

A Message from Senior Leadership: Base Pay Adjustments

The close of CaroMont Health's fiscal year 2021 (June 30) brought with it a symbolic pause, a moment to reflect on the challenges and achievements of the past 12 months. In another operating year marked by COVID-19, it was the dedication and resilience of the more than 4,300 healthcare professionals that kept CaroMont Health moving forward.

The Senior Leadership Team is pleased to share that all eligible employees* hired before April 1, 2021, will receive a 2.5% adjustment to base pay. The pay rate changes will be effective September 12 for the paycheck received on September 30. The new rate of pay will be shown on the September 30 pay statement.

Thank you for your individual and collective contributions to providing compassionate, exceptional and highly reliable care over the last year. Every encounter matters to our patients and their families, and every one of us make a difference.

**All employees are eligible for the increase except those who are currently PRN with a "flat rate," supplemental flat rates such as We-Op and shift diffs, have received a Suspension or Final Written Warning for performance or behavior in the 2021 Fiscal Year, Vice Presidents and Providers with a contract or employment agreement. Additionally, any employee who is at the max of their respective pay range will receive a lump sum increase as opposed to an increase in their rate of pay.*

Employee Benefits Update

UNUM WHOLE LIFE INSURANCE ENROLLMENT

Beginning August 9, all benefit-eligible employees will have the opportunity to enroll in UNUM's Whole Life Insurance. This year, coverage will be available to all eligible employees with no health questions. If you already have this coverage, you may also increase your current coverage at this time.

For more information, including details and features of the plan, please visit the [Human Resources CHIP page](#).

EDUCATION REIMBURSEMENT IMPROVEMENTS

The Education Reimbursement program has been updated to make the benefit easier for full-time, part-time and We-Op staff to utilize. Please view the updated policy [here](#) and note the following changes:

- Full-time and part-time employees are eligible to apply after 90 days of service.
- There are no longer application periods; apply year-round, 30-60 days prior to first day of class to ensure pre-approval.
- There is a one-year work requirement after the most recent reimbursement.

The application is live and accessible on [Learning & Development's CHIP page](#).

CaroMont Health 2021 Brand Campaign: Care First

In case you missed it, the CaroMont Health brand campaign kicked off last Friday during the Opening Ceremony of the Olympics on NBC. Please see below to watch our new commercials and view our billboards. Visit [findouthowwecare.org](https://www.findouthowwecare.org) to learn more.

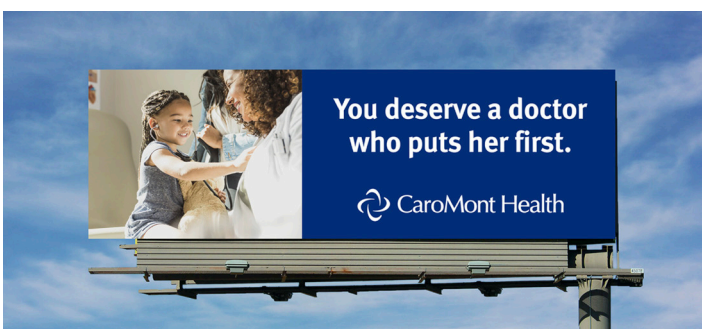
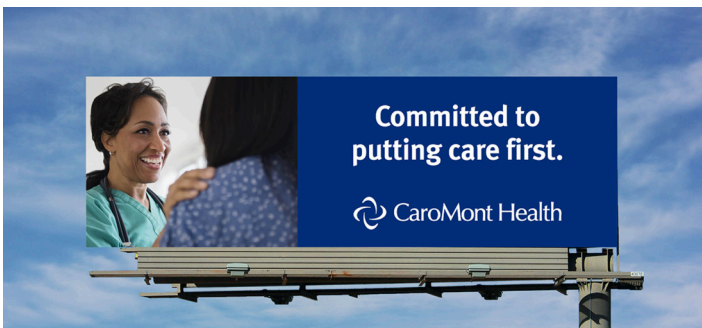
60 SECOND COMMERCIAL



30 SECOND COMMERCIALS

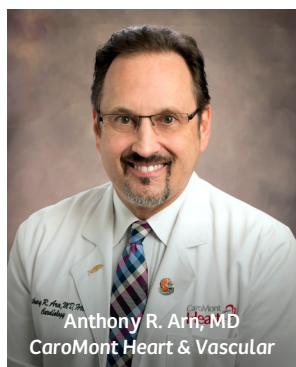


BILLBOARDS

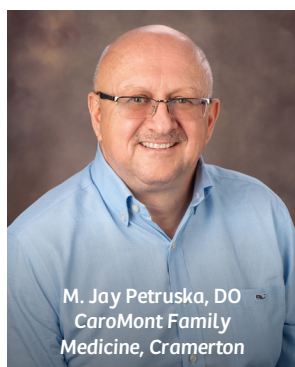




The Gaston Gazette's Best of Gaston Awards celebrate the best of the best in Gaston County. Groups and individuals are nominated and voted on by Gaston County residents.



Anthony R. Arrighetti, MD
CaroMont Heart & Vascular



M. Jay Petruska, DO
CaroMont Family Medicine, Cramerton



Ashley Walker, DO
CaroMont Dermatology



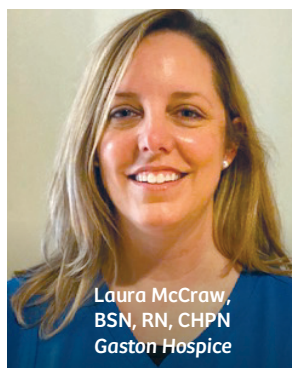
Kelvin Harris, MD
CaroMont Women's Health



Susan B. Owensby, MD
CaroMont Pediatric Partners, Belmont



Jeffrey Wright, PA-C
CaroMont Pediatric Partners, Belmont



Laura McCraw,
BSN, RN, CHPN
Gaston Hospice

Best Urgent Care

CaroMont Urgent Care
Dallas, Gaston Day, Belmont

Best Non-Profit

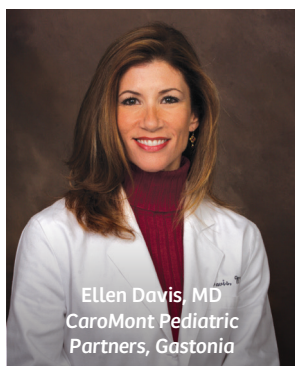
Gaston Hospice



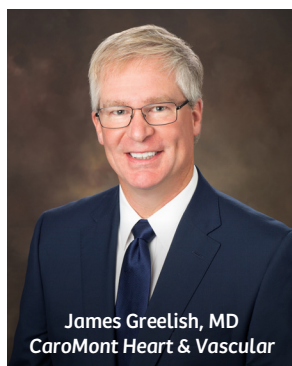
Each year, Charlotte Magazine releases a list of the Top Doctors in Charlotte, based on a peer survey conducted by Castle Connolly. This year, eight of our providers have made this prestigious list.



Carmine Dalto, MD
CaroMont Pulmonary Medicine



Ellen Davis, MD
CaroMont Pediatric Partners, Gastonia



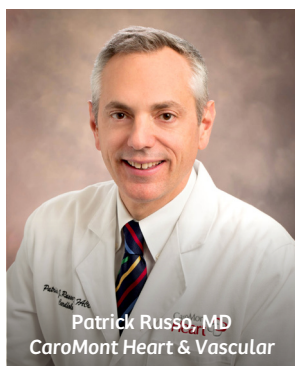
James Greelish, MD
CaroMont Heart & Vascular



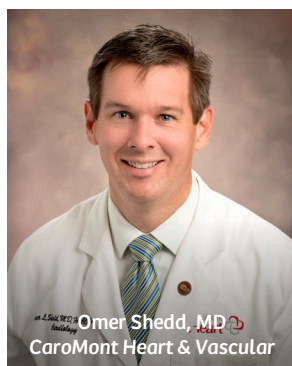
Anthony Raspanti, MD
CaroMont Surgical Associates



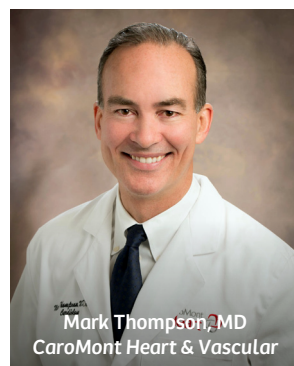
David Rinehart, MD
South Point Family Practice



Patrick Russo, MD
CaroMont Heart & Vascular



Omer Shedd, MD
CaroMont Heart & Vascular



Mark Thompson, MD
CaroMont Heart & Vascular