

UR MEDICINE THOMPSON HEALTH

Be Valued. Be Inspired. Be Thompson.
Apply today and make a difference.

For further information, contact:

Associate Services
350 Parrish Street
Canandaigua, NY 14424

585.396.6655
www.ThompsonHealth.com/Careers
careers@thompsonhealth.com



F.F. Thompson Hospital is an ANCC Magnet designated hospital for nursing excellence.



Commitment
Action
Respect
Excellence
Service
...in all that we do

Thompson Health believes in Equal Opportunity for all

and is committed to ensuring all individuals, including disabled veterans and all others with disabilities, have an opportunity to apply for those positions that they are interested in and qualify for without regard to race, religion, color, national origin, citizenship, sex, sexual orientation, gender identity, age, veteran status, disability, genetic information, or any other protected characteristic. Thompson Health is also committed to providing reasonable accommodations to qualified individuals so that an individual can perform their job-related duties. If you are interested in applying for an employment opportunity and require special assistance or an accommodation to apply due to a disability, please contact us at **585-396-6655**.

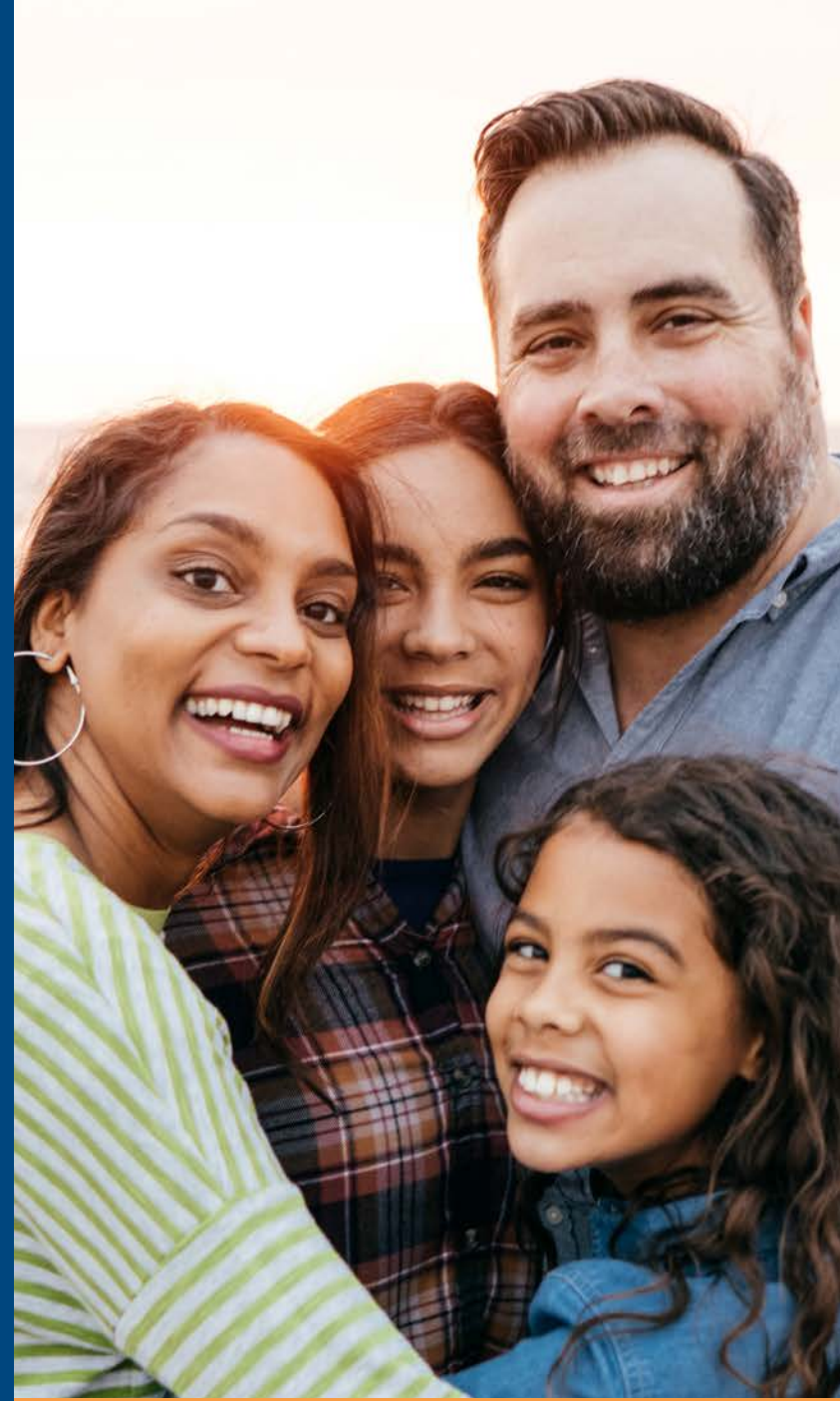
EMPLOYMENT CATEGORIES

Full-time =
70+ hours in a
two-week period

Part-time =
40 to 69 hours in a
two-week period

Time as Reported =
regularly scheduled to
work less than 40 hours
in a two-week period

Per Diem =
works on an irregular, call-
in basis, less than 40 hours
in a two-week period



VOLUNTARY INSURANCES

Available the first of the month after hire, unless otherwise noted. Payroll deduction is available.

- Accident/Critical Illness/ Universal Life
- Auto/Homeowners
- Cancer Insurance
- Long-Term Disability
- Short-Term Disability
- Voluntary Term life/AD&D

TOTAL REWARDS





EMPLOYEE ASSISTANCE PROGRAM (EAP)
Immediately available, this confidential counseling service is free of charge to associates.



PAID TIME OFF (PTO)
Time is accrued based on hours and position worked.



MEDICAL INSURANCE
Excellus BlueCross BlueShield of Rochester plans available on the first of the month following hire.



DENTAL INSURANCE
Excellus BlueCross BlueShield of Rochester plans available on the first of the month following hire.



SUCCESS COACHES
Our success coaches can help you overcome barriers to everyday problems and find success.

FLEXIBLE SPENDING ACCOUNT (FSA)
Available after six months of employment, an FSA allows you to set aside pre-tax dollars for medical, dental and/or dependent care.



HEALTH SAVINGS ACCOUNT (HSA)
Thompson contributes pre-tax funds which, along with any personal contributions, may be used for qualified medical and/or dental expenses. Maximum funding limits are set by the IRS.



NEW YORK STATE
Leave programs:

- Statutory disability pays 50% of your weekly earnings, up to a set maximum
- Paid Family Leave
- Paid Sick Leave



SPONSORED BENEFITS

403(B) PRE-TAX RETIREMENT PROGRAM
Available to you immediately, employer contributions are added after one year of employment and 1,000 hours worked.



PROFESSIONAL DEVELOPMENT
In-house and outside trainings, seminars and skill-building events available.



TUITION EDUCATION ASSISTANCE
Full-time may receive up to a max of \$6,000 per calendar year; part-time may receive up to a max of \$3,000 per calendar year.



SHIFT DIFFERENTIAL PAY
We pay additional wages to associates working evening, night and/or weekend shifts.



COMPANY PAID LIFE INSURANCE/AD&D
Available on the first of the month following hire, we provide insurance equal to 1x current annual salary (\$150K max) for all full- and part-time associates.



PROFESSIONAL ADVANCEMENT OPPORTUNITIES FOR NURSES
Tuition funding may be available for CNA to LPN training, as well as RN to BSN training. Inquire with Associate Services.



ADDITIONAL BENEFITS

Convenient Features:

- Free parking
- On-site ATM
- On-site pharmacy with drive-thru

Savings:

- Cafeteria discount
- Phone carrier discounts
- RARES discount program

Award-Winning Associate Wellness Programs:

- Community-Supported Agriculture (CSA)
- Wellness contests and recognition
- Indoor/outdoor walking trails / stairwell murals
- On-site gym
- YMCA Passport

- Yoga / fitness classes / free quarterly chair massage appointments / free lunchtime meditation class
- Zen meditation room

Education/Empowerment:

- MyPath online training library
- Recognition for process improvements

WELCOME TO UR Medicine Thompson Health

With Total Rewards, we aim to provide you with important benefits for your personal health and well-being, professional growth, financial stability, and your loved ones' peace of mind. We offer a wide array of options, many of which are highlighted in this pamphlet. Information provided here is a summary only.

For more details, please visit www.ThompsonHealth.com/Careers or call **585.396.6655**.