

Top Places to Work 2009

Respect is top among our stated Values at Wheaton Franciscan Healthcare. We value every person, which applies first and foremost to our patients, but no less so to our associates. As an expression of this respect, and in the interest of fulfilling our Vision to be the health care employer of choice, we offer a number of generous benefits for our associates.

Special Benefits

- Our Wellness Incentive Plan (WIN) educates, encourages and recognizes associates who practice healthy lifestyle behaviors with up to \$300 per year in financial incentives. This past year saw 2,783 associates returning to the WIN program, 40 quit smoking, and a collective loss of over 6,639.40 pounds.
- Our Associate Service Recognition program publicly salutes associates for their contributions and years of service.
- Our Sister Rose Mary Pint Scholarship (named after the first WFH Chief Executive Officer) provides ten \$3,000 scholarships annually to dependents of our associates.
- Our new “PerkSpot” online Associate Discount Program allows associates to save money through discounts on a wide range of products and services from nationally known companies like Target, Barnes & Noble, AMC Theaters, Sprint, Dell, and many others. Over 4,000 associates have become registered users of this website. WFH associates/families have saved more than \$5,000 by having these discounts in place.
- Private Lactation rooms are designated at all major sites for nursing mothers.
- Our *Mission Possible* program organizes charitable giving opportunities for associates, enabling them to donate through payroll deduction to their favorite Wheaton Franciscan Healthcare or United Way programs. Last year 2,276 associates participated in *Mission Possible* contributing more than \$600,000.
- A smoke free environment inside and outside of all our facilities is provided for the safety and health of our associates and patients.
- For associates with limited English proficiency we are translating essential materials and functions including associate handbooks, associate opinion surveys, and mandatory education and training materials.
- Our Adoption Assistance Plan reimburses eligible associates up to \$3,000 for costs related to the adoption of a child, and \$5,000 for multiple adoptions. In 2007 and in 2008, Wheaton Franciscan Healthcare was 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.

Testimonials:

“I am so fortunate to work for an organization that has a strong belief in family and helping those who cannot help themselves. The adoption assistance provided by Wheaton Franciscan Healthcare has allowed us to begin our search in expanding our family and at the same time give a loving, caring and happy home to a child that is not as fortunate as we are.

I am grateful that Wheaton promotes the Adoption Assistance policy to all its associates and when I discuss our adoption plans with others, I proudly announce the financial assistance that

Wheaton is providing my family. Without it, especially in such economic times, it may have been difficult for us to move forward with our adoption plans. I am proud to be an associate of Wheaton Franciscan Healthcare."

- Jennifer A. Burns, Compensation Analyst, Wheaton Franciscan Healthcare

"We were able to benefit from the adoption benefit for our second adoption. It was very helpful to know we had my company's financial support since I wouldn't get a paid maternity leave like women who give birth. My husband and I were very grateful for the Adoption Assistance Program."

- Lisa Dausman, MS CCC-SLP, Speech-Language Pathologist, Wheaton Franciscan Healthcare

"Personally, it was great to have the adoption assistance as a benefit. We chose domestic newborn adoption and I knew I would want to take off as much time as financially possible with our son. As an adoptive mother, short term disability does not come into play for a leave so unless there is enough "banked" Paid Time Off (PTO,) the time off is unpaid. Unfortunately for me, I had had three previous surgeries and procedures in the year and a half before his birth, so I did not have much PTO left to use. Thankfully, the Adoption Assistance Program allowed me to be home with my newborn son for his first ten weeks, which I was and am grateful for!"

- Becky Koss, RN, Wheaton Franciscan Healthcare- All Saints

For Associates in Need

- Our Employee Assistance Program (EAP) offers free and confidential counseling services to help associates and their immediate family members meet the challenges of everyday life. The EAP is available 24 hours a day, 7 days a week.
- Our Bereavement Leave Policy provides eligible associates up to three days off with pay in the event of the loss of an immediate family member.
- 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 assistance to eligible associates in times of financial hardship.

Testimonials:

"I would like to thank Wheaton Franciscan Healthcare Associate Emergency Fund for all the wonderful things they do for employees. I was down and out after the June 2008 floods in my basement like many others in the Milwaukee area. Without sewer back up insurance (which I did not know there was such a thing,) I lost a lot personal belongings that can never be replaced. What made me feel better was how the Wheaton fund was made available to me; this is one of the many things that make our Hospital system one of the best to work for. They didn't have to help me with my problems but they did. I will be forever grateful for their kindness and generosity."

- Michael Wachniak, Imaging Specialist, WFH-Wauwatosa

"My experience with the Associate Emergency Fund was wonderful. Through it I was given my Paid Time Off (PTO) back after having to use it in June 2008 for the flood. It was out of my hands and it sure wasn't what I wanted to use my PTO for. It was very much appreciated."

- Gail Widmar, Payor Service Representative, Wheaton Franciscan Healthcare

"We lost everything in our basement! Sixteen inches destroyed my son's room and everything in it. We lost our furnace, washer, dryer, two treadmills, power tools, water heater, many other things that you don't think about until you go to use and they are not there. I needed to be at home for our furnace to be replaced. I received eight hours of Paid Time Off from Wheaton which was very kind. They also worked with me that June when my sister was diagnosed with breast cancer allowing me time off with and without pay to transport my sister to her appointments. I don't know if other companies out there would have allowed this. I am grateful to be an employee of Wheaton and plan on staying with the organization until I retire."

Associate Development Opportunities

- For newly hired associates, we provide a comprehensive New Associate Orientation giving them information about our organization; our heritage; our Mission, Vision, and Values; and various programs, policies, and procedures.
- For associates looking to advance within the organization or enhance their leadership skills, we offer leadership courses such as Coaching and Feedback, Emotional Intelligence, Effective Hiring, and more.
- Our tuition reimbursement policy supports the academic endeavors of eligible associates with repayment of approved coursework. For FY09, Wheaton Franciscan provided approximately \$1.1 million in tuition reimbursement for about 890 associates.
- Through our online Learning Management System, we provide numerous education opportunities including computer training, Electronic Health Record training, crisis intervention techniques, critical care concepts and many more available to associates at their convenience.
- We utilize two performance management and appraisal systems – LEAD (Leadership Excellence, Accountability and Development Program) and PEP (Performance Excellence Program) - to help leaders and associates monitor their progress, improve accountability, and pinpoint opportunities for growth.
- For nurses, we offer our ADN to BSN program and the State of Wisconsin Initiative to Fast Track Nurse Educators or SWIFT program. Through these programs, nurses are able to pursue a Bachelor's in nursing at classes hosted at Wheaton Franciscan Healthcare locations and facilitated by the University of Wisconsin Milwaukee (UWM).
- As part of our diversity initiative and succession planning strategy, Wheaton Franciscan Healthcare recruits and develops people of color in our Administrative Fellows program. Two of our three 2006 Fellows were hired into full-time management positions last year.

Testimonial:

The Administrative Fellows program allowed me to see all aspects of company from the inside out. I explored and learned multiple roles within the company which helped me understand all aspects of the decision making process. Now as Operations Manager, I understand my role and the over all impact it has on company. The program embodies our Value of development and allows the company to invite diverse fresh talent develop them for leadership roles within the company. – Steven Robinson, MHA, Operations Manager, Wheaton Franciscan Medical Group

Work/Life Balance

- All new associates annually earn at least 21 days of Paid Time Off (PTO). PTO is WFH's innovative program that 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.
- With facilities in communities throughout Southeast Wisconsin (as well as in Illinois and Iowa), we are often able to offer career opportunities within the System to associates who need or wish to move. All open positions at all levels within the organization are communicated to all associates and inter-facility inter-regional transfers are facilitated for qualifying associates.

- Wheaton Franciscan Healthcare has been recognized as one of Southeast Wisconsin's most family-friendly companies. Cited in our most recent recognition were 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

- Our medical plan provides a wide range of coverage options 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 enable associates to enjoy pre-tax savings on eligible out of pocket medical expenses 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.
- Wheaton Franciscan Healthcare provides a generous pension plan, where employer contributions can exceed five percent of an associates 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 1,000 hours. After five years of service, associates are fully vested in the plan.
- As a non-profit organization, WFH provides associates the same benefits of a 401(k) via 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 2009.
- WFH has also established cooperative relationships with several financial institutions to provide employees specialized assistance with retirement planning, home buying, education loan planning and assistance, college savings plans, discounted banking services and more.

In order to fulfill our Mission of providing exceptional and compassionate health care service that promotes the dignity and well being of the people we serve, it is essential that we attract and retain top talent at all levels. From house cleaning to senior leaders, each and every associate plays a key role in ensuring the best for our patients. For 130 years we have worked to meet the needs of the times, succeeding because of the commitment our associates. As we intend to continue meeting those needs, we continuously seek excellent team members, offering quality-of-life enhancing benefits and the opportunity to take part in our Mission of hope and healing.