

# Why Join The Mission Team?

Come grow with us, and together, let's take compassionate care to the highest level!



## Culture

Our culture emphasizes **open communication**, continuous learning, and a shared dedication to improving the lives of those we serve. We **celebrate achievements, support professional growth**, and approach challenges as opportunities to **grow stronger together**.



## Safety

We take safety seriously - regardless of the role you play at Mission – and are genuinely **committed to the health and well-being** of our employees and patients. Over the prior year we made strides to reduce work-related injuries by **35%**! This resulted from improving processes for field clinicians, ergonomic support and an enhanced worker's compensation program. We are **focused to fostering trust** within our Mission community, driving employee morale, maximizing productivity, and creating an environment built on unwavering reliance and support.



## Quality

Our commitment to clinical excellence is reflected in our rigorous quality assurance programs, **ongoing staff education**, and adherence to best practices. We provide an outstanding patient experience. More than 50% of our branches have achieved a **rating of 4 stars or higher with patient satisfaction scores**, reflecting our commitment to quality care.



## Clinical Education

Our Clinical Education team is dedicated to **empowering our clinicians** with the knowledge and expertise needed to deliver exceptional care. We committed to quality through immersive hands-on learning experiences, and **Ride-a-Long programs**, while maintaining **rigorous adherence to regulatory compliance** through initiatives such as Preceptor Clinical Orientations.



## Engagement

By prioritizing engagement, Mission unlocks the full potential of our employees. Our values based **C.A.R.E.S. committee** focuses on **safety and well-being, DE&I**, enhancing our **culture of belonging and recognition** and provides opportunities for **outreach in our communities**.



## Values

We cultivate a workforce that is engaged, inspired, and equipped to deliver exceptional care and service, staying **true to our values** of Compassion, Accountability, Respect, Excellence, and Service.

- **Compassion**: Demonstrating empathy and care in all interactions.
- **Accountability**: Taking responsibility for actions and outcomes.
- **Respect**: Valuing and considering others' perspectives and contributions.
- **Excellence**: Striving for the highest quality and continuous improvement.
- **Service**: committing to serve patients, families and the community with care.



## Total Rewards

As part of our ongoing commitment to fostering a culture of confidence and transparency, we are **making strategic investments** in both compensation, benefits and technology. By **enhancing our compensation structure**, we aim to ensure fairness and alignment with industry standards, giving every employee confidence that their **contributions are valued and rewarded** accordingly.



## Professional Development

We are committed to fostering a culture of **continuous learning and growth**. Offering robust programs such as leadership development in our **"Excel in Leading"** sessions, functional and values competencies focused performance management, and **360-degree feedback**. We foster a workplace where employees are empowered to grow, develop, and invest in their careers, a place to thrive and succeed.

# Benefits

At Mission Healthcare, we offer an array of health plans and benefits to support multiple aspects of our employee's lives.



## Medical, Dental & Vision

We offer a variety of **HMO and PPO** Medical and Dental plans through **Aetna**, based on your region. We also offer a Vision plan through **EyeMed**.



## Benefits Support & Guidance

It's a big decision to select which health plan is right for you! That is why we offer **FREE support** through **Health Advocate** and **123EasyMedicare**.



## Flexible Spending & Health Savings Accounts

Mission Healthcare offers Health FSA, Limited Purpose FSA and Dependent Care FSA through **Igoe**. We also offer a Health Savings Account through **Optum**.



## Disability, Life & AD&D Insurance

**Mission pays for all full-time employees** to have Basic Life and AD&D insurance of **\$50,000**. We do offer voluntary life insurance plans and disability plans for additional coverage options.



## Supplemental Plans

Mission Healthcare offer voluntary **Accident, Critical Illness and Hospital Indemnity** plans. These plans pay cash to help with bills, etc. incurred due to varying reasons.



## Perks

Our Perk programs includes **legal** plans through LegalEASE, everyday and travel **discounts** through PerkSpot, **pet care** through United Pet Care and **financial assistance** for medical bills, car issues, etc. through our Benevolent Fund.



## Employee Assistance Program (EAP)

Our EAP program offers many resources to employees and their families. We offer up to **6 face-to-face sessions, legal advice, parenting assistance, etc.** This benefit encompasses many more everyday life aspects – eldercare, pet care, identity theft, marital support and the list goes on!



## Retirement

We offer a 401(k) program and educational sessions through Fidelity. This is available to **ALL** employees. Contribution options include **standard (pre-tax) or Roth (post-tax)**. You are auto-enrolled after 60 days at 3%, but this can be manually opted out.



## Overall Well-being

We strive to provide programs and initiatives that enhance our employees' overall well-being. This includes monthly **Wellness challenges and prizes**, focus on **preventive care, quarterly health plan and benefit education sessions, mental health assistance** and more.



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HEALTHCARE

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