

# Expect *Great* Things!

## Benefits at Great River Health Systems

### Well-being

The following are some of our benefits offered to maintain your health:

- Annual influenza vaccination
- Dental plan
- Disease Management Program
- Employee Assistance Program
- Employee Health Center
- Ergonomics analysis
- Massage therapy
- Medical plan
- Medical Flexible Spending Account
- Medication Consultation Program
- On-site Wellness Center
- On-staff, full-time chaplain
- Prescription drug plan
- Smoking Cessation Program
- Vision plan
- Walking path around lake
- Weight Watchers®
- Wellness coaching
- Wellness educational programs

### Family

We recognize the challenge of balancing work and home life. These benefits are offered to help you attend to your family needs:

- 529 College Savings Plan
- Adoption Assistance Program
- Dependent Care Flexible Spending Account
- Kid Zone Child Care Center (on campus)
- Life insurance (spouse and children)
- Sick-child care



1221 S. Gear Ave., West Burlington, Iowa 52655  
[www.greatrivermedical.org](http://www.greatrivermedical.org)

### Time off

We understand your need for relaxation. We offer:

- Additional leave of absence benefits
- Cash-in provision
- Donation provision
- FMLA
- Military leave
- Paid time off

### Retirement

We strive to offer you the best in benefits to help you save for the future. We offer:

- Employer-paid pension plan
- Pension match (for Great River Medical Center employees only)
- Tax-sheltered annuity 401(k) and 403(b)

### Financial protection

The following benefits are available to help protect your income:

- Accidental death and dismemberment insurance
- Benchmarking/Competitive peer reviews
- Bereavement pay
- Differentials for nonexempt Great River Medical Center employees
- Employer-paid term life insurance
- Holiday premium
- Identity-theft protection
- Jury pay/Subpoena pay
- Liability and malpractice insurance
- Military pay
- On-site personal investment counseling
- Prepaid legal services
- Short- and long-term disability
- Social Security
- Supplemental life insurance
- Unemployment insurance
- Workers' compensation

**Great People, Great Care,  
Great River Health Systems**

Revised 12, 2010

# Benefits (Continued)

## Communication

- Centerpiece (employee newsletter)
- Department-director meeting minutes/newsletter
- Department newsletters
- Electronic communication boards
- Family Album
- Focus groups
- Hospice News
- Klein Times
- PulseBeat (e-newsletter and television show)
- “State of the Health System” President/CEO forums
- Suggestion boxes
- The Bridge
- Web sites (intranet and Internet)

## Events and Community Involvement

**Great River Health Systems provides an exceptional working environment for our employees through special programs and celebrations, and the opportunity to support the community through involvement in a variety of events, including:**

- American Cancer Society’s Relay for Life
- Annual service-recognition event
- Casual days
- Community education/Use of facility
- Community Paint-a-thon
- Employee holiday celebration
- Employee of the Year recognition
- EXCEL Hero of the Month
- Excellence in Practice Awards
- Food and clothing drives
- Great River Friends
- Junior Achievement Bowl-a-thon
- Junior Achievement classroom volunteers
- United Way Campaign
- Volunteer program



1221 S. Gear Ave., West Burlington, Iowa 52655  
www.greatrivermedical.org

## Education

**We support your personal and educational goals by offering:**

- Benefits Fair
- Continuing education programs
- Customer-service program
- Employee tuition reimbursement
- Health-care career workshops
- Job shadowing
- Loan Scholarship Program
- Lunch-and-Learn Programs
- Management tuition reimbursement
- Mentoring Program
- On-site library
- Preceptor Program
- Professional Internship Programs
- Student Nurse Internship Programs

## Convenience

**Meeting the daily demands of life can be time consuming. To make our employees’ lives a little easier, we offer:**

- Collegiate and professional sports game tickets and discounts
- Credit union
- Direct deposit
- Discounts for employees:
  - Burlington Opticians
  - Cafeteria
  - Car rental
  - Cell-phone plans
  - Dell computers
  - Gift Shop
  - Interest-free computer loan
  - Medical supplies and equipment store
  - On-site pharmacies
- Dry-cleaning service
- Free parking
- Free tickets to area events
- Group automobile and homeowners’ insurance
- Lactation room
- Package-shipping program
- Payroll deduction
- Steamboat Days ticket discount
- Vehicle Advantage™

**Great People, Great Care,  
Great River Health Systems**