

Top Places to Work 2010

Associate Health and Wellness Program

The health and wellness of our associates is as equally important as that of our patients. In fact, in 2009, Wheaton Franciscan Healthcare received a Silver Well Workplace Award from the Wellness Council of America. To promote and encourage healthy lifestyle practices, Wheaton Franciscan Healthcare offers many fun wellness programs for our associates.



Patti Rohde, HR Representative, Wheaton Franciscan Healthcare – Corporate Services, participated in the “Walk to Cancun” exercise challenge, where teams of associates competed to see who could walk the most miles in six weeks.

“The program hit at the perfect time for me. The weather was getting so nice and I was so sick of having extra pounds. The best part about the program besides the health benefits and weight loss was the fun I had.”

The weight started peeling off for Patti and by the end of the six-week program, she had lost 25 lbs. She went on to lose another 15 lbs. after the program ended and is still going.

“Wheaton Franciscan Healthcare really stresses prevention and they give us fun suggestions to implement what they preach. Exercising isn’t so hard when you’re having fun.”

Tuition Reimbursement

Wheaton Franciscan Healthcare’s Tuition Reimbursement Program supports the academic endeavors of our associates because we know that expert care begins with expert knowledge. Eligible associates may receive repayment of approved coursework that results in a degree and relates to present job responsibilities or potential future positions.



Through tuition reimbursement, Janet Hickle, Director of Wheaton Franciscan Rehabilitation Services, has been able to advance her career from a supervisor of occupational therapy to her current role as a director.

“Tuition reimbursement has been huge for me. I feel I’ve always been given opportunities through Wheaton Franciscan Healthcare to learn more and advance.”

A partnership between Wheaton Franciscan Healthcare and the University of St. Francis allowed Janet to earn a master’s degree in health administrative services by taking online courses and courses at other Wheaton Franciscan Healthcare facilities.

“I always wanted to earn my master’s degree, but I wasn’t sure how to work it into my schedule. Besides the tuition reimbursement, the convenience was crucial. The program catered to working professionals.”

Positive Work Environment

Our Value of Development recognizes personal and professional growth that combines the physical, emotional, spiritual, and relational aspects of life and work.

Bethany Lein, a Labor and Delivery Nurse at Wheaton Franciscan Healthcare – St. Francis, couldn't imagine working anywhere else. She began her career in 2003 as a Patient Care Assistant through a co-op program between her high school and St. Francis. She worked her way up to become a nurse intern, and in 2008, became a labor and delivery nurse.



"I really like the community aspect of the hospital. Everyone is friendly. Every time I've had a need arise, it has been addressed in a timely, professional manner. I like that I was able to develop as a nurse. All of my educational goals were supported by my manager and my peers."

Wheaton Franciscan Healthcare in Southeast Wisconsin

- **Associates:** 10,681
- **Total salaries and benefits:** \$607,864,288 (\$73,000,000 in benefits and \$534,864,288 in gross salaries)
- **Hospital admissions:** 47,510
- **Long-term care facility patient days:** 150,761
- **Outpatient visits:** 1,038,295
- **Hospice visits:** 17,622

Our Value of Development is a key to fulfilling our Vision of being a healthcare employer of choice. We value personal and professional growth that combines the physical, emotional, spiritual, and relational aspects of life and work. This growth is offered to our associates through many unique and generous benefits and opportunities.

Special Benefits and Opportunities

- Through our "PerkSpot" online Associate Discount Program, Wheaton Franciscan Healthcare associates/families have saved approximately \$3,500 per month and more than \$40,000 per year by receiving discounts on a wide range of products and services from nationally known companies like Target, Barnes & Noble, AMC Theaters, Sprint, Dell, and many others. More than 4,000 associates have become registered users of this website.
- Through our Adoption Assistance Plan, eligible associates can be reimbursed up to \$3,000 for costs related to the adoption of a child, and \$5,000 for multiple adoptions. Wheaton Franciscan Healthcare has consistently been named an Adoption-Friendly-Employer by Adoption-Friendly Workplace, a signature program of the Dave Thomas Foundation for Adoption, which recognizes companies that offer adoption benefits for employees.
- Our Sister Rose Mary Pint Scholarship (named for the first Wheaton Franciscan Healthcare Chief Executive Officer) provides five, \$3,000 scholarships annually to dependents of our associates.
- Nursing mothers have access to private lactation rooms at all major sites.
- A smoke free environment inside and outside of all our facilities is provided for the safety and health of our associates and patients.
- Last year, 1,883 associates participated in *Mission Possible* contributing more than \$504,000 to charitable giving opportunities. Associates are able to donate through payroll deduction to their favorite Wheaton Franciscan Healthcare or United Way programs.

- Through our Mission Council, associates have the opportunity to respond to local needs through donations of time and resources. Recent projects included a school supply drive and food collection. Internationally, our associates responded to the call for medical supplies in Haiti, sending 14 pallets of gently-used medical equipment, such as crutches, canes, walkers, and wheelchairs, to the earthquake-damaged nation.
- Our associates are publicly saluted for their contributions and years of service through our Associate Service Recognition program, which includes a dinner event and gift for every five years of time with our organization.
- Essential materials and functions, including associate handbooks, associate opinion surveys, and mandatory education and training materials, are being translated for our associates with limited English proficiency.

For Associates in Need

- Free and confidential counseling services help our associates and their immediate family members meet the challenges of everyday life. The Employee Assistance Program is available 24 hours a day, 7 days a week.
- Eligible associates are provided with up to three days off with pay in the event of the loss of an immediate family member through our Bereavement Leave Policy.
- Our Leave of Absence policy provides for the continuation of benefits for associates encountering circumstances that necessitate time off from work due to medical, education, military, or personal reasons.
- Our Associate Emergency Fund provides financial assistance to eligible associates in times of hardship.

Associate Development Opportunities

- A comprehensive New Associate Orientation is provided to newly hired associates during which they receive information about our organization, our heritage, our Mission, Vision, and Values, as well as our programs, policies, and procedures.
- We offer an A.D.N. to B.S.N. program for nurses of color and male nurses. Through this program, nurses are provided funding and coaching to assist them in completing their bachelor's degree in nursing.
- The School at Work program helps entry-level associates invest in their future and gain the necessary skills to become a healthcare professional.
- The academic endeavors of eligible associates are supported by our tuition reimbursement policy which offers repayment of approved coursework. For FY10, more than \$574,000 in tuition reimbursement was provided for 421 associates.
- Associates who want to advance within the organization or enhance their leadership skills can enroll in leadership courses such as Coaching and Feedback, Emotional Intelligence, Effective Hiring, and more.
- Numerous education opportunities in computer training, Electronic Health Record training, crisis intervention techniques, critical care concepts and many more are available to associates at their convenience through our online Learning Management System.
- Two performance management and appraisal systems – LEAD (Leadership Excellence, Accountability and Development Program) and PEP (Performance Excellence Program) – are used to help leaders and associates monitor their progress, improve accountability, and pinpoint opportunities for growth.

Work/Life Balance

- All new associates annually earn at least 21 days of Paid Time Off (PTO), which gives associates more flexibility in being paid while away from work for vacation, holiday, personal time, or short-term illness. Each pay period, benefit-eligible associates accrue PTO based on their hours worked, job status, and length of service.
- Career opportunities are available for associates who need or wish to move thanks to Wheaton Franciscan Healthcare's numerous facilities in communities throughout Southeast Wisconsin, as well as in Illinois and Iowa. All open positions at all levels within the organization are communicated to all associates and inter-facility, inter-regional transfers are made possible for qualifying associates.
- Wheaton Franciscan Healthcare has been recognized as one of Southeast Wisconsin's most family-friendly companies. Among the reasons include our work-life benefits, including flextime scheduling, telecommuting options, maternity and paternity leave, flexible spending accounts for dependent care, adoption assistance plan, and day care.

General Benefits

- A wide range of medical coverage options are available to meet the unique health care needs of associates and their family members. Our dental and vision plans provide comprehensive coverage and a wide variety of providers and locations from which to choose. Flexible Spending Accounts allow associates to enjoy pre-tax savings on eligible out-of-pocket medical expenses, including dependent care, and also offers the convenience of a debit card. Basic life insurance and disability benefits are automatically provided to eligible associates, and supplemental life insurance is available for associates, their spouses and children. A pre-paid legal plan is also available.
- Our Premium Subsidy Program assists eligible lower income associates by paying up to 50% of monthly medical premiums for themselves and, if applicable, their families.
- A generous pension plan is provided by Wheaton Franciscan Healthcare, where employer contributions can exceed five percent of an associate's pay, based on years of service. An interest credit is also applied annually. Enrollment is automatic, and benefits are calculated each year an associate is paid for 1,000 hours. After five years of service, associates are fully vested in the plan.
- As a non-profit organization, Wheaton Franciscan Healthcare provides associates the same benefits of a 401(k) through our 403(b) Savings Plan. Associates can supplement their retirement savings by contributing pre-tax and/or Roth after-tax dollars to their 403(b) up to \$16,500 in 2010.
- Employees can receive specialized assistance with retirement planning, home buying, education loan planning and assistance, college savings plans, discounted banking services and more through cooperative relationships Wheaton Franciscan Healthcare has established with various financial institutions.

We know that expert, compassionate care comes from top talent at all levels. Every associate plays a key role in ensuring the very best care for our patients. For more than 130 years, Wheaton Franciscan Healthcare has successfully worked to meet the needs of the times because of the commitment of our associates. As we carry out our work to provide exceptional and compassionate health care service, we continue to seek out excellent associates by offering to them unique and competitive benefits and the opportunity to take part in our Mission of hope and healing.