

Golden Standard of *Care.*

Our Golden Standard of Care is not just for patients, it is also for our employees. We offer competitive pay, outstanding benefits, health and wellness services, educational assistance and much more to ensure our culture is motivating, rewarding and supportive.

Every year, we significantly help our communities and patients, accomplish numerous goals and participate in a lot of fun activities and events. We also offer educational assistance opportunities, provide generous financial contributions to employees and continue to expand our benefits. At GVMH, we believe in showing our appreciation and taking care of our most valuable asset — our employees. We want to be your employer of choice. Let us show you our Golden Standard of Care.



I am so thankful to be a part of the GVMH family. We are a growing organization that has top-of-the-line equipment and offers all staff the opportunity to build their careers. It is an amazing feeling to be a part of an organization where everyone is so passionate and provides all patients with such exceptional care.

Brittani Bax, Imaging



I enjoy working at Golden Valley Memorial Healthcare because our leadership team creates an atmosphere that supports professional growth. GVMH also provides educational and practice opportunities that allow you to be successful and achieve your professional goals.

Brandon Crispi, Emergency Department



My career at Golden Valley Memorial Healthcare has given me the opportunity to challenge myself, to serve my community in a meaningful way and to advance my career. My fellow coworkers and supervisors treat me with such kindness and respect. GVMH is truly a great place to work and I cannot imagine being anywhere else.

Shannon Hendrick, Business Office



GVMH makes their employees feel valued and appreciated. They offer educational opportunities, employee advancement and support teams to assist you in these and other endeavors. I have worked here for more than 11 years and would not want to work anywhere else.

Crystal Lowe, Osceola Clinic



Working in the FANS Department has given me the opportunity to make people smile every day. It is such a good feeling to come into work knowing that you are part of a team that is committed to providing patients a friendly and positive experience. We take pride in the work that we do and genuinely strive for excellence. GVMH is a great place to work and they always show appreciation to employees.

Jason McNalley, FANS

Yearly Patient Care



4,000
AMBULANCE
CALLS



350
BIRTHS



180,000
CLINIC VISITS



20,000
COVID
VACCINATIONS



11,800
EMERGENCY
DEPARTMENT VISITS



10,100
HOME HEALTH
VISITS



2,030
INPATIENT
ADMISSIONS



13,900
ONCOLOGY
PROCEDURES



200,000
OUTPATIENT VISITS



3,260
SURGERIES

Why Golden Valley Memorial Healthcare

Golden Valley Memorial Healthcare is a leading rural healthcare organization dedicated to providing compassionate, friendly, quality care for patients close to home.

We have a high-tech 56-bed Hospital, 24/7 Emergency Department, four multi-specialty Physician Clinics, Outpatient Clinic and Cancer Center to meet the healthcare needs for west central Missouri. At GVMH, we offer convenient access to highly trained medical specialists that provide a full-range of primary and specialty care services.

Our services include:

- Bariatric and Metabolic Clinic
- Birthing Center
- Cardiac and Pulmonary Rehabilitation
- Cardiology
- Dermatology
- Diabetic Services
- Ear, Nose and Throat (ENT) and Audiology
- Emergency Services
- Endoscopy
- Eye Services
- Family Practice
- Family Practice/Obstetrics
- Food and Nutrition Services
- Geriatric Services
- Home Services
- Imaging Services
- Infusion Therapy
- Internal Medicine
- Laboratories
- Nephrology
- Neurology
- Neurosurgery
- Obstetrics and Gynecology
- Oncology and Hematology
- Orthopedics
- Pain Management
- Pediatrics
- Podiatry
- Psychiatry and Behavioral Health
- Pulmonology
- Rheumatology
- Sleep Studies
- Social Services
- Surgical Services
- Therapy Services
- Urology
- Vascular Clinic
- Walk-in Clinic
- Women's Health
- Wound and Ostomy Clinic

Key Accomplishments in 2022

- Added Pediatric Sleep Studies
- Added Bariatric and Metabolic Clinic
- Celebrated 50th Anniversary
- Recognized with an "A" Leapfrog Hospital Safety Grade
- Awarded Acute Stroke Ready Certification from The Joint Commission
- Welcomed New Cancer Expert, Kiron Nair, MD
- Welcomed New Family Practice Provider in Windsor, Alicia Albers, MD
- Named Recipient of Huron's 2022 Excellence in Healthcare Award
- Completed Intensive Care Unit Renovation
- Welcomed Radiologist, Daryl Pinedo, MD
- Welcomed Family Practice and Obstetrics Provider in Warsaw, Cassie White, DO
- Expanded Warsaw Clinic
- Received 5-Star Rating From Centers for Medicare and Medicaid Services
- Welcomed Neurologist, Ali Ebrahim, MD

Employee Activities and Events

Each year we host several activities and events to provide a motivating, rewarding and supportive culture for our employees. Some of our celebrations include:

- Department Recognitions
- Doctor's Day
- Nurses Week and Hospital Week
- Month of Thanks
- Respite Room

We also provide a Christmas gift for employees that includes \$200 in cash and Chamber of Commerce gift certificates for staff working 24 hours or more per week and \$100 in cash and Chamber of Commerce gift certificates for staff working less than 24 hours per week.



Anniversary Party



Donut and Cider Food Truck



Employee and Family Event



Employee and Family Event



Ice Cream Social



Kettle Corn Food Truck



Lemonade Day



Hospital Week and Nurses Week



Shaved Ice Day



Spirit Week



Tie-Dye T-Shirts



Top Gun 5-Star Recognition

Employee Benefits

As part of the Golden Valley Memorial Healthcare family, our colleagues work hard to help others, and we know to be at their best, they must take care of themselves. That is why we offer a competitive benefits package that includes insurance for dental, health, life and vision; retirement saving support; time away from work and much more.

Benefits:

- Accidental Death and Dismemberment
- Accidental Insurance
- Benevolence Fund
- Bereavement Leave
- Credit Union
- Dental Insurance
- Employee Assistance Program (EAP)
- Employee Service Discounts/Benefit Pack
- Estate Guidance
- Extended Illness Bank (EIB)
- Flexible Spending Account
- Funeral Planning
- Gym Membership Discount
- Health Insurance
- Health and Wellness Programs
- Health Savings Account
- Holiday Pay
- Hospital and Clinic Discount
- Incentive Bonus Plan
- Jury Duty
- LifeLock
- Long-Term Disability
- Meal Discounts
- Voluntary Term Life Insurance
- Vision
- Paid Hours Off (PHO)
- Pharmacy and Supplies Discount
- Pet Insurance
- Retirement
- Shift Differential
- Travel Assistance and ID Protection
- Voluntary Whole Life
- Voluntary Critical Illness

Educational Assistance Opportunities

We offer educational assistance opportunities to help individuals advance their education and build their career.

- Nurse Stipend Program
- Tuition assistance

Rewards Programs

We have several rewards programs to recognize employees for their dedication and stellar performance:

- Employee of the Month
- Employee of the Year
- Gold Coupons
- Golden Glove – Great Catch Program
- Recognition for Exceeding Patient Expectations

Financial Contributions

This year we made numerous financial contributions to our employees including retirement, incentive bonus payments, hazard and incentive bonus payments and merit/market salary increases.

Retirement

- Total contribution in 2022 = \$2.6 Million or 6%
 - FY 2021 = 6%
 - FY 2020 = 4%
 - FY 2019 = 4.5%
 - FY 2018 = 4%

Incentive Bonus Payment

Based on financial performance and patient satisfaction

- Total payment = \$1.35 million
- Average bonus: \$1,000

Market/Merit Increases

- Total contribution to staff = \$1.55 million
 - Pay increase = Greater of 4% or \$1.00
 - Resulting in a 4-8% increase
- Employees hired prior to 1/1/22 received full 4% or \$1.00
- Employees hired since 1/1/22 received \$.85 cent per hour increase, based on market adjustment



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