



March 12, 2026

## Application Process Frequently Asked Questions

Welcome to our Prime Healthcare Family! Twenty-five years ago, Prime Healthcare was founded with a mission to save and transform hospitals, improve community healthcare, and provide the very best care to patients. To date, this extraordinary mission has preserved quality healthcare in more than 50 hospitals, over 360 outpatient facilities, and 600 communities across the nation. We are honored to be selected to steward your hospital into the future.

Prime Healthcare has also been recognized as one of *America's Greatest Workplaces* by Newsweek, reflecting our commitment to supporting caregivers and fostering a culture where team members are valued and empowered to serve their communities.

Following are questions we anticipate you may have regarding the application process. We have also created a special [Welcome Page](#) for you with additional information.

If you have further questions or comments, please email [IllinoisHR@primehealthcare.com](mailto:IllinoisHR@primehealthcare.com).

### 1. Do I have to submit an application in order to receive an offer?

- Yes, given the change of ownership, employees will be required to apply for position(s) before a conditional offer of employment is extended in writing. Consistent with Prime's long-standing practice, the system will offer employment to substantially all employees.

### 2. When will I receive an email with a link to apply?

- Email invitations to apply for specific job titles will start soon and will continue to be sent on a rolling process across several weeks, concluding in April. You will receive an email from [primehealthcare+autoreply@talent.icims.com](mailto:primehealthcare+autoreply@talent.icims.com). The emails will contain links to apply to positions similar to your current position with Franciscan.
- Please do not reply to [primehealthcare+autoreply@talent.icims.com](mailto:primehealthcare+autoreply@talent.icims.com). Instead, please email [IllinoisHR@primehealthcare.com](mailto:IllinoisHR@primehealthcare.com) with any questions.

### 3. If my colleague received an email invitation right away and I didn't, what should I do?

- Please don't be concerned. The rolling process will take several weeks, so you may not receive offers at the same time as others.

### 4. Can I apply for a position different from what I received in the email?

- Yes, you may review a list of open positions at <https://www.primehealthcare.com/welcome-to-the-prime-family/>
- Please note, the email invitation that an employee receives for the onboarding process is not a competitive job search. It is part of the onboarding process, given the change of ownership. Employees interested in exploring other opportunities at Prime may also review and apply for other open positions, but would be subject to the standard application process, which includes applicant screening processes involved in the competitive job search process.





# Prime Healthcare

*Saving hospitals. Saving jobs. Saving lives.*

## 5. What if I'm interested in pursuing a Leadership position?

- You may review a list of open positions at <https://www.primehealthcare.com/welcome-to-the-prime-family/>. Additional Leadership positions may be posted at a future date, and you are welcome to apply.

## 6. When will we learn more about benefit offerings?

- Benefit offerings will be discussed during a Benefit Information Session that will take place closer to the acquisition. To participate in the Benefit Open Enrollment process, an employee will have to submit their online application and receive and accept a conditional offer of employment.

## 7. 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 as much as possible while meeting state and federal requirements.
- We may waive some of the below post-offer pre-hire screening requirements if you provide copies of the same screenings conducted by Franciscan Health. We will make these decisions on a case-by-case basis based on the documentation provided by Franciscan Health.
- We encourage you to provide as much of the information as possible to minimize the need to repeat any of the below requirements.
- Onboarding includes:
  - 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.

Once again, we look forward to working with you through the application process as we welcome you to Prime Healthcare. If you have further questions or comments, please email [IllinoisHR@primehealthcare.com](mailto:IllinoisHR@primehealthcare.com).

