Our Maine way of life
## Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Our Promise</td>
<td>3</td>
</tr>
<tr>
<td>Welcome to Maine</td>
<td>4</td>
</tr>
<tr>
<td>Northern Maine</td>
<td>6</td>
</tr>
<tr>
<td>Maine Highlands</td>
<td>10</td>
</tr>
<tr>
<td>Downeast Maine</td>
<td>16</td>
</tr>
<tr>
<td>Kennebec &amp; Sebasticook Valleys</td>
<td>20</td>
</tr>
<tr>
<td>Southern Maine</td>
<td>26</td>
</tr>
<tr>
<td>Northern Light Health</td>
<td>31</td>
</tr>
<tr>
<td>Beacon Health</td>
<td>32</td>
</tr>
<tr>
<td>Northern Light Foundation</td>
<td>33</td>
</tr>
<tr>
<td>Northern Light Home Care &amp; Hospice</td>
<td>34</td>
</tr>
<tr>
<td>Northern Light Laboratory</td>
<td>35</td>
</tr>
<tr>
<td>Northern Light Medical Transport &amp; Emergency Care</td>
<td>36</td>
</tr>
<tr>
<td>Northern Light Pharmacy</td>
<td>37</td>
</tr>
<tr>
<td>Work Force</td>
<td>38</td>
</tr>
<tr>
<td>Work Health</td>
<td>39</td>
</tr>
</tbody>
</table>
Hello! It’s nice to meet you.

We’re so glad that you have an interest in Northern Light Health and we think you’ll love what we have to offer right here in Maine.

Northern Light Health is a statewide healthcare system like no other. While you have probably heard that before, we truly believe we have a unique, rewarding experience to share with you. What exactly sets us apart? Our culture is founded on the qualities that make Mainers great. We are:

**Inventive:** Constantly challenging the status quo; pursuing new, original ideas

**Intuitive:** Naturally oriented to the people we serve; proactive and mindful as we strive to deliver care with warmth and empathy

**Pragmatic:** Viewing everything we do through a lens of sensibility, logic, and efficiency

**Devoted:** Doing whatever it takes; steadfast and staunchly committed to exceeding your expectations

We believe in a better way and we understand that our patients deserve a no-nonsense, personalized approach to healthcare. Our promise is to make health care work for you—whether you are a patient, community member, or one of our more than 12,000 dedicated colleagues. We are Northern Light Health.

We look forward to sharing more about what being a member of the Northern Light Health team can mean for you.
Welcome to Maine!

In Maine, the saying “the way life should be” certainly rings true. From the mountains of western Maine to the rocky eastern shores, this most eastern point of the United States offers a diverse opportunity for finding your true Maine experience. Although Maine is known for its flourishing tourism industry, we guarantee that once you come, you won’t want to leave. All year round, feed your senses with a bounty of beautiful scenery, as well as world-class restaurants, museums, and entertainment. Maine—it’s the home you’ve been waiting for.

Northern Maine
Aroostook County is known as the “Crown of Maine” and what a stunning crown it is. At first look, you will fall in love with all the vast natural beauty this northern-most county has to offer:

- If you enjoy spending much of your time outdoors, you will certainly feel at home here. Canoeing along the 92-mile Allagash Wilderness Waterway offers a unique “get-away” experience that provides an escape from civilization.

- Northern Maine also offers a plentiful array of shopping and dining opportunities. Spend a weekend visiting one of the many farm stands or farmer’s markets. Take a stroll down one of the classic downtowns, stop at a local café, or shop in one of Aroostook’s many hometown shops.

The Maine Highlands
Whether you prefer to explore the great outdoors or the cultural experience of a more urban setting, the Maine Highlands offers the best of both worlds:

- Located in the center of Maine, the Highlands is home to both Maine’s highest peak, Mount Katahdin, as well as Maine’s largest lake, Moosehead.

- Moosehead has become a top destination for vacationers and outdoor enthusiasts. The size of this lake is impressive; it covers about 400 miles of shoreline.

- On the southern end of the Highlands is Bangor, Maine’s third largest city. During the last decade, Bangor has experienced a cultural resurgence, making it both an attractive place to visit and live.

- The Waterfront Concert series, events at the Cross Insurance Center, and Bangor’s many artisan festivals are just a few of the many year-round attractions.

- Just north of Bangor is the University of Maine’s flagship campus in Orono. The Collins Center for the Arts, located on the university campus, also attracts world-class performances, including Broadway tours, nationally-known comedians, and legendary musicians.

- With 7,000 miles of flowing rivers and 2,000 lakes, rivers, and streams, the region has plenty of opportunity for kayaking, swimming, fishing, wildlife viewing, and camping. Trails for biking and hiking are found all across Aroostook.

- Aroostook boasts more than 2,300 miles of snowmobile trails—providing the best trail riding experience in the eastern United States, and 1,200 miles of ATV trails.
Downeast Maine
If you are looking for a true Maine lifestyle, eastern Maine offers an authentic experience like no other. This region, considered “Downeast,” is the home of many iconic Maine images—lobster, blueberries, lighthouses, and, of course, the beautiful sweeping coastal views:

• With its rugged coastline and spectacular views, Acadia National Park is certainly the gem of coastal Maine. This 49,000 acre reserve on Mount Desert Island is the only national park in the northeast and offers an expansive natural playground for both families and adventure-seekers.

• If you love the water, you are sure to enjoy life here. Between the miles of coastline and numerous inland lakes and streams, there are plenty of opportunities to canoe, kayak, or even take a schooner or whale watching cruise.

• Just down the road from Acadia is the town of Bar Harbor. Although this town only has approximately 5,000 residents, thousands more flock to this coastal town during the vacation season to soak in the beauty.

Kennebec & Sebasticook Valleys Maine
The serene beauty of the Kennebec and Sebasticook Valley regions, along with many traditional New England towns, makes this area an ideal location to call home.

• The Kennebec and Sebasticook rivers weave through the region, and large lakes abound, including the Belgrade Lakes and Sebasticook Lake. All offer family-fun activities like fishing, canoeing, kayaking, or just relaxing along the shores.

• Waterville is a dynamic and growing community. Home to Colby College and Thomas College, this city offers shopping, dining, and cultural opportunities—including the Waterville Opera House and a vibrant arts community.

• The family-friendly town of Pittsfield is home to parks and outdoor pursuits, as well as a summer concert series, the beautiful Maine Central Institute campus, and one of the largest community festivals in the region – the Central Maine Egg Festival.

Southern Maine
From the sandy shores of Old Orchard Beach, to the bustling streets of Portland, and the historic New England charm of Gorham, Falmouth, and Yarmouth, it is no wonder why southern Maine is such an attractive place to live:

• Maine’s largest city, Portland, offers a blend of old world charm and modern sophistication. This city has been routinely ranked among the top ten in national listings for best restaurants, health, as well as best place to raise a family.

• You don’t have to go far out of Portland to “get away.” Surrounding Greater Portland are many classic New England towns offering a variety of outdoor activities.

• Freeport, home of the L.L. Bean flagship store, is a shopping mecca with an extensive list of outlet stores.

• If you are looking for an outdoor adventure, consider hiking beautiful Bradbury Mountain; hunt, fish, and boat in the Lakes Region, or head even further west toward Mount Washington for hiking or skiing.
Welcome to Northern Maine

Aroostook County is known as the “Crown of Maine” and what a stunning crown it is. At first look, you will fall in love with all the vast natural beauty this northern-most county has to offer.

If you enjoy spending much of your time outdoors, you will certainly feel at home here. Canoeing along the 92-mile Allagash Wilderness Waterway offers a unique “get-away” experience that provides an escape from civilization. With 7,000 miles of flowing rivers and 2,000 lakes, rivers, and streams, the region has plenty of opportunity for kayaking, swimming, fishing, wildlife viewing, and camping. Trails for biking, hiking, as well as ATV and snowmobile use are found all across Aroostook. In fact, Aroostook boasts more than 2,300 miles of snowmobile trails—providing the best trail riding experience in the eastern United States and 1,200 miles of ATV trails.

Two world-class Nordic ski venues have hosted several world-wide biathlon events and are now focusing efforts on four-season opportunities for individuals and families. Nordic Heritage Center in Presque Isle and the Fort Kent Outdoor Center both feature miles of cross-country ski trails, as well as trails for hiking, biking, and snowshoeing. For those looking for more thrills, downhill skiing and tubing are also available.

Annual festivals and special events draw many to the region, including the international Can-Am Sled Dog Race and a hot air Balloon Festival.

Northern Maine also offers an array of shopping and dining opportunities. Spend a weekend visiting one of the many farm stands or farmer’s markets. Take a stroll down one of the classic downtowns, stop at a local café, or shop in one of Aroostook’s many hometown shops. Afterwards, spend an afternoon on one of the scenic golf courses spread throughout Aroostook County.

Four institutions of higher education offer opportunities for enrichment, personal growth, and career development. Wintergreen Arts Center offers experiences for both adults and children that encourage appreciation of the arts and stimulate creativity.

No matter your reasons for coming to the Crown of Maine, you’re sure to be welcomed by many of the friendly faces that make this area such a special place to call home. In Aroostook County, you’ll certainly be living the way life should be!
Northern Light Health by region

Northern
1. A.R. Gould Hospital
   Continuing Care Home Care & Hospice
2. Home Care & Hospice

Maine Highlands
3. C.A. Dean Hospital
4. Mayo Hospital
5. Eastern Maine Medical Center
   Acadia Hospital Laboratory
   Pharmacy
   Home Care & Hospice
6. Corporate Office
   Lafayette Family Cancer Institute Laboratory
   Pharmacy

Downeast Acadia
7. Maine Coast Hospital Home Care & Hospice
8. Blue Hill Hospital

Kennebec & Sebasticook Valleys
9. Sebasticook Valley Hospital
10. Inland Hospital
    Continuing Care Home Care & Hospice

Southern
11. Mercy Hospital Laboratory
    Pharmacy
    Home Care & Hospice
Northern Light AR Gould Hospital

Programs of Excellence

- Advanced cancer care, including medical and radiation oncology
- Cardiovascular care services, including specialized diagnostic services and cardiac rehabilitation
- Dialysis for patients who have reduced kidney function.
- AR Gould is the only provider of dialysis services in the region
- Emergency department staffed by physicians 24/7
- Inpatient care, including the Birthing Center, Medical/Surgical Care, and Intensive Care
- Orthopedic care provided by orthopedics and sports medicine specialists, physiatrists, and interventional pain specialists
- Sleep medicine services, including a sleep lab
- Primary care at Northern Light Health Centers in Caribou, Fort Fairfield, Mars Hill, and Presque Isle
- Women’s health services, including obstetrics/gynecology and comprehensive breast care

For a complete list of services, please visit northernlighthealth.org/A-R-Gould-Hospital.

careers.northernlighthealth.org
Welcome to the Maine Highlands

Whether you prefer the great outdoors or the culture of a more urban setting, the Maine Highlands offers the best of both worlds.

Located in the center of Maine, the Highlands is home to both Maine’s highest peak, Mount Katahdin, as well as Maine’s largest lake, Moosehead. The lake covers about 400 miles of shoreline and contains more than 80 islands. This vast region of Maine also boasts having more than 200 waterfalls and miles of trails for hiking and ATV/snowmobile use. This area also hosts festivals year round, including Moose Mania in the spring, the International Seaplane Fly-In in the fall, Snowfest with a 100-mile sled dog race, a chocolate festival, and an ice fishing tournament. Baxter State Park, home of Mount Katahdin, is located northeast of Moosehead. This park draws adventure seekers from all over the United States looking to conquer the 5,267 foot Mount Katahdin peak or explore the vast 200,000 acres of mountains, forests, lakes, and streams.

On the southern end of the Highlands is the city of Bangor, Maine’s third largest city. Once the lumbering capital of the world, Bangor has transformed itself into a destination for entertainment and the arts. The Waterfront Concert series, events at the Cross Insurance Center, the region’s multipurpose arena, and Bangor’s many artisan festivals are just a few of the many year-round attractions. Other highlights of Bangor include The Bangor Symphony Orchestra, the oldest continually performing orchestra in the nation; the Maine Discovery Children’s Museum; and Bangor’s bustling downtown dotted with boutiques, a variety of locally-owned cafés and restaurants, and a professional theatre company that performs in the historic Bangor Opera House.

Just north of Bangor is the University of Maine’s flagship campus in Orono. This facility offers nearly 100 undergraduate majors, minors, and academic programs and 140 graduate programs. The comprehensive athletic program provides some must-see sporting events, such as men’s ice hockey, football, and women’s basketball. The Collins Center for the Arts, located on the university campus, attracts world-class performances to the stage, including Broadway tours, nationally-known comedians, and legendary musicians. While most are coming to the Maine Highlands for a memorable vacation, many are discovering the lifetime of fulfilling opportunities this region has to offer. Discover for yourself the possibilities that are ahead in the heart of Maine.
Northern Light Acadia Hospital

Programs of Excellence

- Adult and youth medication management
- Adult individual and group therapy
- Adult intensive outpatient program
- Behavioral/medical integration
- CBT pain management program
- Community outreach programs
- Comprehensive youth and adult inpatient mental health treatment services
- Expanded youth outpatient programs: Summer Treatment Program
- Outpatient geriatric mental health and neuropsychiatry
- Pediatric day treatment
- Psychiatric observation unit
- Tele-psychiatry, including consultations to 19 regional emergency departments and several primary care practices

For a complete list of services, please visit northernlighthealth.org/Acadia-Hospital.

careers.northernlighthealth.org

Northern Light Acadia Hospital is a private, acute care psychiatric hospital offering many resources including child/adolescent and adult inpatient services. Acadia Healthcare, a subsidiary of the hospital, provides a variety of community-based mental health and substance abuse services.

At a Glance

- The first psychiatric Magnet Hospital in the nation (2003) and Bangor Region Chamber of Commerce 2014 Non-Profit of the Year
- Producer of the award-winning Acadia Hospital CARES videos on youth wellness issues and executive producer of award-winning teen anxiety/depression film The Road Back
- Offers innovative programming such as behavioral health home, eating disorders program, and a geriatric mood and memory clinic, which is involved in multiple clinical trials for promising Alzheimer’s treatments

Licensed Beds
100

Active Providers
63

Employees
738
Northern Light CA Dean Hospital

Licensed Beds
25

Active Providers
19

Employees
149

Northern Light CA Dean Hospital is a 25-bed critical access hospital nestled on the shores of Moosehead Lake in Greenville, Maine. CA Dean operates Health Centers in Greenville, Monson, and Sangerville, offering primary care and specialty services.

At a Glance
- Recipient of the 2021 Guardian of Excellence and Pinnacle of Excellence Awards recognizing outstanding patient experience in the Emergency Department
- CA Dean is building a new state-of-the-art hospital on its campus to include private patient “flex care” rooms, emergency department, imaging, and lab; a new, separate ambulance garage; and an FAA-approved helipad. Anticipated opening date is 2022

Programs of Excellence
- **Cardiovascular diagnostic services**, including EKG tests, ultrasounds, and echocardiograms
- **Emergency department** staffed by physicians 24/7
- **Infusion Care**
- **Inpatient care**
- **Laboratory services**, accredited by the Commission on Office Laboratory Accreditation
- **Primary care** at Northern Light Health Centers in Greenville, Monson, and Sangerville
- **Rehabilitation**, including physical and occupational therapy.
- **Specialty care services**, including podiatry and urology
- **Women’s health services**, including gynecology

For a complete list of services, please visit northernlighthealth.org/C-A-Dean-Hospital.

careers.northernlighthealth.org
Northern Light Eastern Maine Medical Center

Programs of Excellence

- A level II trauma center verified by the American College of Surgeons
- A provider of advanced cancer, cardiovascular, orthopedic, emergency, and women’s health services, among many other specialties. We provide specialty and intensive services that aren’t available elsewhere in the region. We’ve earned disease-specific care certifications from The Joint Commission in stroke care and hip and knee replacement
- A leader in robotic-assisted surgery recognized as an epicenter for general and bariatric robotic-assisted surgery
- Primary care in Bangor, Brewer, Hampden, Orono, on the University of Maine campus, and walk-in care in Bangor
- A host for LifeFlight of Maine, a statewide critical care transport provider
- A leader in clinical research in Maine with projects focusing on Alzheimer’s, cancer, obesity, patient portals, coronary disease evaluation and treatment, diabetes, cholesterol, and more

For a complete list of services, please visit northernlighthealth.org/emmc.

careers.northernlighthealth.org

Northern Light Eastern Maine Medical Center (EMMC) is the acute care specialty referral hospital for northern, eastern, and central Maine, providing leading-edge programs in cancer, surgery, and cardiac care, among many others.

At a Glance

- Recently opened, the Penobscot Pavilion, a modern facility which includes state of the art neonatal intensive care unit and operating room spaces, positions the organization to continue serving the northern two-thirds of the state for generations to come
- Offers incredible opportunities for growth—employees perform at the highest level while serving a diverse patient population

Licensed Beds
411

Active Providers
581

Employees
4,020
Located in the scenic Maine Highlands Region, Northern Light Mayo Hospital provides advanced medical services to more than 26,000 residents in Piscataquis and adjacent Penobscot and Somerset counties. We're a healthcare provider, major employer, and community health partner.

**At a Glance**
- The most recent member to join Northern Light Health
- Works tirelessly to improve the health of the communities it serves. Recent grant-funded community health initiatives have focused on reducing substance use and addressing vaccine hesitancy
- Maintains close partnerships with local businesses, educational institutions, and community health organizations

**Programs of Excellence**
- **Cancer care**, including outpatient physician care and chemotherapy
- **Cardiovascular care**, including respiratory therapy services, cardiac rehabilitation, sleep lab, stress testing, and vascular testing
- **Emergency department** staffed by providers 24/7
- **Laboratory services**
- **Primary care** at Northern Light Health Centers in Dexter, Corinth, Dover-Foxcroft, and Milo
- **Imaging services**, including x-ray, MRI, CT scan, ultrasounds, mammography, bone densitometry, nuclear medicine, and echocardiography
- **Surgery**, including general, orthopedic, oncologic, oral, gynecologic, obstetric, and endoscopic surgical services
- **Women’s health services**, including the Birthing Center, obstetrics and gynecology, and diagnostic care

For a complete list of services, please visit northernlighthealth.org/Mayo.

careers.northernlighthealth.org
If you are looking for a true Maine lifestyle, Eastern Maine offers an authentic experience like no other.

This region, considered “Downeast,” is the home of many iconic Maine images—lobster, blueberries, lighthouses, and, of course, the beautiful sweeping coastal views.

If you love the water, you are sure to enjoy life here. Eastern Maine is central for just about anything nautical. The island towns of Deer Isle and Stonington are home to a large percentage of the state’s lobstering community. Between the miles of coastline and numerous inland lakes and streams, there are plenty of opportunities to canoe, kayak, or even take a schooner or whale watching cruise.

With its rugged coastline and spectacular views, Acadia National Park is certainly the gem of coastal Maine. This 49,000 acre reserve on Mount Desert Island is the only national park in the northeast and offers an expansive natural playground for both families and adventure-seekers. Climb the iron rungs of the Precipice Trail, see the sunrise from Cadillac, take a stroll around Jordan Pond, or enjoy a bike ride on the historic carriage roads. No matter what you enjoy, Acadia will keep you coming back for more.

Just down the road from Acadia is the town of Bar Harbor. Although this town only has approximately 5,000 residents, thousands more flock to this coastal town during the vacation season to soak in the beauty. Its small coastal town charm and proximity to Acadia National Park makes it an attractive destination to visitors world-wide each year. Bar Harbor offers unique local shops and some of the best restaurants in northern New England.

There certainly is no place like Downeast Maine. If your idea of an ideal lifestyle is watching the sunrise over the ocean, enjoying a clam bake with close friends, or an afternoon enjoying the wonders of nature, then this place is for you!
Northern
1. A.R. Gould Hospital
   Continuing Care
   Home Care & Hospice
2. Home Care & Hospice

Maine Highlands
3. C.A. Dean Hospital
4. Mayo Hospital
5. Eastern Maine Medical Center
   Acadia Hospital
   Laboratory
   Pharmacy
   Home Care & Hospice
6. Corporate Office
   Lafayette Family Cancer Institute
   Laboratory
   Pharmacy

Kennebec & Sebasticook Valleys
7. Maine Coast Hospital
   Home Care & Hospice
8. Blue Hill Hospital
9. Sebasticook Valley Hospital
10. Inland Hospital
    Continuing Care
    Home Care & Hospice

Southern
11. Mercy Hospital
    Laboratory
    Pharmacy
    Home Care & Hospice

Downeast Acadia
7. Maine Coast Hospital
   Home Care & Hospice
8. Blue Hill Hospital
Northern Light Blue Hill Hospital

Programs of Excellence

- **Emergency department** is staffed by physicians 24/7
- **Imaging services** include a new state-of-the-art CT scanner, mobile MRI, nuclear medicine, ultrasound, 3D digital mammography, DEXA scanning (bone density testing, and routine x-rays)
- **Rehabilitation services** (physical therapy, occupational therapy, speech therapy, and cardiac rehab) are offered in Blue Hill and Bucksport
- **Specialty services** include orthopedics, cardiology, urology, gastroenterology, infusion, osteoporosis care, and women’s health (labor and delivery services are provided in Ellsworth in cooperation with Maine Coast Hospital)
- **Primary care services** in Blue Hill, Castine, and Stonington
- **Health centers:**
  - Northern Light Sussman Health Center, Blue Hill
  - Northern Light Health Center, Bucksport
  - Northern Light Health Center, Castine
  - Northern Light Health Center, Stonington

For a complete list of services, please visit northernlighthealth.org/Blue-Hill-Hospital.

careers.northernlighthealth.org

Northern Light Blue Hill Hospital is a 25-bed critical access hospital offering primary and selected specialty healthcare services.

At a Glance

- Offers, participates in, and supports health and wellness activities, events, and educational opportunities through partnerships and collaborations with the community and local organizations
- Blue Hill Hospital is building a new state-of-the-art hospital on its campus to include private inpatient rooms, full-service emergency department, lab and imaging services, rehabilitation services, with a continued focus on primary and specialty care

Licensed Beds

25

Active Providers

23

Employees

227
Opened in 1956, our comprehensive healthcare facility provides emergency, primary and specialty care acute inpatient, diagnostic, and surgical services for Hancock and Western Washington counties.

At a Glance
- Joint Commission Accredited
- Dedicated to providing exceptional medical care with the personal touch and convenience only a community hospital can offer
- Maine Coast Hospital is modernizing its hospital. The modernization project includes a brand new birthing center and renovated inpatient rooms.
The serene beauty of the Kennebec and Sebasticook Valley regions, along with many traditional New England towns, makes this area an ideal location to call home.

If you like rural areas, enjoy nature and life on the water, you will love the central Maine region. The Kennebec and Sebasticook rivers weave through the communities, and large lakes abound, including the Belgrade Lakes and Sebasticook Lake. All offer family-fun activities like fishing, canoeing, kayaking, or just relaxing along the shores.

Waterville is a dynamic and growing community. Home to Colby College and Thomas College, this city offers shopping, dining, and cultural opportunities—including the Waterville Opera House and a vibrant arts community. Behind Inland Hospital, you can access the Inland Woods Trails, which connects to miles of city trails for mountain biking, walking, cross-country skiing, and snowshoeing.

The family-friendly town of Pittsfield is home to parks and outdoor pursuits, as well as a summer concert series, the beautiful Maine Central Institute campus, and one of the largest community festivals in the region – the Central Maine Egg Festival.

The Kennebec and Sebasticook Valleys offer a balance between natural beauty and entertainment options and are just an hour’s drive to Portland, Maine’s largest city, and Portland International Jetport. Come explore our area and enjoy life the way it should be!
Inland Hospital is a dynamic healthcare organization with a community hospital in Waterville, a 105-bed continuing care center (Lakewood) on the hospital campus, and 11 primary and specialty care locations in Waterville and surrounding communities.

**At a Glance**
- Awarded an “A” in the Leapfrog Group’s spring 2021 Hospital Safety Grade
- Highest level quality recognition for primary and specialty care practices by National Committee for Quality Assurance
- Named a Gold Safe Sleep Champion by the Cribs for Kids National Safe Sleep Hospital Certification Program

For a complete list of services, please visit northernlighthealth.org/Inland-Hospital.

careers.northernlighthealth.org
Northern Light Continuing Care, Lakewood

Employees

106

Northern Light Continuing Care, Lakewood is a 105-bed, continuing care center that includes three separate units: Alzheimer’s/dementia care, long-term care and skilled nursing care, and rehabilitation services. We are proud members of Inland Hospital and Northern Light Health, and governed by a board of directors from the local community.

At a Glance
- Offers employees robust benefits including tuition reimbursement and free gym memberships
- Paid training to promote from within including career ladders for certified nursing assistants
- Provides compassionate 24-hour care in a warm, home-like environment with a strong focus on staffing ratios to provide excellent care and successful outcomes for our patients

Programs of Excellence
- Rehabilitation services
- Long term care
- Skilled nursing
- Dementia and Alzheimer’s care
- Hospice care
- Physical therapy
- Occupational therapy
- Speech therapy

For a complete list of services, please visit northernlighthealth.org/Lakewood.

careers.northernlighthealth.org
Northern Light Sebasticook Valley Hospital

Programs of Excellence

- **Cardiovascular services**, including diagnostic services and rehabilitation
- **Emergency department** staffed by physicians 24/7
- **Imaging services**, including CT scans, magnetic resonance imaging (MRI), 3D mammography, nuclear medicine, and ultrasound
- **Inpatient care**, including a special care unit, acute, and swing-bed levels of care
- **Laboratory services**
- **Podiatry services**, including surgical and non-surgical treatments
- **Primary care** at Northern Light Health Centers in Clinton, Newport, and Pittsfield
- **Rehabilitation**, including physical, occupational, and speech therapy
- **Specialty care services**, including endocrinology and diabetes care, gastroenterology, neurology, orthopedics, pain management, sleep diagnostics, and urology
- **Women’s health services**, including screening services, obstetrics, gynecology, and breast care

For a complete list of services, please visit northernlighthealth.org/Sebasticook-Valley-Hospital.

careers.northernlighthealth.org
Welcome to Southern Maine

From the sandy shores of Old Orchard Beach, to the bustling streets of Portland, and the historic New England charm of Gorham, Falmouth, and Yarmouth, it is no wonder why Southern Maine is such an attractive place to live.

Maine's largest city, Portland, offers a blend of old world charm and modern sophistication. This city has been routinely ranked among the top ten in national listings for best restaurants, health, as well as best place to raise a family. In the Old Port, artistic shops, pubs, and award-winning restaurants line the cobblestone streets. The working waterfront of Portland Harbor is one of the busiest ports in Maine, including commercial fishing fleets, cargo ships, and ferries bringing passengers to one of the nearby islands. Portland also offers a diverse and eclectic mix of art and music. In the heart of downtown, the Portland Museum of Art displays an impressive collection of nationally known exhibitions.

You don't have to go far out of Portland to “get away.” Surrounding Greater Portland are many classic New England towns. Nine miles outside the city sits Gorham, home of the University of Southern Maine. Freeport, home of the L.L. Bean flagship store, is a shopping mecca with an extensive list of outlet stores. If you are looking for an outdoor adventure, consider hiking our dozens of beautiful trails; hunt, fish, and boat in the Lakes Region, or head even further west toward Mount Washington for hiking or skiing.

Bradbury Mountain in Pownal (located next to Freeport) offers multi-use trails for a variety of activities, including horseback riding, mountain biking, and snowmobiling and snowshoeing in the winter. It’s a wonderful place to escape, enjoy a picnic, explore a few trails, and spot a hawk or an eagle soaring over the 800 acres of forestland.

Whether you prefer the urban way of life or rustic country living, Southern Maine offers something for everyone. Why wait to enjoy life the way it should be? Once you visit, you’ll never want to leave.
Northern Light Mercy Hospital

Licensed Beds

200

Active Providers

213

Employees

1,389

Northern Light Mercy Hospital carries out the healing work of Christ by providing clinically excellent, compassionate healthcare for all, with special concern for the poor and disadvantaged. Mercy is a non-profit organization sponsored by the Sisters of Mercy of the Americas, and is a member of Northern Light Health.

At a Glance

- Received numerous national recognitions, including certification for hip, knee, and spine surgery from the Joint Commission; recognition from U.S. News and World Report for hip replacement, knee replacement, and back surgery; outstanding patient experience award from Healthgrades, and more

- Mercy Hospital recently consolidated its services on its modern Fore River Campus. This comprehensive center for healthcare includes all of the latest amenities for patients and an exceptional working environment for staff

Programs of Excellence

- The Birthplace
- Cancer Care
- Cardiovascular Care
- Emergency Care
- Imaging and laboratory services
- Primary care in Gorham, Falmouth, Portland, South Portland, Windham, and Yarmouth
- Comprehensive specialty care, including orthopedics, spine care, wound care, ear, nose, and throat care, endocrinology and diabetes care, gastroenterology, and more
- Surgical Services
- Walk-in care in Gorham and Windham
- Women’s health services

For a complete list of services, please visit northernlighthealth.org/Mercy-Hospital.

careers.northernlighthealth.org
Other Opportunities
Across Maine
Northern Light Health

Employees

1,689

Northern Light Health provides communities across Maine with healthcare that works for them. The Home (Corporate) Office of Northern Light Health works in support of more than 12,000 employees throughout the system, including ten hospitals, emergency transport companies, home health agencies, and numerous long-term care and assisted living facilities.

At a Glance

• Provided statewide leadership during the COVID-19 pandemic, coordinating education, testing, vaccination, treatment, and recovery throughout communities across Maine

• Committed to supporting the entire system in eliminating racism and other forms of discrimination and promoting a strong future for social and medical justice for the benefit of employees, patients, and our communities

For more information, please visit northernlighthealth.org.

careers.northernlighthealth.org
Northern Light Beacon Health

Programs of Excellence

- Precision based care management
- Community Care Teams to foster better mental and physical health for our most vulnerable populations
- Population Health Management – A focus on improving the health outcomes of groups of individuals in the communities we serve
- Integrated wellness programs that create opportunities to engage people in their health journey
- High employee engagement scores that highlight our investment in their success

For more information, please visit beaconhealth.me.
careers.northernlighthealth.org

Employees

122

Through system integration and partnerships Northern Light Beacon Health supports Northern Light Health’s journey toward population health excellence and value-based care. By enhancing patient care through data insights, we support frontline care teams in delivering high quality tailored care that meets the needs of our communities, ultimately leading to accessible and affordable healthcare for all of Maine.

At a Glance

- Partnering with patients, providers, employees, community, and business leaders to transform the delivery of healthcare
- Informing patient care and process improvement strategies through data insights, supporting comprehensive, timely, and proactive care
- Participating in value-based care programs, improving quality and health outcomes
- First provider-driven care management program in the US to receive national accreditation through National Committee for Quality Assurance (NCQA)
Northern Light Health Foundation is the center of philanthropy services for Northern Light Health members. Together, donors, community leaders, and volunteers bring crucial support to ensuring access to quality healthcare.

At a Glance
- Supports the charitable mission of Northern Light Health member organizations through a donor-focused philanthropy program
- Serves Northern Light Health members throughout Maine with offices in Bangor, Blue Hill, Dover-Foxcroft, Ellsworth, Greenville, Pittsfield, Portland, Presque Isle, and Waterville.
- Works with donors to ensure that every gift is used as specified by each donor
- In fiscal year 2021, raised more than $18 million for Northern Light Health member organizations from donors representing 47 states, the District of Columbia, Canada, and beyond

Programs of Excellence
- Annual giving
- Grateful patient and family giving
- Corporate and foundation giving
- Planned giving
- Endowment giving
- Campaigns
- Employee giving
- Special events

For more information, please visit northernlighthealth.org/foundation.
Northern Light Home Care & Hospice

Employees

487

Northern Light Home Care & Hospice is the trusted choice for healthcare at home in Maine, offering services that meet a broad range of needs to those recovering from illness or surgery. For those managing chronic illness, our palliative care program also meets the patient at their place of residence and if the illness is life-limiting, assists with the transition to hospice.

At a Glance

• Offers a continuum of care unmatched by any organization in Maine—our experienced team of clinicians and other professionals consistently provide high quality home-based care to patients and their families

• Medicare certified and state licensed, Northern Light Home Care & Hospice is headquartered in South Portland with additional office locations in Presque Isle, Bangor, Ellsworth, and Waterville

• Cares for an average of 1,900 patients per day making more than 220,000 visits per year. Monitors an additional 300 people on telehealth monitoring

• Committed to ongoing staff education through the Philip Boyne Education Fund for clinical certifications in a variety of specialties including heart failure, hospice, and geriatrics

• Sponsors individuals seeking to advance their career to become CNAs, LPNs or RNs while remaining fully employed with allotted time for school and studies within the work week

Programs of Excellence

• Home health services including, nursing, rehabilitation therapy (speech, occupational, physical), social work, and wound care

• Telehealth for remote daily monitoring of vital signs

• Palliative care–community based

• Hospice

• The Aroostook House of Comfort

• Bereavement

• Pediatrics

• Personal emergency response system by LiveSafe

• Telecare–check-in phone calls

• Faith community nursing (South Portland and Presque Isle)

• Pathfinders–support for grieving children (Bangor)

• Community wellness

For more information, please visit northernlighthhealth.org/homecare-hospice.

careers.northernlighthhealth.org
For more than 30 years, Northern Light Laboratory, formerly Affiliated Laboratory, Inc. (ALI), has provided laboratory services to our various healthcare clients in a partnership that has emphasized convenience, quality, and excellence. We pride ourselves on extraordinary commitment to service and flexibility. Recognizing the widely varying needs of hospitals, clinics, physicians, and nursing homes, services are designed to be responsive to the individual requirements of each client.

At a Glance

- Began providing a full range of testing services to hospitals, clinics, physician’s offices and long-term care facilities in the Bangor area in 1983

- Services extend to more than 250 healthcare providers throughout Northern New England

- A state-licensed and federally-accredited medical laboratory that maintains accreditation by the College of American Pathologists (CAP), one of the most respected accreditation programs in the world

- Operates 24 hours per day, seven days a week, our experienced and dedicated professional staff understand the need for fast, accurate specimen evaluation and reports

- Highly skilled technicians are equipped with advanced instrumentation and state-of-the-art methodologies; over 97% of all requested tests are performed in-house, nearly 1.8 million tests are ordered annually
Northern Light Medical Transport & Emergency Care

Employees

121

Northern Light Medical Transport and Emergency Care provides emergency ambulance services to several communities and unorganized townships in Maine. Northern Light consistently performs as a best-in-class provider of emergency medical services and patient transportation.

At a Glance

- Four bases of operation including the primary base in Bangor, a base in Hancock County, and three hybrid bases in Brewer, Carmel, and Levant fire departments where clinical care is provided by our employees with vehicles driven by fire department personnel.

- Best in class clinical care with high-quality diagnostic and treatment equipment, a strong focus on vehicle safety, and a commitment to ensuring patients get the best care from the best people.

- 17 ambulances, including a dedicated neonatal transport vehicle and a dedicated critical care transport ambulance, as well as two wheelchair vans.

Programs of Excellence

- Critical care transport
- Education and training
- Emergency response
- Neonatal transport
- Non-emergency patient transport
- Wheelchair van services

For more information, please visit northernlighthealth.org/transport.

careers.northernlighthealth.org
Northern Light Pharmacy

Employees

96

Northern Light Pharmacy is a regional pharmacy with five retail locations located in Bangor, Brewer, and Portland, and central fulfillment and specialty pharmacy located in Brewer. In addition to retail pharmaceutical services, Northern Light Pharmacy also provides comprehensive clinical programs, home healthcare, and several specialty pharmacy programs.

At a Glance

- Accredited through URAC (Utilization Review Accreditation Commission) & ACHC (Accreditation Commission for Health Care-Specialty Pharmacy)
- Provides pharmacy and medical supplies throughout Maine
- Unique pharmacy that provides more than the “standard” retail pharmacy service

Programs of Excellence

- Diabetes management and education
- Free home delivery service
- Home healthcare products
- iMedicare program
- Medical therapy management
- Medication bedside and delivery
- Medication compounding services
- Smoking cessation
- Specialty pharmacy
- Vaccination assessment

For more information, please visit northernlighthealth.org/pharmacy.

careers.northernlighthealth.org
Work Force employee assistance program (EAP) has been providing services to employers for more than 35 years. Our professional development and EAP portfolio of services helps employers provide support and skills coaching to their most valuable assets: their employees.

At a Glance
- Provides EAP services to all of Northern Light Health, as well as over 100 organizations throughout the nation
- In-person and confidential short-term counseling for a variety of employee issues including: emotional stress, couples/marital, family issues, workplace stress, anxiety, depression, substance abuse, grief, and life transitions.
- Offers comprehensive trainings, management and HR consulting, leadership boot camps, and critical incident support services for organizations
- Recognized by the State of Maine as a comprehensive EAP service equipped to provide required Substance Abuse Professional Services for Dept. of Transportation workplace drug and alcohol violations

careers.northernlighthouse.org
Work Health

Employees

52

Work Health, LLC collaborates with businesses in our communities to provide an occupational health program with best practices, consistent policies and procedures, and easy access. We strive to keep employees well and out of the hospital, which also supports our goal of safely returning them to work quickly, while minimizing costs to the employer.

At a Glance
• Comprised of seven clinic locations throughout the state of Maine
  • Bangor (two locations)
  • Ellsworth
  • Pittsfield
  • Portland
  • Presque Isle
  • Waterville

• One common electronic health record accessible from any Work Health clinic. A secure solution, specially designed to meet the unique needs of employee and occupational health related data management

• Customized occupational health programs to meet the needs of our clients

• A collaborative effort with Northern Light Drug Testing Services (NLDTS) to provide TPA services to hundreds of employers for their drug testing programs and random selections

Programs of Excellence
• Testing services
  - Audiometry
  - Breath alcohol
  - Urine drug collection
  - Pulmonary function test

• Respirator fit testing

• Immigration physicals

• Return to work evaluations

• Fitness for duty evaluations

• On-site ergonomic evaluations

• On-site medical/nursing services

• Assessment and treatment of work-related injuries and illnesses

• Physical exams (including DOT, pre-employment and specialty)

• Independent Medical Exams (IME)

careers.northernlighthealth.org