



HEALTH PARTNERS

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Guide to Employee Benefits

Three large, stylized leaf shapes are positioned on the left side of the page. The top leaf is light gray, the middle leaf is a darker gray, and the bottom leaf is a golden yellow. They are arranged in a descending, overlapping fashion from top-left to bottom-left.

Inspiring  
Our Team to  
Excellence

[andwell.org](http://andwell.org)



“Andwell provided me an opportunity to work with a pediatric caseload, which is what I am most passionate about. The opportunity to build relationships with these families and watch their kiddos develop along with them. I am able to provide support to families that are navigating difficult and new challenges. I am lucky to have a supervisor and organization that provides me with support in order to give the families the best care.”

– Danielle Chasse, Physical Therapist

## Andwell Health Partners

For nearly 60 years, Andwell Health Partners has been delivering uncompromising quality home healthcare to individuals and families throughout Maine. Our team of nearly 700 highly skilled clinicians and staff across 10 service lines are revered for the care and compassion they bring to the communities we serve. The health and wellbeing of their patients and families are their number one focus. They are dedicated to ensuring the welfare of their patients and to the community in which they live and work.

To ensure that our clinicians and staff bring their best selves to their work, Andwell provides comprehensive benefits that reach beyond the typical and are designed to care for and support employees both in and out of work. **These benefits provide our entire team with the peace of mind to bring their best selves to their caring roles.** Like the compassionate and innovative healthcare we deliver, Andwell's employee benefits are For Health and For Life.



“Honestly, I feel like the moment I walked through the door, I knew I was home. The culture here is compassionate and supportive but beyond that it is inspiring. The top benefit by far is just being able to work shoulder to shoulder with some phenomenal professionals. People who have invested in me and have made me the nurse I am today.”

– Jessica Dussault, Provider Relations Consultant

*For Health. For Life.*

## Caring for Ourselves as We Care for Others

Providing a remarkable employee experience for you is Andwell's number one priority. We provide wellness programs that take a whole-person approach to your health.

Andwell's comprehensive wellness programs range from employee immunizations to ergonomic assessments. Our assistance programs support your emotional wellbeing and child/eldercare while helping with legal issues that may arise. These benefits are designed to care for you and your family so that you can bring your best self to your work.

## Supporting Employees Beyond the Paycheck

Andwell is keenly aware that an exceptional employee experience must reach beyond your paycheck. Your benefits serve to help you find success without the financial worries that may prevent barriers to your ongoing success.

You are encouraged to take advantage of our paid professional development opportunities, either through generous tuition reimbursement, loan forgiveness, or the advanced professional trainings Andwell offers.

Personally, you also are offered emergency car repair loans and professional financial and debt management planning.

To offset your small daily purchases and expenses, Andwell provides complimentary coffee throughout all offices and logo apparel for both work and play, not to mention healthy discounts on travel, retail and online shopping, insurances, and auto expenses.



“This organization challenges me every day to step outside of my comfort zone to take on new challenges. That is why I keep coming to work every single day, because it has allowed me to grow professionally and personally in my role. Everyone here is a family and we all want to jump in and help each other no matter how much we have on our plate, because we truly care about each other.”

– Lynzie Pinard, Manager of Employee Engagement and Experience



“When we talk about Andwell Health Partners, the culture is one of welcoming and support. It is a place that you feel connected to. It is not just where you go to work, but you have a family here; the people care about you, and they care about your family. They care about your career, and they care about what you are doing. They want you to be successful.”

– Bill Robinson, Director of Behavioral Health

## Time Away

Work-life balance is not just a catch phrase for Andwell employees. We consider time away from work an essential component in sustaining our margin of excellence within our workforce.

Time away is not only earned but also encouraged. It is an important component of ensuring all employees are rested, refreshed, and rejuvenated throughout the year, to bring the requisite focus to their work.

Andwell employees are also supported by various types of leave that provide necessary time away. Leave ensures that all employees have both a guaranteed place to return as well as the time and attention that is required to resolve events that may arise throughout the various stages of life.

## Career Professional Development

One consistent thread that runs throughout the fabric of Andwell’s storied success is the dedication we have to your training and professional development. It is here you will find yourself among the nation’s leading home healthcare providers.

Since its founding in 1966, Andwell has prided itself on growing its workforce through emerging leaders programs, mentorships, continuing education, and career support. Our success begins at home with professional development programs that ensure your fulfillment as well as an extraordinary degree of career satisfaction.

# Employee Benefits

## Benefits that go beyond the ordinary

Andwell takes the benefits we provide seriously. Our benefits are prepared to care for and support you and your family. Your benefits are innovative. Your medical insurance is among the first of its kind in Maine – an ICHRA or tailored, age-appropriate market plan in which over 55% of our employees enroll and have their premiums 100% covered. We also offer a wide array of affordable and, in most cases, fully covered traditional benefits, such as dental, vision, and life insurance.

Andwell supports your future financial wellbeing through a generous 403(b) plan.

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Account (FSA)
- Basic Life and Accidental Death and Dismemberment Insurance
- Voluntary Life and Accidental Death and Dismemberment Insurance
- Employer-Paid Short-Term Disability Insurance
- Voluntary Long-Term Disability Insurance
- Voluntary Accident, Hospital, and Critical Illness Insurance
- Worker's Compensation Insurance
- Family Medical Leave
- 403(b) Retirement Plan
- Health Savings Account



“From day one, everybody has been very welcoming. People will stop and say ‘hi’ in the hallways and ask how I am doing, all kinds of really friendly things that I have not seen at other organizations. Not a surprise that there is a softball team, that people play together, and do those sort of things outside of work.”

– Joseph (Joe) Manley, HIT Support Engineer

# What Sets Us Apart

## Benefits that are much more

It is no accident that Andwell was named one of the best places to work for the past 20 years running. Providing you with a remarkable experience is our number one goal. That goal starts with benefits that provide security and support while you thrive in your career.

- **Employee Assistance Program (EAP)**
  - ~ Licensed professional counseling
  - ~ Child care/elder care resources
  - ~ Travel assistance and ID theft protection services
  - ~ Reducing medical/dental bills
  - ~ Financial planning, debt management, or credit report issues
  - ~ Funeral planning and estate guidance
- **Ergonomic Assessments and Sit/Stand Workstations**
- **End-of-Life Care Leave**
- **Bereavement pay**
- **Non-Family Medical Leave of Absence**
- **Education and Career Support**
- **Tuition Reimbursement**
- **Paid Trainings**
- **Loan Forgiveness Program**
- **Paid Leadership and Staff Education**
- **Emergency Car Repair Loan**
- **Mobile Apple Devices Provided to Clinical Staff**
- **State-of-the-Art Technology**
- **Time Away and Flexible Scheduling**
- **I Belong – Activities and Events**
- **Life Happens – Patient Assistance Program**
- **Group Retail, Travel, Car Expenses, Insurance Discounts, and Much More**



“Andwell is an employer that provides benefits outside of work so that we can bring our best to work.”

– Kerry O'Leary, RN

# I Belong

Being part of a team at Andwell Health Partners is more than “fitting in”; it is a sense of belonging to a community with people and purpose that makes us feel connected. As we grow our Andwell family, we want you to experience respect and value for the talents you bring to our team and our mission. It’s all about doing something together that makes belonging matter.

Individually, we are unique, with our own histories, beliefs, cultures, and aspirations. Collectively, we are a strong, talented, and extraordinary group of professionals with a common purpose: to grow and thrive as individuals while working together to improve the quality of life for those in our service. We strive to be the very best version of ourselves and rely on our colleagues to do the same. We support one another. We celebrate achievements. We focus on our mission in the communities we serve.

## How We Connect at Andwell

### Words from Our Employees

- **No One Walks Alone**  
Teamwork; taking care of each other; access to all leaders; collaboration
- **Smile and Inspire**  
Lead by example; show appreciation; share experiences; encouragement
- **Welcoming to ALL**  
Feeling at home at Andwell; belonging; having a voice
- **Manage Up**  
Instill confidence in each other, to our patients and community; responsibility
- **Be a Mentor**  
True collaboration; growth – personal and professional; contribute to change
- **Recognize What Matters**  
Leader who values you; purpose and fulfillment; mission matters; recognition of life events; flexibility in work-life balance; stability; value each person for their contributions
- **Create Meaningful Connection**  
Work with like-minded people; family events; live, work, and support in our community





“The mission of this organization is what really keeps me here...32 years later and growing, I am where I am at because I truly believe that this organization cares for the people in the community that we serve.”

– Angela Richards, RN, Director of Project Management



At its core, Andwell is an organization dedicated to enhancing quality of life – something that does not always mean medical care. Driven by clinicians and providers throughout the entire organization, the program provides those little essentials, extra gestures of kindness, or the ability to simply remove one difficulty that can enrich quality of life for most.

As one clinical manager explains, “as field staff sees the true needs of the community and their patients in real time, they can immediately put into action a request for help.” Andwell remains committed in its pursuit of being an organization about living – in all the many ways that life happens.



Throughout Andwell’s history, the organization has been fortunate to receive philanthropic resources that support our patients, their families, and our programs. Andwell’s **AndwellGives** program was developed to recognize and acknowledge the community’s generosity. In doing so, the organization continues to provide support beyond our work in improving the health of our communities that have provided so much.

Each year, employees throughout the organization come together to select a charitable theme to rally behind. The AndwellGives program allows employees to use the selected theme to support local or regional nonprofits of their choosing.

The AndwellGives program also acknowledges our employees’ kindness and generosity by offering fun and collegial complimentary events throughout the year to all employees, their families, and friends.



“Honest to God, this is the best job I have ever had, because of my impact in the community. I love what I do and the people I meet. I love how well we are received as nurses and the difference we are able to make on a daily basis. I have never felt so supported, not only from my direct supervisor or the senior supervisors, but also from the entire organization. It reminds me exactly why I am part of this organization. We are a huge part of this community. People rely on us, they recognize us. You feel like you are part of a huge family.”


– Tracey Dorian, Pediatric RN




Andwell Health Partners values the employee experience, and we care about your health and wellbeing. Our comprehensive benefits package offers traditional benefits and a whole lot more! If you are looking for a community to belong to and one that prides itself on your success, please contact us today.


**We are here for you!**

Our Employee Resources team is available to answer your questions.

 207.795.9421

 [andwell.org/careers/](https://andwell.org/careers/)

 [benefits@andwell.org](mailto:benefits@andwell.org)

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“The benefits of working at Andwell have been amazing. Everyone is a team player. I absolutely love taking care of my patients knowing that Andwell does so much for me and my family. We even get to go snow tubing.”

– Alice Ware, CNA Hospice



TEAMWORK Community Innovation GROWTH Recognition

WHOLE-PERSON BENEFIT PACKAGE

**Belonging** Cutting-Edge Clinical Programs **Trust**

Stability Family Feel **Education** Loan Forgiveness

Access To All Leaders **Support** **HAVING A VOICE**

**Engagement** Responsibility Mission Matters

Purpose and Fulfillment **FREE COFFEE** Connection

Career Support **Like-Minded People** Book Club

**FEELING AT HOME** Contribute To Change

Collaboration **Family Activities** **PAID TRAINING**

**State-of-the-Art Technology** Tuition Reimbursement

**WORK-LIFE BALANCE** End-of-Life-Care Leave

Emergency Car Repair Loan **TIME AWAY** Flexibility



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