

Jump-Start Your Nursing Career

Join a Leading Nationwide Healthcare Network



Lifepoint Health RN Benefits Programs

Helping Our Nurses Achieve Their Fullest Potential

Starr Regional Medical Center is part of Lifepoint Health, a diversified healthcare company extending from coast to coast. Skilled nurses are a cornerstone of our mission of *making communities healthier*,[®] and we believe in providing comprehensive incentives and benefits to help our nurses achieve their fullest potential. Lifepoint is proud to offer support to all our prospective team members. We want to invest in you, to support your growth and success at every step of your journey.

Sign-On and Relocation Bonus

Lifepoint Health offers competitive sign-on bonuses for experienced RNs. Bonuses are determined based on need, and vary from facility to facility. Depending on the hospital, your sign-on bonus may be paid at different times and increments, based on the agreement established.

For caregivers looking to make a geographical move, Lifepoint Health also offers generous relocation allowances. Allowances are meant to ease the cost of transitioning to a new city and will vary based on your current residence and your destination. Your allowance may be a set amount paid to you upfront, or it may be determined post-relocation. Typically, caregivers who receive a relocation allowance or sign-on bonus must agree to work at their facility for a certain length of time once they are settled in their new city.

Ask your recruiter for more information on sign-on bonuses and allowances your facility provides. Sign-on bonuses and relocation allowances are taxed as supplemental income.

Scholarships and Tuition Reimbursement

Lifepoint Health offers a wide variety of scholarship opportunities for RN students. Each year, our facilities select a number of prospective RNs to receive financial support as they pursue their education. Whether you're a current employee or a community member looking to start your nursing career, you may be eligible for



financial help to cover the cost of tuition, books, and supplies. Typically, applicants must agree to a commitment of service at the sponsoring facility upon completion of their program.

In addition, Lifepoint Health nurses looking to further their careers may apply for tuition reimbursement. Most of our facilities offer reimbursement for classes and courses that advance your medical education.

Speak to your recruiter for more information on the scholarship and reimbursement opportunities that your facility provides.

Student Loan Repayment

Lifepoint Health offers a comprehensive student loan repayment plan for qualifying nurses. If you're a full-time RN at a Lifepoint Health facility, you may be eligible to receive reimbursement for money spent on tuition, books and customary fees. Your reimbursement will be paid in monthly installments directly to you to apply to any educational expenses not covered by other sources (such as the GI Bill, scholarships, etc.).

To learn more about program eligibility and the application process, speak with your recruiter, or visit StarrRegional.com/Careers.

Transition to Practice Programs

Lifepoint Health's residency programs are an ideal way to gain real-world experience while furthering your education. Residency programs allow RNs to move directly from nursing school to bedside practice, and offer training in all aspects of care provision. RNs will graduate with the skills needed to provide compassionate, quality care, and will have a depth of experience in their chosen specialty unit.

Our residency programs last between six months and one year. In order to qualify, most facilities require that RNs commit to working there for up to three years post-residency. Ask your recruiter for more information on your hospital's residency programs.

Clinical Ladder

Starr Regional Medical Center offers many opportunities for professional and career development. Our clinical ladder program provides an opportunity for advancement in skills and utilization of evidence-based practice.

Clinical ladders offer nurses the opportunity to grow in their profession to promote job satisfaction and improve the quality and safety of patient care. Nurses who successfully complete the clinical ladder receive a bonus for completion based on achievement of different levels.

Reinstatement Benefits

Lifepoint Health welcomes returning employees! If you were previously employed at Lifepoint Health, but left the company within the last 12 months, we are proud to offer you full reinstatement benefits. Upon rehire, your sick leave and EIB balance will be restored to



what they were at the time of separation. You will not accrue benefits for your time not with the company, but once you are rehired, your sick leave, EIB and other benefits will begin accruing immediately. It should be noted that Vacation Time and PTO are not covered by this policy; when you rejoin the company, your Vacation/PTO balance will begin at zero, regardless of your reinstatement status.

This 12-month reinstatement plan is a one-time offer. Once an individual has rejoined the company and exercised their 12-month reinstatement benefits, if they leave the company again in the future, they will only be eligible for reinstatement within 90 days.

Nurse Externs

For RN students looking to gain a head start on their nursing careers, there's no better opportunity than Lifepoint Health's Nurse Externship programs. Offered by many of our facilities, these externships allow nursing students to expand their knowledge and skills, work alongside our nursing staff and gain familiarity with our facilities and practices prior to becoming RNs. Externship candidates are paid at a comparable rate to CNAs and will have priority when applying for RN positions once they obtain their license.

Lifepoint Health Offers Two Externship Programs

Extern I is available to students in their first section of nursing school.

Extern II is available to students in their third and fourth semester in a BSN program, second year of an ADN program, or corresponding course completion in an accelerated bridge program.

Ask your recruiter if nurse externship programs are offered in your state.

Apply Today

Wherever you are in your nursing career, Lifepoint Health offers the experience, education and financial support you need to take the next step on your journey. Don't miss this opportunity to join our team!

To find career opportunities today visit StarrRegional.com/Careers.

