



EXPERIENCE THE WMMC DIFFERENCE

Discover the Culture and Benefits That Set
WMMC Apart as an Exceptional Place to Work

A MESSAGE FROM THE PRESIDENT/CEO

WMMC has been proud to serve this community since 1963. We treat over 250,000 patients annually, which includes 21,000 patients in our Emergency Department alone. This commitment to our community is a testament to the importance of a robust healthcare system in Johnson County.

One of my proudest moments was when WMMC received its second five-star overall hospital quality rating from the Centers for Medicare & Medicaid Services (CMS), the highest rating a hospital can achieve! We are one of only 10 hospitals in Missouri to receive this distinction this year. Less than 400 hospitals nationwide currently hold this rating, making it an incredible achievement for a healthcare system of our size. This recognition reflects the dedication and expertise of our outstanding providers and staff, who work tirelessly to deliver top-tier healthcare services.

Our hospital could remain a “rural” healthcare facility, but that is not what our community needs. Our community deserves advanced care right here, which is why we work diligently to bring the best providers, employees, and services to this community. Additionally, our commitment to healthcare excellence extends beyond patient care. Through initiatives like the Healthcare Workforce Initiative, we are actively addressing workforce shortages by investing in education, recruitment, and retention strategies to ensure the future of quality healthcare in our region.

Despite the changes and challenges that come with expanding services, our focus has remained the same: to make every employee, patient, and their loved ones feel like family. I am proud of our team and know they are honored to serve this community.

I look forward to meeting you and hope that you will come to know and love what makes WMMC different.



DARINDA J. DICK, MSN, RN, FACHE
PRESIDENT/CEO



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ABOUT WESTERN MISSOURI MEDICAL CENTER

Western Missouri Medical Center (WMMC) is a not-for-profit hospital serving Johnson County, Missouri, and the surrounding communities. We combine advanced technology, board-certified providers, and a compassionate, skilled staff within a modern, welcoming facility. WMMC is proud to be both a trusted healthcare partner and a rewarding place to build your career.

As a fully accredited acute care medical center, WMMC offers a broad range of services including emergency care, obstetrics, orthopedic and general surgery, family and internal medicine, rehabilitation, and more. Our inpatient and outpatient programs cover everything from critical care and pediatrics to diagnostic testing, allowing you to participate in comprehensive, patient-centered care.

Since opening as Johnson County Memorial Hospital in 1963, WMMC has expanded significantly. Our Integrated Community Care Model enhances coordination with local providers and seamless access to patient records, strengthening the quality and continuity of care.

As an employee, you join an innovative organization dedicated to community engagement and ongoing growth. We invest in cutting-edge technology, foster collaboration, and support wellness initiatives to improve both patient outcomes and your employee experience. Together, we continue to build a lasting legacy of quality care and service for the region and beyond.



LEADERSHIP TEAM

Our leadership team is dedicated to delivering exceptional care and fostering a supportive work environment. They bring extensive experience in healthcare administration, nursing, and financial management. The team oversees clinical operations, financial health, and strategic growth, working together to ensure WMMC provides high-quality, compassionate care to our community.



Darinda J. Dick

President
Chief Executive Officer



Renee Twenter

Chief Operating Officer
Chief Nursing Officer



Lacey Bredehoeft-Fiene

VP of Financial Services
Chief Financial Officer



Tara Carlyle

Strategy & Development
Executive



Karen Caldwell

Assistant Chief Nursing
Officer

OUR MISSION, VISION AND VALUES

At WMMC, our mission, vision, and values guide everything we do. They represent our shared commitment to providing exceptional care to our community while fostering a positive, supportive workplace where every employee feels valued and empowered. Together, they inspire us to work as one, deliver excellence, and continuously grow both personally and professionally.

Mission

WMMC's mission is to work as one to serve our community with excellence and compassion.

Vision

To create a legacy of commitment to exceptional patient and employee experiences.

Values

- **Compassion:** Care delivered with kindness, respect, and without judgment.
- **Collaboration:** Building and nurturing meaningful relationships to work together.
- **Courage:** Advocating for the best interests of our patients, employees, community, and WMMC.



Standards of Behavior

We fulfill our mission by expecting all employees to embrace our values and adopt these standards:

- Every department and individual adds value and is accountable for our organization's success.
- We celebrate the accomplishments of our co-workers and recognize a job well done.
- By living these values and behaviors, we take pride and ownership in WMMC, making our work enjoyable while exceeding the expectations of those we serve.

WHERE CULTURE COMES FIRST

At WMMC, we're dedicated to creating a positive, inclusive, and engaging work environment. That's why we launched the **One Culture Program** in 2022 – a hospital-wide movement driven by employees, for employees – to make WMMC the best place to work and grow.

Our Mission: One Culture

To cultivate a fulfilling workplace that values employees, recognizes outstanding work, and promotes growth through empowerment.

What We Do

The One Culture team plans and supports a wide range of employee engagement and recognition activities throughout the year. Many of these events also welcome families and the community, helping strengthen the connection between WMMC employees and the people we serve.

Guiding Principles:

- Celebrate outstanding employee behavior
- Support employee growth
- Encourage open communication
- Empower integrity and innovation
- Build respectful, inclusive relationships
- Foster consistent engagement

How We Work

The One Culture Committee has three subcommittees:

- **Building Relationships** – Strengthens teamwork and belonging
- **Communication & Empowerment** – Keeps employees informed and valued
- **Engagement & Recognition** – Celebrates achievements and boosts morale





Annual Awards & Recognition Ceremony



Halloween Costume Contest



Christmas Wreath Contest



Visit from Santa & Mrs. Claus



Pumpkin Decorating Contest



WMMC Recognition Relay

BENEFITS

We believe our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package to support your health, financial security, personal growth, and overall well-being. Whether you're full-time or part-time, you'll have access to a wide range of resources, support systems, and perks—**beginning the first of the month following your hire date.**

Health Insurance

Medical Insurance - Meritain

You can choose from three plans based on your individual or family healthcare needs:

- Base Plan
- Buy-Up Plan
- HSA Plan (*includes an employer contribution*)

Coverage is available at the following levels:


- Employee Only
- Employee + Children
- Employee + Spouse
- Family

WMMC's Special Network offers additional savings when you use our providers and facilities. Lab work and diagnostic imaging performed at WMMC are covered at 100% for employees enrolled in a WMMC medical plan. (*Read fees apply; Base and Buy-Up Plans are subject to deductible and coinsurance.*) You can also save \$20 per paycheck (\$520 annually) by completing a wellness screening and related activities through the Wellness Premium Discount.

Dental Insurance - Delta Dental of Missouri

- Coverage available for Employee Only, Employee + Children, Employee + Spouse, Family
- \$1,500 annual allowance per person
- \$1,500 lifetime orthodontic benefit

Vision Insurance - Ameritas

- Coverage options: Employee Only, Employee + Children, Employee + Spouse, Family
 - Affordable coverage with a wide provider network
- 

BENEFITS (CONT.)

Other Insurance

- Supplemental insurance offered by New York Life
- Optional Short-Term Disability - 60%
- Optional Long-Term Disability - 60%
- Basic life insurance in the amount of one-time annual salary up to \$50,000
- Voluntary life insurance: up to \$500K/employee, \$250K/spouse, \$20K/dependent child
- Genomic life DNA testing screen for family
- Discounted pet insurance through SPOT

Retirement

WMMC offers several retirement savings options, including 403(b), 403(b) Roth, 457, and 457 Roth. An employer match is paid annually on a progressive scale, up to 5%.

Paid Time Off (PTO)

PTO hours are earned each pay period and are available for use immediately after accrual.

Mental Health & Counseling

- Free counseling through the Employee Assistance Program (EAP) for employees and their household (in person, virtual, or text)
- Wellness apps for mental and emotional health
- A Rejuvenation Room with massage chairs for stress relief
- Visits from Thomas, our emotional support Golden Retriever
- On-site access to an Employee Wellbeing Advocate

Flexible Spending Accounts (FSA)

Offered through Voya, employees can enroll in Medical FSA or Dependent Care FSA.

Physical Health & Wellness

- Up to \$120/year for gym fees or race/marathon reimbursement
- Access to the hospital's Rehab Services gym (outside work hours)
- Discounted memberships at participating gyms



BENEFITS (CONT.)

Employee Discounts & Perks

- **Café Discount:** 20% off your meals at the WMMC Café, featuring a variety of fresh, delicious options. Donate just \$1 per pay period to the WMMC Foundation and receive an extra 5% off!
- **Wishing Well Gift Shop:** 20% off purchases during Hospital Week.
- **Pharmacy:** Our retail pharmacy offers over-the-counter products and reduced co-payments for prescriptions under the WMMC medical plan.
- **Lactation Room:** Private space available for pumping or breastfeeding.

Employee Relief Fund (ERF)

WMMC employees can apply for grants of up to \$500 through the WMMC Foundation's Employee Giving Committee. These funds, supported by employee contributions, assist teammates facing emergencies or times of need.

Additional Benefits

- **Jeans Days:** Wear jeans every Friday when paired with a WMMC-branded or sports shirt.
- **Referral Bonuses:** Offered for hard-to-recruit positions.
- **Annual Raise:** All eligible employees receive an annual raise built into the budget.
- **Holiday Gift:** Each year, WMMC employees receive a holiday gift as a token of appreciation.

Community & Local Discounts

- Enjoy exclusive savings through our "Bringing the Benefits to You" program, with local vendors like Buckeye Acres and Central Nutrition regularly visiting WMMC for convenient on-site shopping.



Bringing the Benefits to You Vendor

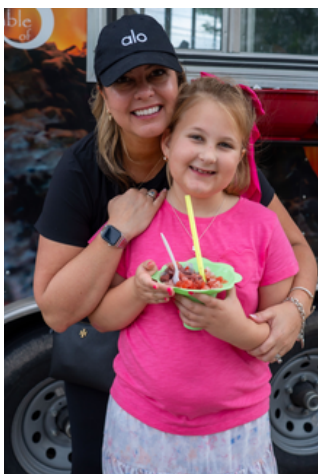
NURSES WEEK & HOSPITAL WEEK

At WMMC, we believe in celebrating our team. Each year, we host Nurses Week and Hospital Week in May to recognize the incredible work of our staff. These weeks are filled with themed spirit days, fun activities, treats, and opportunities to connect with coworkers and the community.

Highlights from 2025 Celebrations Include:

- **Gifts & Giveaways** for staff
- **Spirit Week Themes** and dress-up days
- **Nurses' Social**
- **Nurses Night at the K** - a Kansas City Royals game honoring local nurses
- **Treat Trolley, Ice Cream, Donuts, and More**
- **Free Meals & Food Trucks**
- **Employee Vendor Fair & Scrub Sale**
- **Family Fun Day** - a community event with games, food, and activities
- **Hospital Week Awards & Recognition**

These annual events are a meaningful part of our culture at WMMC, offering time to celebrate, connect, and recognize the incredible contributions of our team.



HEALTHCARE WORKFORCE INITIATIVE

The WMMC Healthcare Workforce Initiative is designed to support and grow the local healthcare workforce by offering education and training programs right here in our community. This initiative helps students and future healthcare workers gain the skills they need to provide high-quality care while also supporting their personal growth and well-being.

Key Programs Include:

- **ECHO Camp** — An interactive experience where students explore healthcare careers and develop important skills.
- **A.T. Still University (ATSU) Base Site** — WMMC partners with ATSU to provide training opportunities for medical students.
- **Medical Assistant Training Program** — A program that provides the hands-on training and education necessary for participants to become certified medical assistants
- **Tuition Reimbursement** — A benefit available to full-time and part-time employees after one year of service, supporting continued education and professional growth.



This initiative opens doors for local students interested in healthcare and helps build a strong workforce to serve our community.



ECHO Camp



ATSU Medical Students

COMMUNITY PARTNER

Western Missouri Medical Center (WMMC) is deeply committed to building strong partnerships that improve healthcare and workforce development throughout our region. By collaborating with local schools, businesses, and organizations, we invest in programs and initiatives that expand access to quality care, support education, and strengthen the workforce—benefiting both our hospital and the communities we serve.

Community Events & Programs

WMMC hosts and supports many events that bring people together, raise awareness, and promote health, including:

- **Fire & Ice:** Fundraisers hosted by the WMMC Foundation.
- **Family Fun Day:** A FREE, family-friendly celebration during Hospital Week featuring food trucks, activities, and fun for all ages.
- **Ladies' Night Out:** A breast cancer awareness event each October.
- **Community Health Needs Assessment (CHNA):** A partnership with Johnson County Community Health Services to address local health priorities.
- **Auxiliary's Annual Ice Cream Social:** Held the first Sunday of August every year.
- **Diabetes Education and Empowerment Program (DEEP):** An annual program focused on diabetes awareness and support.



Ladies' Night Out



Auxiliary Ice Cream Social

VOICES FROM OUR TEAM

"WMMC has made me want to better myself and continue my education so I can be an even better asset to the organization."

"I feel supported and empowered as a nurse. It truly is like working with family!"

"A local choice that provides career growth and a sense of purpose while also feeling like a family."

"I love the people I work with, the patients we're able to help, and am thankful for the little things that show I am appreciated."

"Every decision starts with how we can best serve our community."

"I am able to provide one-on-one outpatient care with a population I am passionate about and am well-supported by a team of multidisciplinary coworkers."

"WMMC is like a big family. All departments work together to provide the best care."

"I feel like I am given the tools and support I need to be successful and help my team be successful."

"There is never a day your feelings, opinions, or questions go unnoticed. I wake up every day proud to be an employee of WMMC!"

"It's rewarding to be a part of an organization that is not only committed to offering quality services that are vital to the community, but is also committed to constantly evolving and improving the quality of those services."



"Employee-focused CEO, active leadership, motivation of team ethic and up to date treatments for patients."



WHY WMMC IS A GREAT PLACE TO WORK

At Western Missouri Medical Center, we offer more than a job—we provide meaningful work, great benefits, and a supportive environment.

WHAT WE OFFER

- **Health Coverage:** Medical, dental, vision, FSA, and supplemental options
- **Time Off & Recognition:** PTO accrual from day one, annual raises, holiday gifts, Daisy Award, Champion Award, Years of Service Awards, jeans days
- **Wellness Perks:** Free counseling through EAP, wellness apps, gym perks, Rejuvenation Room, support dog visits
- **Financial Benefits:** Retirement match, referral bonuses, employee relief fund, local discounts

QUESTIONS?

Contact Human Resources at humanresources@wmmc.com or (660) 262-7462. Explore careers at WMMC.com/Careers.

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