



A Workforce with a Passion for Healing





Come join our team.

Throughout St. John Health, we share a passion for healing, a values-driven mission and a true concern for others. That's what we're all about. Our more than 18,000 associates throughout southeast Michigan are devoted to our vision of delivering the highest quality patient care experience, every day, everywhere, for everyone who seeks our services.

Why join St. John Health's workforce?

We take pride in our work and continually search for new advances. We're committed to delivering care that meets the needs of our patients, regardless of what those needs may be. Our team of professionals believes in treating the person behind the diagnosis.

Our community-based health network is one of the preeminent health systems in the state of Michigan. We are, in fact, one of the largest employers in southeast Michigan. Together, we can maintain a commitment to providing the best in comprehensive prevention, primary care and advanced treatment programs.

St. John Health operates more than 100 satellite locations, Home Care, Behavioral Medicine and senior living communities. Any of our specialties offer a unique opportunity for you to enhance your career and contribute to the growth of our organization.



Highlights of our system include:

- Three Cardiac Centers of Excellence in heart disease prevention and treatment, and two Top 100 Cardiac Hospitals in a nationwide study
- Leader in open-heart surgeries
- Thousands of cardiac cath and related procedures each year
- Leading provider of cancer care in southeast Michigan, including three advanced Cancer Centers
- Largest provider of obstetrics and rehab services in southeast Michigan
- Named among *101 Best and Brightest Companies to Work For* (Michigan Business and Professional Association)
- Ongoing multimillion dollar expansion and renovation efforts

The St. John Health team is active in virtually every area of interest, offering residency programs in Family Practice, General Surgery, Internal Medicine, OB/GYN, Pathology, Pediatrics and Emergency Medicine. We also boast one of the nation's premier podiatric teaching hospitals, along with dozens of specialties in a comprehensive, integrated continuum of care.

We're passionate about our Values.

We are called to:

- Service of the Poor – Generosity of spirit, especially for persons most in need
- Reverence – Respect and compassion for the dignity and diversity of life
- Integrity – Inspiring trust through personal leadership
- Wisdom – Integrating excellence and stewardship
- Creativity – Courageous innovation
- Dedication – Affirming the hope and joy of our ministry

At St. John Health, we recognize the importance of compassion and are relentless in our pursuit of excellence. As part of Ascension Health, the nation's largest collaborative Catholic health ministry, we hold true to the philosophy and values that have guided our progress through the years.

There's no place to work like St. John Health.



As part of our mission to give area residents the quality of care they deserve, St. John Health has expanded throughout southeast Michigan, where we serve a diverse patient population.

Health care remains one of the area's most diverse and vibrant industries, and St. John Health is well positioned as a community leader. It is our calling to serve, and we do it with pride, compassion and strength.

If service is your passion, visit us online at stjohn.org/careers to see how you can join our team.

St. John Health is an equal opportunity employer.

Many who care, one passion for healing

Throughout St. John Health, we share a passion for healing and a true concern for others. We are over 18,000 strong across southeastern Michigan, reaching out and looking within, devoted to our calling and committed to all who enter our doors.

• St. John Hospital & Medical Center (685 beds) Detroit

We are the east side's only Emergency Trauma Center and a regional referral teaching hospital, offering seven residency programs, 50 med/surg specialties and a Center of Excellence in heart disease prevention and treatment. Other highlights include 31 private LDRP suites, NICU, pediatrics and the state-of-the-art Van Elslander Cancer Center. The new Van Elslander Pavilion includes consolidated outpatient imaging services, a consolidated Center for Heart and Circulatory Services, improved access to outpatient services and a total of 144 private patient rooms. We are also doubling the size of the Emergency Department and adding spacious private treatment modules.

• St. John North Shores Hospital (96 beds) Harrison Township

We serve as a referral center for specialized rehabilitation services. Our facility is also one of the nation's premier podiatric teaching hospitals, with several surgical specialties including ophthalmology, dental, general and plastic surgery. Med/surg, emergency and hospice services are also in place.

• St. John River District Hospital (68 beds) East China

We are an acute care community hospital, offering a wide range of inpatient and outpatient medical services. These include 24-hour emergency care, inpatient and

outpatient surgery and rehabilitation services, birthing services and ancillary services.

• St. John Macomb-Oakland Hospital (180 beds) Oakland Center, Madison Heights

We are an acute-care, osteopathic teaching hospital. Our Emergency Department is an American Heart Association-designated Stroke Center, and we are the site of Metro Detroit's only Chronic Headache and Migraine Institute and St. John Health's Weight Loss Center for Bariatric Surgery. We also offer behavioral medicine services, inpatient hospice, senior services and a Sleep Disorders Center.

• St. John Macomb-Oakland Hospital (376 beds) Macomb Center, Warren

We are the fastest growing hospital in Macomb County, delivering a full scope of inpatient and outpatient services. These include: cardiovascular care, including open-heart surgery, angioplasty, coronary stents and noninvasive cardiology; cancer care at the Webber Cancer Center, Healing Arts Center and inpatient unit; emergency care; behavioral medicine; physical medicine and rehabilitation; orthopedics, including the Hip and Knee Replacement Center of Macomb and inpatient unit; surgical specialties; and women's health.

• Providence Hospital (459 beds) Southfield

We have set the pace for community health care, with a full-service teaching hospital and a network of over 20 medical centers and practices. Providence excels in oncology, cardiology, neuroscience, women's services, behavioral services, aging services and pediatric care. Award-winning Cancer and Heart Institutes, the Providence Craniofacial Institute, Michigan Ear

Institute and dedicated children's unit are just the beginning of what you will find here.

• Brighton Hospital (63 beds) Brighton

We offer a rich history - more than 50 years of intensive services providing a full continuum of care with the inspiring goal of addiction recovery. Services include a Detoxification Center (23 beds), Rehabilitation Center that includes 12-step programs, inpatient, partial hospitalization and dual diagnosis. Aftercare and family support are also part of the Brighton Hospital philosophy.

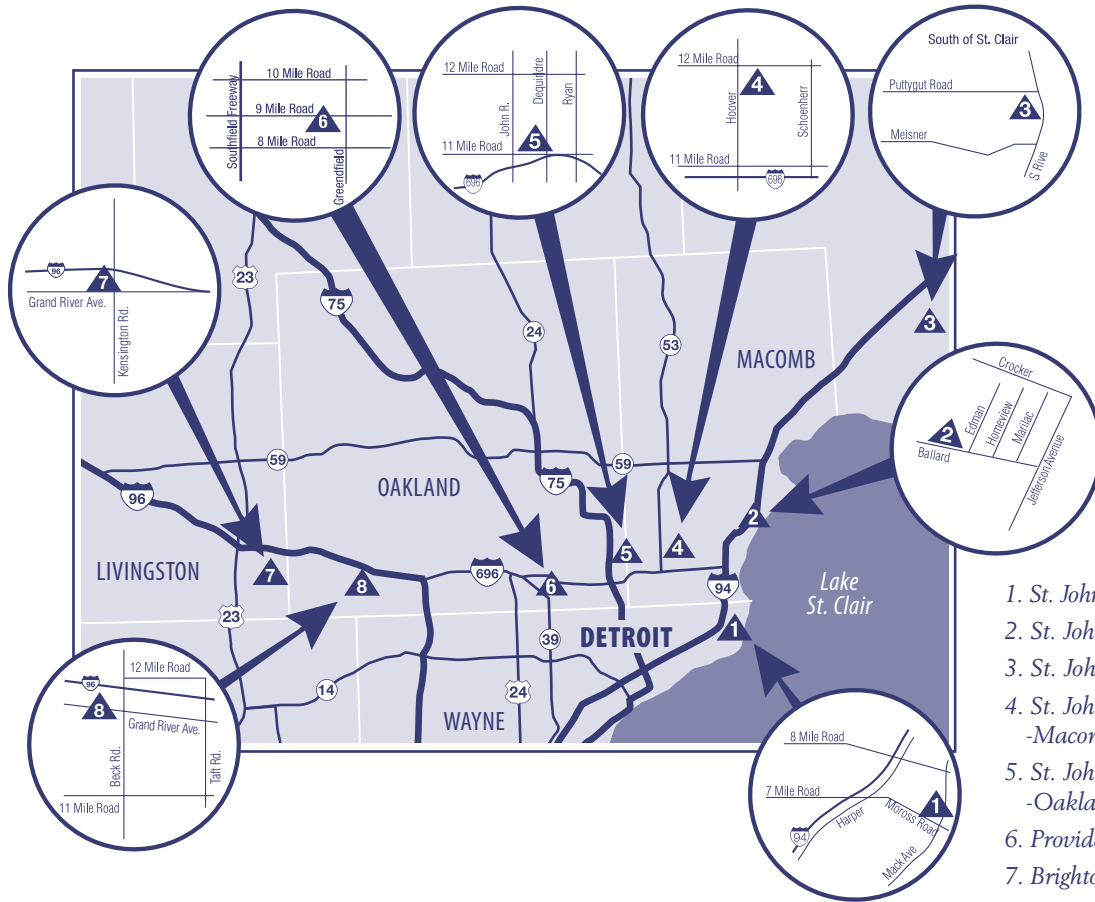
• Corporate Services Building Warren

This facility provides services that support many of the operating units within St. John Health. Located in this building are departments such as Administration, Human Resources, Financial Services, Information Technology and Internal Consulting.

• St. John Health's Upcoming Hospital in Novi (July 2008)

This new 200-bed hospital is designed to provide the highest quality patient care and safety, as well as convenience, privacy and comfort for patients and family members. The majority of rooms are acuity-adaptable, meaning that the patient can remain in the same room throughout the hospital experience, even as his or her condition changes. The hospital Emergency Department is designed to function as a Level I Trauma Center. The state-of-the-art hospital also features pediatrics, the latest imaging technologies, cardiovascular care, cancer care at the Assarian Cancer Center, and a comprehensive women's and infant's health services center.

St. John Health Locations



1. St. John Hospital & Medical Center
2. St. John North Shores Hospital
3. St. John River District Hospital
4. St. John Macomb-Oakland Hospital - Macomb Center
5. St. John Macomb-Oakland Hospital - Oakland Center
6. Providence Hospital
7. Brighton Hospital
8. St. John Health Upcoming Hospital in Novi

Many programs means one great career

St. John Health, a member of Ascension Health, comprises seven hospitals and more than 100 medical facilities. Our size provides the stability, numerous resources and variety of opportunities that you look for when beginning your career, and the breadth of expertise you need to leverage your knowledge and skills. We invite you to explore our programs for nursing students and nursing graduates and discover the meaning of *A Passion for Healing*.

OPPORTUNITIES FOR NURSING STUDENTS

Nurse Tech

Under the guidance of an experienced team you will develop your technical and basic patient care skills with this hands-on program. You must have completed fundamentals, a med/surg clinical rotation and be actively enrolled in an accredited nursing program. To apply, visit our Web site at stjohn.org, or for more information contact the following locations:

St. John Hospital & Medical Center 313-343-3987

Providence Hospital 248-849-5029

St. John Macomb-Oakland, Macomb Center 586-573-5097

St. John Macomb-Oakland, Oakland Center 248-967-7725

Summer Nurse Externship

This unique 12-week learning experience runs from mid May to early August. You will work one-on-one with a RN on patient assignments, attend educational sessions and gain hands-on experience. You must be enrolled in an accredited nursing program, have completed fundamentals, a patient care clinical rotation and preferably entering your senior year. For more information on the program at St. John Hospital & Medical Center, St. John Macomb-Oakland call 313-343-7491. For more information on the program at Providence Hospital call 248-849-5029.

OPPORTUNITIES FOR NURSE GRADUATES

St. John Health offers several opportunities to develop your physical assessment and critical thinking skills, and provide care to a variety of clinical caseloads on subspecialty units. Varying programs offer extended orientations with a preceptor, and educational programs.

You must be a graduate of an accredited school of nursing, and be eligible to take the NCLEX exam. To find out more about specific programs, contact:

**St. John Macomb-Oakland, Oakland Center 248-967-7527
Providence Hospital 248-849-5029**

St. John Macomb-Oakland, Macomb Center (12-week Apprenticeship Program) 586-573-5097

**St. John Hospital & Medical Center (7-month Nurse Residency Program)
313-343-3987**

Perioperative Nurse Internship

This challenging six-month program will prepare you for a career as a Perioperative Nurse, where you will plan, implement and evaluate nursing care before, during and immediately after surgery, and prepare the OR suite for surgical procedures. This program includes individualized orientation with a preceptor, a structured curriculum, and learning enhancement activities. You must be a graduate of an accredited associate or bachelor degree program and possess your Michigan RN license. Offered through St. John Hospital & Medical Center, 313-343-3968, and Providence Hospital, 248-849-5029.

CRNA Bridge Program for Registered Nurses

Registered Nurses accepted into an accredited Nurse Anesthesia program will benefit from tuition loan forgiveness, paid medical and

placement as a Nurse Anesthetist. The CRNA Bridge Program also accepts new graduate BSN candidates into ICU. For more information on the CRNA Bridge Program, contact Providence Hospital at 248-849-5029.

Emergency Nursing Orientation Program

This focused series of classes will complement your nursing experience and educational background, and provide you with specialized emergency training and certification. Your ED orientation will be enhanced with 40 hours of specialized training. You will benefit from:

- Competency/evidence-based curriculum based on ENA standards, designed by our nurse educators and department leadership
- Computer-based simulation training on sim models (at Providence)
- Valuable CEs
- Centrally located classes
- Paid training

You must be a graduate of an accredited associate or bachelor degree program and possess your Michigan RN license.

For more information, contact the facility of your choice!

St. John Macomb-Oakland, Macomb Center 586-573-5485

St. John Macomb-Oakland, Oakland Center 248-967-7355

St. John Hospital & Medical Center 313-343-3984

Providence Hospital 248-849-5029

Many in hope, one in healing. That's nursing at St. John Health

The depth and breadth of St. John Health provides nurses with an opportunity to explore virtually every area of interest, and contribute to a vast continuum of care, regardless of specialty focus.

Few organizations can offer the same level of technology and degree of diversity. Take advantage of this opportunity to do your best healing work in a place where hope reigns supreme.

Anesthesia Services

Behavioral Medicine

Cardiac Care, Surgery
and Screening

Cardiopulmonary

Community Health
Education

Critical Care

Dental Surgery

Diabetes Treatment
and Education

Emergency Care

Endoscopy

ENT Surgery

Family Practice

General Surgery

Geriatrics

Gynecological Surgery

Hand Surgery

Hip and Knee Center

Home Health

Hospice

Islamic Health Care

Maternal Support Services

Med/Surg

NICU

Neurosurgery

Obstetrics (including High-
Risk L&D)

Oncology

Ophthalmic Surgery

Orthopedics

Pediatrics

Plastic Surgery

Podiatry

Primary Care

Psychiatric Care

Surgical Services

System Staffing

Transplant Surgery

Trauma Center

Urology

Vascular

Women's Health

Transitioning to St. John Health

Our location near the Canadian border makes St. John Health a desirable relocation option for health care professionals seeking to move to the U.S. or commute from the greater Windsor and Sarnia, Ontario communities. With that in mind, we have developed transition information that can be requested by international candidates interested in joining our vast organization.

To request a packet complete with detailed information on requirements and forms, or for assistance, call 888-478-5646. Highlights of the transition information include:

RN LICENSURE

Michigan licensure will be required. Canadian-educated RNs must successfully complete the National Council State Boards of Nursing RN exam (NCLEX). All other foreign-educated RNs are required to complete the Commission on Graduates of Foreign Nursing Schools certification exam (CGFNS-RN), an accepted English language proficiency exam and the NCLEX exam.

More information regarding Michigan RN licensure can be found online at www.michigan.gov/healthlicense

The Commission on Graduates of Foreign Nursing Schools (CGFNS) RN exam certification requires documentation demonstrating current valid foreign RN licensure and complete nursing school transcripts, including documentation of graduation. Candidates are also required to complete one of several accepted English language proficiency exams. The CGFNS exam is given three times per year; a study guide is available.

More information regarding CGFNS-RN exam certification can be found online at www.cgfns.org

TRADE NAFTA (TN) WORK AUTHORIZATION AND VISASCREEN™

TN work authorization is available to eligible workers from Canada. TN provides temporary work status for one year and is easily renewable. Due to U.S. Health Care Worker Certification regulations currently being enforced for all immigrant and non-immigrant workers in certain health care professions, you will be required to obtain a "VisaScreen™" certificate from the Commission on Graduates of Foreign Nursing Schools/International Commission on Healthcare Professions (CGFNS/ICHIP) before TN work authorization will be issued. If you are interested in joining St. John Health, we will provide the necessary Letter of Intent to Employ for TN work authorization as well as outline and assist you through the TN and VisaScreen™ processes.

More information on Health Care Worker Certification via VisaScreen™ can be found online at www.cgfns.org

Fees for NCLEX, VisaScreen™ and TN work authorization may be reimbursable if you accept a full- or part-time position with us.

SOCIAL SECURITY NUMBER

Once you obtain work authorization you must apply for a Social Security number. A Social Security number is essential for successful completion of any/all official documentation in our country, from taxes to banking to benefits. We will provide the appropriate paperwork for your convenience, as well as offer any necessary support during the processing of such.

More information regarding Social Security can be found online at www.ssa.gov

System Staffing Office

FlexChoice is the St. John Health internal staffing resource pool, designed to provide nurses with an optimal work experience by giving them flexibility and options to balance work and home life.

FlexChoice is just one of many initiatives within St. John Health aimed at improving nursing and making SJH the employer of choice for nurses in southeast Michigan.

Registered nurses employed by St. John Health who join FlexChoice are utilized on an “as needed” basis to supplement staffing needs. There are eight FlexChoice categories. For example, one category allows the nurse to work within one department, another category allows the nurse to flex to various units in one hospital, and yet another category allows nurses to

sign up to be available to work throughout the hospitals in the St. John system. Each category has its own requirements, scheduling options and pay scale.

This unique program is designed to ensure an adequate supply of nurses for our health system today and for years to come. It makes sense for nurses, our patients and for our health care environment.

- Nurses working in FlexChoice will have experience in our facilities, be familiar with our practices and up to par with our quality and service expectations
- Nurses at various stages of work and personal life can choose the career option that is best for them – full-time, part-time or FlexChoice

• FlexChoice provides a proactive solution to unplanned or short-term needs for nurse staffing due to sick calls, vacations, leaves, vacancies, increases in acuity and similar situations that formerly challenged hospital operations

Contact FlexChoice by calling 866-550-FLEX (3539) or e-mail Karen.Hochberg@stjohn.org and a recruiter will respond within one business day.

Many options, one feeling of satisfaction

FLEXSMART BENEFITS

FlexSmart is the flexible benefit program offered to associates who are in a standard hour position of 40 hours or more per two week pay period. FlexSmart offers associates the opportunity to tailor their benefit selections to meet their specific benefit needs. Most benefits go into effect the first of the month following date of hire.

MEDICAL CARE

Two options:

- St. John Health SmartPlan (our own plan) with prescription coverage
- Most services covered in full
- St. John Health PPOM with prescription coverage
- Both require nominal cost sharing

DENTAL

Two options:

- Base Plan
- High Plan with Orthodontics
- Both require nominal cost sharing

VISION

- Option available to purchase
- Exam and glasses or contacts once every 12 months

BASIC LIFE & ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

- Full-time associates receive basic term life and basic AD&D coverage equal to their annual base salary at no cost to the associate

SUPPLEMENTAL LIFE & ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

- Option to purchase additional term life and AD&D insurance

DEPENDENT LIFE INSURANCE

- Option available to purchase
- Choose coverage for spouse and/or child(ren)

SHORT-TERM DISABILITY

- Full-time associates receive coverage for 60% of weekly base salary for 26 weeks (with a \$750/week max.)

LONG-TERM DISABILITY

- Option to purchase
- Coverage options: 50%, 60% or 70% of base salary on a pre- or after-tax basis
- Benefit begins after 180 consecutive calendar days of disability

HEALTH & DEPENDENT CARE ACCOUNTS

- Allows associates to pay for eligible health and/or dependent care expenses on pre-tax basis
- Debit card for point-of-sale convenience

*Certain St. John Health locations have separate, distinct benefit programs.

SmarTime

SmarTime is a combined time-off “bank” in which all vacation hours, sick hours, personal days, and floating holidays accrue. This gives you maximum control over your time off.

- Immediate eligibility
- Eligible associates accrue SmarTime hours based on their hours paid, length of service and SmarTime level
- Level I - SmarTime is accrued at the rate of 6.77 hours per 80 hours paid, during the first four years of employment
- Level II - SmarTime is accrued at the rate of 8.31 hours per 80 hours paid, during the first nine years of employment
- Accrual rates increase with the number of years worked
- Each November, associates may cash out at 90% of value up to 80 hours of SmarTime, providing they maintain a minimum balance of 80 hours

Holiday Pay

- Full-time associates receive six paid holidays

Tuition Reimbursement

- Full-time: 100% reimbursement, up to \$1,600 per calendar year
- Part-time: 100% reimbursement, up to \$1,000 per calendar year

Bereavement

- Provides for paid time off in the event of the death of an immediate family member

Jury Duty

- Associates will be paid the difference between the regular pay and their jury duty pay (for scheduled workdays)

Adoption Assistance

- Full-time associates can receive up to \$3,000 in assistance
- Part-time associates can receive up to \$1,500 in assistance

OTHER GENEROUS BENEFITS

Retirement Plan

- Before-tax saving through payroll deduction up to IRS maximum
- Annual employer automatic contribution into your account based on your years of service on Dec. 31st as follows (5-year vesting):

- Less than 5 years of service	2.5%
- 5 years but less than 10 years	3.5%
- 10 years but less than 15 years	4%
- 15 years but less than 20 years	4.5%
- 20 years or more	5%

Group Legal Plan

- Option to purchase professional legal representation through the “Hyatt Legal Plan” network

As an associate of St. John Health you are also eligible for these additional benefits:

- * Concierge Services
- * Direct Deposit Program
- * On-site Child Care Center (some locations)
- * Voluntary Long-Term Care Insurance
- * Business Travel Accident Insurance
- * On-site Banking Services
- * Free Parking
- * Service Awards
- * Professional Liability Insurance
- * Associate Saving Club with local retailers
- * Extensive learning and training programs
- * Annual Occupational Health Screening
- * Pay Differentials

Touching lives in many ways

At St. John Health, we are passionate about taking care of our patients' physical and spiritual needs. Our commitment doesn't end there. We are equally committed to ensuring that our staff is always satisfied and treated with the respect and admiration they deserve. We are over 18,000 strong throughout southeast Michigan, reaching out and looking within, devoted to our calling and committed to all those who enter our doors.

St. John Home Care

We've been offering home care for nearly 20 years through our home services organization. Our skilled staff includes RNs, therapists, social workers, home health aides, pharmacists and nutritionists. The services we supply include surgical recovery, follow-up cardiac care and assistance for complications due to chronic illness, mental illness or aging.

You could be part of this amazing chance to touch a life if you have a specialty in any of the following areas: cardiovascular, IV infusion, rehabilitation, wound care and palliative care for both adult and pediatric patients.

Hospice

We provide comprehensive services to patients, caregivers and families. Our compassionate approach to hospice care addresses the physical, emotional, educational, social and spiritual needs of terminally ill patients, their caregivers and families. Our service area includes Wayne, Macomb, Oakland and St. Clair counties.

St. John Physicians Network

The St. John Physicians Network currently consists of 305 physicians organized and operating under the following divisions:

- *Medical Resources Group* – employs 113 physicians operating primarily under Cornerstone Medical Group, located in various offices in Macomb and Wayne counties and providing obstetrics/gynecology, family practice, pediatrics and internal medicine services
- *Providence Hospital* – employs 43 physicians as the Providence Medical Practice Network, located primarily at the hospital's

ambulatory sites in Southfield, Farmington Hills, Livonia and Novi. The hospital also employs 33 physicians in support of the internal medicine, family practice and obstetrics/gynecology residency programs

- *St. John River District Hospital* – employs 14 physicians located on the hospital's East China campus, Marysville and Marine City
- *St. John Hospital & Medical Center* – employs 98 physicians responsible for the internal medicine, family practice, pediatric, surgery, medicine/pediatrics and obstetrics/gynecology residency programs as well as endocrinology, general surgery and pediatric subspecialty services
- *St. John Macomb-Oakland Hospital – Macomb Center* employs four physicians in support of the residency programs in obstetrics/gynecology, internal medicine and general surgery

Senior Services

St. John Senior Community

Our licensed residential and nursing facility is located near St. John Hospital & Medical Center. It blends the comforts of home with hotel-style service to provide exceptional care for skilled and long-term care residents as well as residential and assisted living residents. Our residents may take advantage of a full activities program and on-site music and pet therapy. They also enjoy a library, chapel, beauty/barber shop, gift shop and lovely gardens.

Father Murray Nursing Center

A higher standard of care is our goal. Our 231-bed, Joint Commission-accredited skilled nursing facility offers short-term skilled rehab, including physical, occupational, speech and respiratory therapy, respite care, long-term care, hospice care and dementia care. As a faith-based community, we offer social and spiritual services as well as a full social calendar to nurture the mind, body and spirit. We believe that our residents deserve more than being cared for...they deserve to be cared about.

We work hard to practice our St. John Health values, which include encouraging development and responding to the need to balance work and family life issues. We look forward to extending the opportunity for you to be a part of our family at St. John Father Murray Nursing Center.

St. John Behavioral Services

Eastwood Clinics

Through its 10 locations in four counties, Eastwood Clinics offers outpatient mental health and substance abuse services, including intensive outpatient programs, group and individual therapies, as well as level-of-care evaluations. Services are available for adults, adolescents and children, either individual or for couples/families.

Many choices, one caring system

Allied Health at St. John Health

With a leading-edge, multi-hospital network and dozens of satellite locations, St. John Health can offer you an enormous selection of progressive, technologically superior Allied Health specialties.

The choice of practice areas and clinical settings is as vast and diverse as our team is talented. Consider joining us now in the discipline best suited to your expertise and career goals.

Angiography

Audiology

Blood Bank

Bone Densitometry

Brachytherapy

Chemotherapy

CT Scanning

Dialysis

EKG/EEG

Hemodialysis

Histopathology

Home Health Services

Industrial Medicine

Islamic Health Care

Laboratory

Lithotripsy

Mammography

MRI (Adult and Pediatric)

Neurodiagnostics

Nuclear Medicine

Occupational Therapy

Pain Management

Pathology

Pharmacy

Physical Therapy

Radiation Oncology

Respiratory Therapy

Sleep Disorders Center

Social Work Services

Speech Therapy

Sports Medicine

Stress Echocardiology

Ultrasound

X-Ray