



Human Resources FAQs

1. What is it like to be part of Prime Healthcare?

- Prime Healthcare works to create a culture where everyone feels cared for and belongs. We achieve our shared goals when we feel respected and valued. We believe in community and that "all healthcare is local." Our hospitals are brought together by the strength of Prime Healthcare's support while continuing their unique cultures and serving the needs of their respective communities.
- Prime Healthcare's mission is to save and improve hospitals so that they can deliver compassionate, quality care to patients and better healthcare for communities. This mission could not be possible without the heroic work of caregivers across this nation. It is thanks to our staff and caregivers that Prime Healthcare has been nationally recognized time and again for our clinical quality and patient safety. Prime Healthcare has been named a **"10 Top Health System"** by IBM Watson Health, and our hospitals are consistently named among the nation's best as **"100 Top Hospitals"**.
- We place an importance on advancing health equity, social, and environmental change in response to events and pressures in our nation and the world. Read more about this in our [2023 ESG Progress Report](#).
- We always strive to provide the best care and service for our patients, and that begins with engaging our team members. We recognize our team members for the amazing work being done through recognition and award programs. We believe in opportunity and advancement and build programs that allow you to pursue your career goals and dreams.

2. Is Prime hiring all Olympia Fields employees?

- Prime Healthcare has committed to hiring substantially all employees, subject to its standard hiring practices, policies and titles.

3. Is my job or title changing?

- Olympia Fields will transition to Prime Healthcare's job titles, which may be the same as, or similar to, your current title.

4. Is there an application process?

- Yes, given the change of ownership, employees will be required to apply for position(s). This process will be made as simple as possible. The application process will be conducted through an online application system, which will guide employees through the process. Once employees complete the online application, most will receive a conditional offer of employment. As we get closer to the acquisition date, employees will receive communication with further details on the application process and application timelines.



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5. What will the pre-hire onboarding process consist of?

- Once an employee accepts a conditional offer of employment, a member of the Prime Healthcare Human Resources team will contact the employee by phone and/or email to schedule time to complete post-offer, pre-hire contingencies, or the “onboarding process.” We have streamlined the onboarding process for convenience. It will include:
 - i. A background check.
 - ii. Completion of a new I-9 form with Prime Healthcare.
 - iii. Onboarding paperwork that will be administered electronically and conveniently through a web-based platform.
 - iv. A pre-employment physical exam and drug screen.
 - v. Vaccine and TB requirements.

6. Will seniority dates be honored?

- Yes, Prime Healthcare will recognize prior company service with Olympia Fields for paid time off accrual and 401(k).

7. Are benefits provided?

- Yes, Prime Healthcare prides itself in rewarding its employees with a comprehensive, competitive benefits package designed to provide employees with the flexibility to tailor benefits according to their needs. Our wealth of resources and programs include Medical, Dental, Vision, Paid Time Off, and Tuition Reimbursement services.
- We also offer the following resources and voluntary benefit options:

✓ 401(k) program	✓ Voluntary Long-Term Disability
✓ Employee Assistance Program	✓ Prepaid Legal Plan
✓ Discounted recreational/event tickets	✓ Home/Auto Insurance
✓ Basic Life Insurance and Accidental Death & Dismemberment	✓ Pet Insurance
✓ Health Care Spending Account	✓ Identity Theft Protection
✓ Dependent Care Spending Account	✓ Cancer Insurance
✓ Universal Life Insurance	✓ Emergency Care Travel Assistance
✓ Critical Illness Insurance	✓ Commute Assistance/Rideshare Program (varies on location)
✓ Voluntary Short-Term Disability	✓ Discounted fitness and mobile phone rates
✓ Accident Insurance	
✓ Optional Life Insurance	
- If you would like to learn more general information about our benefit offerings, please visit [Prime Healthcare benefits](#).



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8. How will we choose our benefits under Prime?

- There will be an Open Enrollment period ahead of transaction closing with benefit information shared well in advance. Benefit counselors will be made available to provide information and support through the process.

9. Are there opportunities for growth and advancement?

- Yes, we support our people to be the best they can be. Prime Healthcare offers formal training programs and other opportunities that foster professional growth and well-being. Prime Healthcare's Education Department is filled with subject matter experts in all areas to mentor, support, and empower our people across the country to achieve their career goals while building confidence in their ability to provide quality care to our patients. From our academic partnerships and affiliations, our learning community of excellence on PrimE-Academy, and all of our education technology platforms, we have invested in providing our employees with the best in clinical and non-clinical resources for every style of learner.
- Prime Healthcare supports employees in acquiring and increasing skills for career advancement. Employees interested in advancing to positions of greater responsibility are recognized through internal promotions and advancement opportunities.

10. How does Prime support ongoing education?

- We support ongoing education, development programs, opportunities for professional advancement and offer educational support programs across the health system. We also have a newly created, award-winning online educational resource, PrimE-Academy.

11. What will the PTO plan entail for exempt and non-exempt staff?

- Prime Healthcare's paid time off program is designed to provide eligible employees a period of rest and relaxation away from work without loss of pay or benefits, including time away for any personal reasons. Prime Healthcare will offer a comprehensive paid time off program. Specific information on the plan will be shared closer to the date of joining the system.