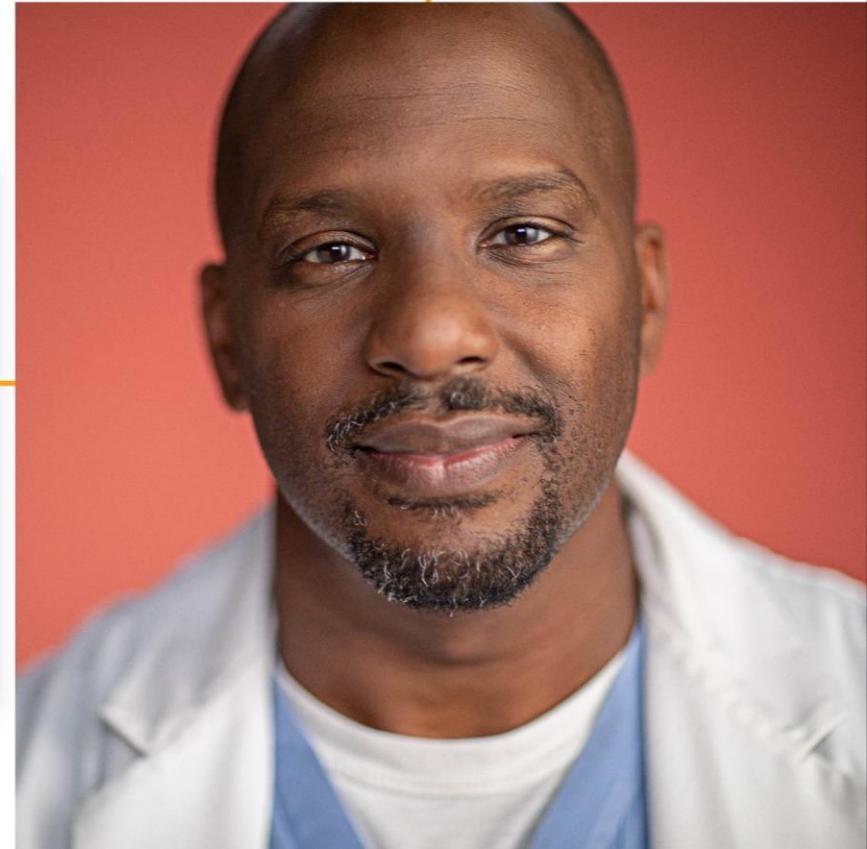
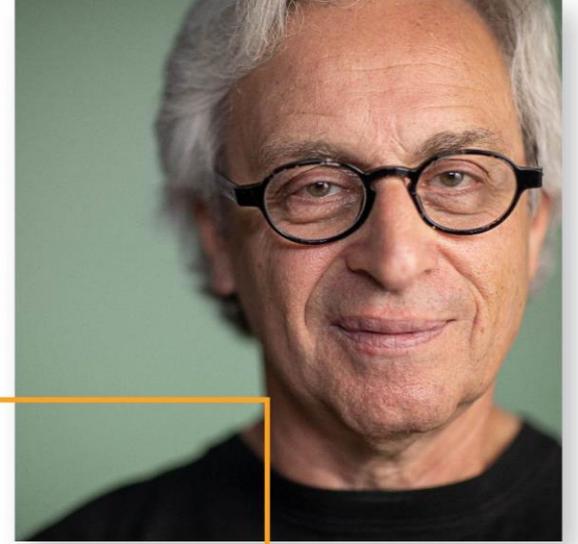
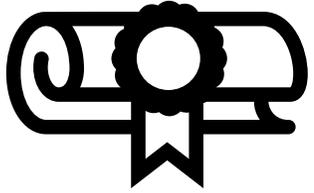


Employer of Choice

Afternoon Webinar



We're an employer of choice!





Employee Health and Wellbeing

BENEFITS AND PROGRAMS

Health and Wellbeing Benefits and Programs

Wellbeing Reimbursement Program Benefit (ThrivePass)

- Get reimbursed for eligible wellbeing programs/activities
- Gym membership fees, fitness apps, cooking classes, sports lessons, race registration fees, parenting classes through Amma, and more.
- This benefit is available to benefit-eligible employees

Corporate Fitness Partnerships/Discounts

- Open to all employees.
- Fitness equipment/gear, reduced or waived joiners fee, or small percentage off per month on club dues.
- Ex: Waived joiners fee, discount at YMCA, Snap Fitness and more! List of participating gyms on Intranet
- May need to show Fairview ID badge

Wellbeing Champion Network

Healthy Savings Program

Save on fresh produce with Healthy Savings

- Instantly save 25% off fresh produce up to \$5/week at participating stores
- Additional discounts on other healthier foods and branded items, available each week
- Cub, Hy-Vee, Walmart, Coborns, Lunds and Byerlys, and more!

Eligibility and registration

- Benefit-eligible employees can enroll in this program
- Visit the Employee Wellbeing Intranet [site to register](#) to receive your card and learn more
- Card will be sent in the mail within 6 weeks of registration



Employee Assistance Program (EAP)

Provides counseling with a licensed professional to address issues that can impact an employee at work and at home

- ✓ Available to employee and family members (over 13)
- ✓ Up to six sessions per issue
- ✓ Visits by video, phone or in person
- ✓ Highly confidential, no information is shared in EPIC or medical records
- ✓ Same day call back service for urgent needs
- ✓ EAP web portal offers resources for wellbeing and workplace topics: www.fairview.org/EAP password: Fairview
 - ✓ For legal and financial advisor services, please call [833-736-9422](tel:833-736-9422) to talk with a legal or financial advisor
- ✓ Contact: eap@fairview.org or call [612-672-2195](tel:612-672-2195) to schedule appointments or if you have any questions

Employee Assistance Program (EAP)

Common reasons people contact the EAP:

Mood

Depression, anxiety, anger, traumatic events, substance use concerns

Relationships

Couples, parenting, caregiver support

Work

Conflict, performance, compassion fatigue

Resource

Referrals to a variety of internal and community resources

Legal

Free phone consultation with a legal advisor, 30-*minute free consultation with a local attorney, and discounted rates for retaining a lawyer

Financial

Free phone financial counseling

*Many issues can be resolved within the EAP, but you can be provided with an outside referral if needed

Caregiver and Parenting Resources

Child-care discounts

- New Horizon Academy daycare centers - Regular Daycare and Emergency Backup Care
- New Horizon has many daycare centers that offer a new distance and e-learning daycare program, where you student can receive support for their distance/e-learning school day
- Fairview employees have access to up to 10 days of emergency back-up care each year, for short term backup childcare. Based on space availability.

Adoption Assistance

- Fairview's adoption assistance plan will reimburse eligible employees a portion of the cost once finalized

TurnSignl – On-demand legal guidance app

- Fairview offers a new, optional benefit, called TurnSignl, an on-demand, real-time service that allows drivers to chat virtually with an attorney for legal guidance when they're pulled over or in an auto accident.
- Benefit-eligible employees can enroll
- **Getting started:**
 1. Watch for an activation email from noreply@turnsignl.com within 4 weeks of your start date. This email is unique to you and will have instructions on how to claim your subscription.
 2. Download the TurnSignl App and allow permissions
 3. Start driving and use when applicable!



TURN**SIGNL**

Join Team Fairview to run or walk in Twin Cities in Motion Corporate Team Challenge (CTC) Races!

- **Run, Walk or Volunteer with Team Fairview!**
- **Twin Cities Marathon Weekend Events: October 5th and 6th**
 - Discount codes available for Twin Cities Marathon, TC10k, TC5k
 - Guaranteed (paid) entry available for the TC 10 mile through June 26th, 2024
- **Corporate Team Perks***
 - Access to CTC Tent post race
 - Food, extra bathrooms and more

*Please note: CTC Team Perks vary by race
- **All Fairview employees are eligible to register using the Fairview corporate team discount codes**

Fairview



10,000
REASONS TO RUN

Find Discount Codes on the Employee Wellbeing – Upcoming Programs and Events Intranet Page



Development and Continuing Education

Your Continued Development

Organizational Development and Learning (OD&L)



**Development
webinars**



**On-demand
classes**



**Consulting
services**



**Diversity, equity
& inclusion**

Tuition Assistance and Reimbursement

Eligible employees can receive up to \$5,250 per year towards tuition and books *1-year commitment period applies

Tuition Assistance

- Direct pay option available to select institutions:
 - ✓ Augsburg University
 - ✓ Bethel University
 - ✓ Century College
 - ✓ Metropolitan State University
 - ✓ Minneapolis College
 - ✓ Rasmussen College
 - ✓ St. Catherine University
 - ✓ Saint Paul College
 - ✓ University of Minnesota

Tuition Reimbursement

- You can also submit for reimbursement to other schools



*Non-contract, benefit-eligible employees may participate, contract employees should refer to their union contract

[Education Benefits Page](#)

Loan Forgiveness Program

Up to \$2,000/year, maximum of \$10,000 over five consecutive years

*2-year commitment period applies

Applies to select job roles only:

- RN's
- MA's
- Surgical Techs
- Respiratory therapists
- Lab (CLS, Histo, CLT)
- Pharmacy Tech
- Nursing Assistant
- Psychiatric Associate
- Security Officer
- Environmental Services Aide
- Nutrition Services Aid

Other job roles may be eligible. Please view the full list on the [Education Benefits Intranet page](#).



*Non-contract, benefit-eligible employees may participate, contract employees should refer to their union contract

Tuition Discounts and Scholarships

Tuition Discounts

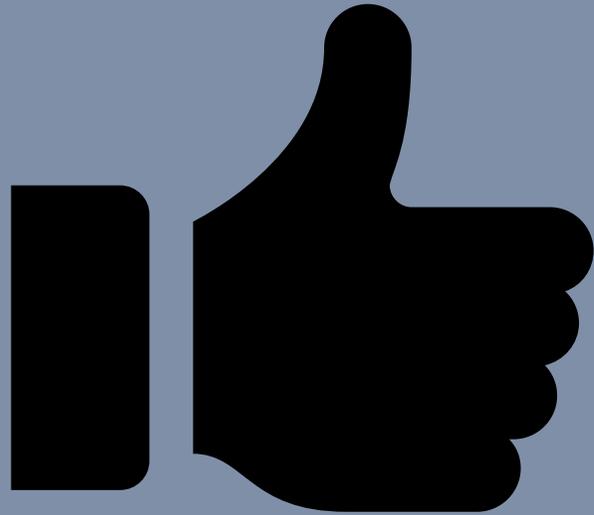
- Educational discounts at several private programs across the state. The discounts are administered by the schools.
- Examples of school that offer discounts on select programs are:
 - ✓ Augsburg
 - ✓ St. Catherine's University (select programs, including a discount on the [St. Catherine University RN-BS Degree Completion](#) program)
 - ✓ Bethel University
 - ✓ and more.

Fairview Scholarships

- Six different education scholarships.
- All employees are eligible.
- More information on the Learning and Development – education resource intranet page found [here](#).



Find more information on this [Learning and Development page](#)



Additional Employee Perks and Programs

HEARTbeat



Peer-to-Peer Recognition

- Honor excellence and recognize teamwork by sending an e-card with a message of praise or gratitude
- You can send an e-card to colleagues to:
 - ✓ Say thank you to a co-worker
 - ✓ Celebrate a birthday
 - ✓ Congratulate a co-worker on completing a project
 - ✓ Many other e-cards are available

Career Milestone Recognition

- To recognize our employees' many years of dedication to Fairview and our patients, our career milestone awards program offers incentives beginning at five years of service with a new badge reel highlighting their anniversary.
- Beginning at ten years of service, and every five years after, employees will also get to select a special gift item exclusive to employees hitting career milestones with Fairview.

Employee Giving

**Giving gratefully,
together.**



[Learn more.](#)

Employee giving makes a difference to those we serve by helping to support care, programs, and services here in Minnesota and beyond.

60+ funds are available, so every dollar given goes directly to the fund or funds you choose.

Employee Giving options:

- Per-pay-period gift
- One-time payroll gift
- One-time PTO (hours converted to a cash gift)
- Online giving

University of Minnesota
Foundation
is the fundraising entity
for our organization.

Scan & Go: Cafeteria Payroll Deduction

Eligible employees can use their ID badges to buy food and beverages at every hospital location.

- ✓ Employees are automatically enrolled if primary location has a cafeteria
- ✓ Purchases will come out of your paycheck each pay period
- ✓ Casual employees are not eligible
- ✓ Debit/credit cards are still accepted



Additional Employee Perks

Fairview offers employees [discounted](#) pricing on:

- ✓ Reduced rates on Metro Transit
- ✓ View additional discount information found on the Perks and Discounts Intranet Page.
 - ✓ Including health club discounts, tuition discounts, childcare discounts, and more!

