

## **NORTON HEALTHCARE Employee Value Proposition**

Working at Norton Healthcare is like working with family. We pride ourselves on our family-like culture. As the area's most preferred provider, we strive daily to be the friendliest, safest and easiest to use health care system in our market. That culture is based on a set of values and a mission to serve our community.

Our employees understand we are in the "people business" and that we are here to make a difference in the lives of others every single day. And while you are caring for others, our leaders are committed to caring for you.

As a Norton Healthcare employee, here's what you can expect when you come to work each day, as well as what we expect from you.

### **What you can expect from Norton Healthcare:**

- A workplace built on our mission and values
- Leaders committed to trust, clarity and teamwork
- Resources you need to provide the best possible care for our patients and their families
- Work that makes a difference in people's lives
- Credit and thanks for a job well done
- Competitive pay and benefits
- The chance to shape your future through education and growth

### **What Norton Healthcare expects from you:**

- Live our mission and values every day
- Treat all patients, visitors and co-workers as you would like to be treated
- Be flexible and take ownership
- Always be friendly and caring to patients, visitors and co-workers
- Support your peers in every role and at every level

### **Norton Healthcare's Mission, Vision and Values**

Norton Healthcare has been a trusted name in health care since 1886. Our more than 13,000 employees play a role in some 2 million patient encounters each

year. Regardless of your job or location within our health care system, you'll be using your gifts and talents to provide direct care for our patients or support those who do.

**Mission:**

Norton Healthcare's purpose is to provide quality health care to all those we serve, in a manner that responds to the needs of our communities and honors our faith heritage.

**Vision:**

We will be the region's most comprehensive, strongest and preferred health care organization, setting the standard for quality and caring.

**Values:**

At Norton Healthcare, we will:

- Respect every person
- Set the standard for quality and caring
- Continually improve care and service
- Demonstrate stewardship of resources
- Accept accountability for results
- Succeed with integrity

I understand that conditions may require me to work shifts other than the one for which I am applying, and I agree to such scheduling change as directed by my supervisor or administrator of this organization.

I agree to submit to a post offer health assessment, including drug testing. I understand that, should I refuse to submit to this assessment, Norton Healthcare may revoke the conditional offer for employment extended to me. I acknowledge that this health assessment is not substitute for a comprehensive examination by a private physician.

The application is not a contract and cannot create a contract. I understand that my employment would be at will and may be terminated for any reason or no reason, and with or without notice, at anytime by either part. I agree to comply with the organization's rules, regulations, and policies, and I acknowledge these rules,

regulations, and policies may be changed, interpreted, withdrawn or supplemented any time without prior notice to me.

I acknowledge and confirm that the information included in my application, resume, and any other information I have provided through this process, are true and accurate to the best of my knowledge. I understand that any attempt to submit false, inaccurate or misleading information may result in my removal from the application process, or termination from employment if hired.

I hereby authorize Norton Healthcare to request employment or educational information relating to the statement above. A copy of this statement may be used to support any verifications, background investigations, or reference checks that Norton Healthcare conducts to determine my potential employment.

I agree that any claim or lawsuit relating to my service with Norton Healthcare, Inc., or any of its subsidiaries or related entities must be filed no more than six (6) months after the date of the employment action that is the subject of the claim or lawsuit. I waive any statute of limitations to the contrary.