Why Join The Mission Team?

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



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.



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 wellbeing, DE&I, enhancing our
culture of belonging and
recognition and provides
opportunities for outreach in
our communities.



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.



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.

- <u>Compassion</u>: 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.
- <u>Service</u>: committing to serve patients, families and the community with care.



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.



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.



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.



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

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.



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.



Supplemental

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.



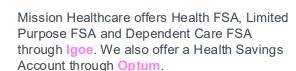
Perks

Benefits Support

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.



Flexible Spending & Health Savings Accounts [





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!



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.



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.



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.