

## **Exhibit C**

### **Saint Vincent Medical Center List of employment and human resources policies**

Alcohol and Drug Misuse  
Associate General Hospital Orientation  
Attendance and Punctuality  
Bereavement  
Compensation and Salary Administration  
Competency  
Confidentiality  
Conflicts of Interest  
Cultural Diversity  
Disability and Religious Observance Accommodation  
Disruptive Behavior  
Distribution or Posting of Literature  
Dress Code  
Employment At Will  
Employment Status  
Equal Employment Opportunity  
Extended Sick Leave  
Family Care and Medical Leave of Absence  
Fitness for Duty  
Gifts and Awards for SVMC Associates  
Holiday Pay  
Introductory Period  
Jury Duty, Witness Duty and Voting Leave  
Language in the Work Place  
Management of Deployed Emergency Staff  
Medical Dental Vision and Life Insurance Plans  
Military Leave of Absence  
Open Door and Problem Resolution  
Organ and Bone Marrow Donation Leave  
Overtime  
Paid Time Off (PTO) Hardship Withdrawals  
Paid Time Off Donation  
Paid Time Off  
Pay for Relief Work in Higher Classification  
Performance Evaluations and Job Descriptions  
Performance Management  
Personal Leave of Absence  
Personnel Records and Access to Records  
Pre-Employment Background Check  
Preservation of Documents

Privacy in the Workplace  
Prohibition Against Sexual Harassment and Other Harassment  
Proof of Right to Work in the United States  
PTO Cash Pay Out  
Recognition of Service  
Rehire and Reinstatement  
Rideshare Incentive Program  
Selection and Placement  
Separation of Employment and Exit Interview  
Smoke Free and Tobacco Free Environment  
Solicitation and Distribution  
Staff Rights  
Standards for Conduct  
Subpoena Process and Request for Employment Records  
Time and Attendance Recordkeeping  
Time off for Emergency Rescue Personnel  
Time off for School Activities  
Time off for Victims of Violent Crimes, Sexual Assault or domestic Abuse  
Tuition Reimbursement  
Unemployment Insurance  
Use of Cellular Telephones and Wireless Devices  
Use of Hospital Intranet, Internet and Email  
Use of Medical Center Owned Assets  
Verification of Employment of Medical Center Staff  
Verification of Licensure and Credentials  
Wage Assignments Garnishments and Collection Letters  
Working Hours and Pay Practices  
Workplace Violence

**Employment Policies for all DCHS associates:**

Gifts and Awards for DCHS Associates  
Non-Retaliation  
Labor Productivity Management  
Position Control  
Standards for Associate Conduct  
Transfer Policy  
Values Line Reporting and Response