



Putting The Heart in Healthcare

Join The YAD Healthcare Team

At YAD HEALTHCARE we are dedicated to delivering excellent care, guided by our vision and core values of Compassion, Integrity, Empowerment, and Innovation. Our goal is to provide memorable and compassionate experiences for everyone we serve. As a member of our team, you will play a crucial role in fulfilling our promise.

We value teamwork, accountability, and exceptional service. Your contributions help us meet residents' and patients' needs for compassionate healthcare. This pamphlet offers insight into being part of our team, what we offer, and what we expect.



YAD HEALTHCARE

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 YADHealthcareUS

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EMBRACING PROFESSIONALISM AND RESPECT

Embracing professionalism and respect is a cornerstone of our staff's interactions with patients, residents, families, visitors, and colleagues, fostering a positive and effective environment.

Work hours are flexible based on facility needs, staff availability, and assignments, with schedules posted in advance. Our dress code ensures a consistent, professional appearance, reflecting both the employee and YAD Healthcare. Positive resident relations are crucial for performance evaluations, emphasizing respect and courtesy.

ABOUT YOUR JOB

Working at YAD Healthcare is more than just a job; it's a fulfilling journey where your contributions truly make a difference. As a valued member of our team, you'll find yourself immersed in a supportive and collaborative environment where professionalism and respect are not just ideals but lived values. Our flexible work hours, dedicated service, and focus on individual growth create an atmosphere that encourages both personal and professional development. With an enhanced wage scale that recognizes your experience and dedication, and national insurance benefits, we prioritize your overall well-being. Our innovative programs like the POPS Program ensure that you not only enjoy flexibility in your work but also experience daily appreciation and personalized celebrations.

EMPLOYEE BENEFITS

HEALTH BENEFITS

At YAD Healthcare, we prioritize the well-being of our employees, and that includes providing comprehensive insurance coverage. Depending on your location, our healthcare options vary. In North Carolina, we offer Aetna insurance, ensuring that our employees have access to quality healthcare services and coverage. In Virginia, we've partnered with Anthem to provide healthcare coverage that meets the needs of our employees in those facilities. We believe that offering these insurance options is a crucial aspect of our commitment to the health and security of our valued team members, ensuring they have the support they need to lead healthy lives.

PAID TIME OFF ("PTO")

At YAD Healthcare, our comprehensive Employee Benefits package includes a generous Paid Time Off (PTO) policy, emphasizing the importance of maintaining a healthy work-life balance.

Eligibility for PTO benefits is extended to full-time (37.5+ hours per week) and part-time (18.5-37 hours per week) employees, with accrual starting from day one and usage commencing after 90 days of continuous employment. PTO schedules vary for different positions, and timely submission of requests enhances operational efficiency.

401(K) PLAN

Secure your financial future with YAD Healthcare's 401K Plan. Our partnership with the Merrill Lynch Advisory team ensures that you receive expert guidance in preparing for retirement.

SAME DAY PAY

At YAD Healthcare we understand the importance of financial convenience, which is why we offer Same Day Pay. This feature provides added flexibility, allowing you to access your earnings on the same day, ensuring you have greater control over your finances.

TUITION SPONSORSHIPS

Our Tuition Sponsorship program with ECPI University empowers employees to pursue higher education, providing valuable skills while excelling in their roles. YAD Healthcare employees, spouses, and dependents enjoy a 15% discount, making education accessible and affordable.

EMPLOYEE APPRECIATION PROGRAM

The POPS Program at YAD Healthcare is a comprehensive approach to fostering a positive workplace culture, going beyond mere daily appreciation. Designed to celebrate our employees as invaluable assets, POPS ensures each team member feels consistently valued. From personalized birthday celebrations to engaging team-building experiences that promote collaboration and camaraderie, and festive holiday events,

the program aims to create a supportive and uplifting work community. POPS is dynamic, adapting to evolving needs, and consistently recognizes outstanding achievements, ensuring that every individual is not just an employee but an integral part of a community that appreciates and celebrates their unique contributions.

DISCOUNTS & BONUSES PROGRAMS

The Access Perks Program offers additional incentives to appreciate and motivate our employees, recognizing their exceptional contributions and enhancing their work experience.

EMPLOYEE FIRST CULTURE

Our Employee First Culture ensures that your voice is heard and your opinions matter. Join a workplace where your unique perspective helps shape the positive culture we foster.

ENHANCED NURSING BENEFITS

ENHANCED WAGE SCALE

At YAD Healthcare, our enhanced wage scale rewards your expertise, ensuring competitive compensation. Full-time nursing staff can also enjoy a "You Earned It" bonus of \$2 per hour worked. Your dedication deserves rewarding pay.

YOU EARNED IT BONUS

As an extra thank-you, our full-time nursing staff receives a \$100 gift card every other pay period. It's our way of expressing gratitude for your commitment to the YAD Healthcare team.

NURSING STAYSTAFF PROGRAM

Our exclusive Nursing StayStaff Program is designed with you in mind. As a YAD Healthcare employee, you'll have access to this premier benefit program, offering a range of perks and incentives tailored to enhance your experience and well-being within our organization.

NURSING "NO FRILLS" PROGRAM

Flexibility meets top-tier wages with our Nursing "no frills" Program. Enjoy the freedom to choose the facility that suits you best while benefiting from competitive wages.

BIRTHDAY PAY

Enjoy well-deserved recognition and celebration, including a full shift pay bonus. We value and appreciate our dedicated team members, making your birthday a truly special occasion at YAD Healthcare.