sent via email. A Human Resources Talent Acquisition Assistant will be available to assist, and questions can always be sent to [IllinoisHR@primehealthcare.com](mailto:IllinoisHR@primehealthcare.com).

In the **first full week of November**, across all hospitals, most of the Nursing and Pharmacy positions will be posted, and associates will be invited to apply. Remaining Nursing and Pharmacy positions will continue to be posted in the subsequent weeks.

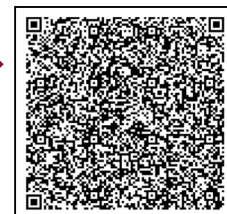
In the **second full week of November**, Medical Imaging, Respiratory, Laboratory, Resident Physician, UR, PI and other clinical and non-clinical positions will be posted with invitations to apply. Positions will continue to be posted in the upcoming weeks.

In the **following weeks**, Physician, Assisted Living, Home Health, Hospice, and Medical Group positions will be posted, with invitations to apply.

## Post-Offer, Pre-Hire Health Assessment

We look forward to you joining our team and hope to make the process as simple as possible. The process is similar to your initial hiring process and includes a brief health assessment, vaccination record review, drug screen and TB testing. We will be coordinating visits to complete these requirements at hospital sites utilizing Occupational Health providers. Requirements can be completed from the date the offer is accepted until the closing date of the transaction, expected by end of **1st quarter calendar year 2025**. Appointment information will be sent in the next few weeks.

Every associate can ask for their health records by scanning this QR code that Ascension has provided. These health records can then be submitted as needed to complete your pre-hire process. We encourage associates to obtain their employee health records and share during the onboarding process, to save you time and avoid unnecessary or repeat steps.



## Upcoming Milestones

### NOVEMBER 2024

Applications and offer acceptance process for current associate's resumes and will continue through the close of the transaction.

### NOVEMBER 2024-FEBRUARY 1, 2025

Post-offer and pre-hire requirements (referred to as the "onboarding process") to be completed by associates.

### DECEMBER 4-21, 2024

Open enrollment period for Prime Healthcare benefits and 401(k).

### JANUARY 2025

- » JBDev Timekeeping System Installment and Training
- » Prime Healthcare Associate badges to be updated with Prime Healthcare overlay

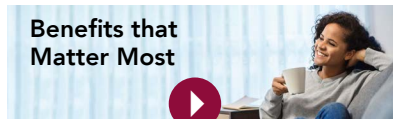
### FEBRUARY 2025

Official close of the transaction (subject to the Illinois regulatory process).

**Welcome to Prime Healthcare!**

## Benefits

We are excited to share that Prime Healthcare offers a comprehensive benefits package designed to support you and your family's health, financial wellness, and work-life balance. Prime Healthcare's benefits are similar or better to what associates are currently receiving,



providing cost savings to associates and their families. Benefits package details and how to access resources will be provided soon.

Among the exciting opportunities to come, Prime will be providing benefit specialists that will be available on site and via call center to assist with the upcoming Prime Benefit Open Enrollment, along with representatives from Transamerica, our 401(k) plan administrator.

Prime Healthcare has also received questions on the Public Service Loan Forgiveness (PSLF) program. As the [Prime Healthcare Foundation](#) (PHF) is a nonprofit charity, all associates employed under Ascension Saint Francis and Ascension Saint Mary – Kankakee will continue to be eligible for the PSLF program. Physicians and certain associates across all the future Prime Healthcare facilities may also be employed under PHF and, therefore, will continue to be eligible. The process of employment under PHF is under ongoing evaluation, and every effort to continue PSLF eligibility is being explored. Further information will be provided as it becomes available. For additional general information on the PSLF program, please refer to the [U.S. Department of Education website](#).

Prime Healthcare supports ongoing education, development programs, opportunities to grow your career and offers education support programs across the health system, such as tuition reimbursement, conference/seminar reimbursement, PrimeAcademy, and scholarship opportunities.

## Open Enrollment

There will be two periods of Open Enrollment for Ascension Illinois associates. To ensure that there will be no interruption with your benefits, Ascension and Prime will be conducting separate Open Enrollment periods – first for Ascension benefits (**which will cover you from January 2025 through closing of the sale**), and then for Prime Healthcare (**which will cover you after the acquisition**).

The Prime Healthcare Open Enrollment period will run between **December 4-21, 2024**. On those dates, benefit specialists will be on-site across the locations from 7 a.m. – 7 p.m. to assist you with your benefits enrollment. You will also have the opportunity to schedule time to complete open enrollment by phone or can enroll yourself using our online enrollment portal. More information will be shared as we near Open Enrollment.

Additionally, a Benefits Fair will be held at two Ascension Illinois sites per day between **December 4-6, 2024**. Keep a look-out for specific dates, locations and times in future editions of Our Journey Forward and online on the "[Welcome Illinois](#)" site.