

AS SOON AS YOU ARE EMPLOYED	
* Weekend Differential	Additional Differential paid for hours worked between 11:00 p.m. Friday and 11:00 p.m. Sunday.
* Holiday Pay	Premium pay for hours worked on designated holidays making pay equivalent to time-and-a-half.
Jury Duty	Pay for work missed to attend jury duty.
Funeral Leave	Up to 24 hours pay for missed work due to death in immediate family.
* Shift Pay	Extra pay for evening and night shift.
*Tax Sheltered Annuities	Voluntary, individual supplemental retirement program using pre-tax dollars.
Hospital and Clinic Discount	20% discount off hospital and clinic bill for you and your immediate family.
Pharmacy & Supplies Discount	You pay hospital cost plus 10% on in-stock items for you and your immediate family.
* Direct Deposit	You direct payroll deductions to checking and/or savings to local banking institutions.
* Education	Wide range of programs available on a variety of topics.
* Meal Discount	With name badge, meals in cafeteria are at discounted prices while on duty.
Credit Union	Enjoy credit union benefits through payroll deduction.
Benevolence Fund	An employee committee administers employee funds for the benefit of those employees in need.

AFTER 3 MONTHS OF SERVICE	
Extended Illness Bank (EIB)	A full time employee accrues six days per year. When absence is due to personal illness, EIB starts paying the 25th hour absent from work.

Paid Hours Off (PHO)	A full time employee earns 72 paid hours off (PHO) during their first year of employment and another 80 hours is added on anniversary date. PHO is used for time off and for the first 24 hours of scheduled work missed due to personal illness before EIB is used. Part time employees accrue PHO on an equal pro-rated basis if they work enough hours to be eligible for benefits.
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FIRST OF MONTH AFTER 70 DAYS OF EMPLOYMENT	
Health Insurance	Health protection covering inpatient, outpatient, physician and prescription expenses. Comprehensive health insurance coverage. Dependent coverage available as well.
Voluntary Term and/or Whole Life Insurance	Voluntary Term life insurance available for purchase at group guaranteed rates for you and your family. Whole life available once per year.
Life Insurance	Hospital provides life insurance coverage at no cost to employee. Also benefits for loss of limbs, eyesight, etc. at no cost to you.
Dental Insurance	Covers routine and preventative 100%. Co-pay on restorative work. Dependent coverage available as well.
Disability Income Plan	Designed to replace some of your income if you become disabled, on or off the job.
Cafeteria Plan	Tax savings on withholdings for health and dental premiums, dependent care and/or un-reimbursed medical expenses.
Voluntary Personal Accident Insurance	Voluntary accident insurance available for purchase for you and your family, coverage pays benefits for bodily injury and death.

AFTER ONE YEAR OF SERVICE	
Retirement Plan	Hospital Board approves annual contribution for staff who have been employed one year, are over age 21, and have a minimum of 1,000 hours worked after becoming eligible.
Leave of Absence	Maintain benefit levels and service record for unpaid leave of absence.

ANNUALLY	
PHO Conversion	Prior to each anniversary date, an employee may request to use up to 32 hours of PHO to buy up to 64 hours of EIB (1 for 2 purchase) to build up sick bank of time.
PHO Buy-Back	Once annually, extra PHO hours can be sold back to the hospital. Employee must have used 3 weeks in last 12 months, leave a 2-week accrual balance, and one week or more can be cashed out.
Incentive Bonus Plan	Employees share in hospital's financial performance. Ten percent of operating margin is split with employees when hospital achieves financial and customer service bonus qualification criteria.
STEPS Employee Wellness Program	An employee wellness committee supervises the STEPS (<i>Strides Taken Everyday Produce Success</i>) Incentive Program which pays rewards directly to employee.

Employees averaging less than 48 hours per two-week pay period are eligible only for the benefits listed under "As Soon As You Are Employed." *Prn20 and Prn30 staff are only eligible for benefits noted with an asterisk. Please consult full list of benefits contained in Personnel Policies Manual.

Established in 1972, Golden Valley Memorial Healthcare is a 84-bed not-for-profit district hospital with a staff of more than 600. A progressive medical staff plus the newest in technology in diagnostic and therapeutic services draw patients from a large radius.

Golden Valley Memorial Healthcare participates in the training of area students in nursing and allied health fields and we are an approved clinical facility for nursing programs through area colleges. We provide clinical facilities for externs from Kansas City College of Osteopathic Medicine and University of Missouri in Columbia.

Golden Valley Memorial Healthcare is located in the thriving community of Clinton, Missouri, named an All American City in 2000 and also the county seat for Henry County. Clinton is situated on the Truman Dam Reservoir, a recreational and fishing lake just northwest of the Lake of the Ozarks. Area residents enjoy easy access to year-round scenic and recreational areas as well as the cultural and civic attractions of Kansas City which are only an hour's drive, and from Branson, only 130 miles south of Clinton. Clinton provides a home and a way of living to match almost every lifestyle plus provides the security of raising your family in a safe environment. Approximately 30 churches representing nearly every denomination and outstanding education opportunities in a Triple A school system are available.

Golden Valley Memorial Healthcare provides competitive professional salaries that recognize experience and education. A new employee is eligible for a six-month merit increase followed by an annual merit increase on their anniversary date dependent upon an annual review of salary and economic factors following comprehensive wage and salary reviews.

We strive for excellence in patient care and employee satisfaction and stress individualism and dedication. We need skilled, caring, and dedicated professionals to help us take care of our community and area.

To learn more about Golden Valley Memorial Healthcare and the opportunities available to you, call or write to Roger Cook, Assistant Administrator/Human Resources, at 660-890-7172 or by email at hr@gvmh.org.

Call us to see what jobs are available. Great benefit package, flexible work hours, and a wellness program are only part of what waits for you at Golden Valley Memorial Healthcare!

An Equal Opportunity Employer

Male/Female/Veteran/Disabled

07/09

Golden Valley Memorial Healthcare

What a great place to work!

. . . caring for our patients!

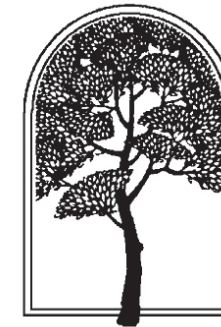
. . . caring for our staff!

Send resumes or inquiries to:

Human Resources
Golden Valley Memorial Healthcare
600 North Second Street
Clinton, MO 64735

Contact us by telephone at 660-890-7172,
fax at 660-885-2533 or, contact us by
email at hr@gvmh.org.

STAFF BENEFITS



**Golden
Valley
Memorial**

HEALTHCARE

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660-885-5511
www.gvmh.org