



2/24/2025

Kathryn Couger

Dear Kathryn,

On behalf of the entire team, we would like to welcome you to Franciscan Children's Hospital. Our mission is to provide the highest quality health care, be the leading source of research and discovery, to educate the next generation of leaders in child health and to enhance the health and well-being of the children and families in our local community.

We are delighted to extend an offer for the Pre-Doctoral Intern position in Behavioral Health. The following provides further details of your position.

Description of the Position:

The position is full-time, 40 hours per week. Your start date will be 9/2/2025 and you will be reporting to Kelly Karl, Senior Director of Behavioral Health Services.

Compensation and Benefits:

Your salary will be \$35,568 annually and you will be paid bi-weekly. Your position is considered exempt. This position is benefits eligible.

Contingencies:

This offer is contingent upon satisfactory completion of a reference check, background check, pre-employment health screen, and all required pre-hire paperwork. Certain positions are also required to undergo pre-employment fingerprinting. Should any information be discovered during the pre-hire process that would render you unsuitable or ineligible for employment at Franciscan Children's, this offer can be revoked.

Employment at Franciscan Children's is at will. This means that your employment is not for a guaranteed period of time, and either you or the Hospital may terminate the employment relationship at any time and for any reason. Your employment is also subject to meeting performance expectations, compliance with the Hospital's policies and standards of conduct, infection control requirements and vaccination against COVID-19 and Flu (unless you are eligible for a medical or religious exemption).

**Terms of Employment:**

Your employment is subject to adherence to all Franciscan Children's policies, the policies and procedures of your department, state and federal laws, and professional practice standards that relate to your job. Your employment is subject to adherence to the Franciscan Children's Code of Conduct which all employees are required to review. The Code of Conduct is available at: <http://www.franciscanchildrens.org/conduct>. Further, upon acceptance of this job you will be expected to participate in our ongoing competency assessment process. If you have any questions regarding any of these matters, please call HR to discuss them prior to signing this letter.

The hospital policies, and the policies and procedures of your department, are designed to promote the efficient, ethical, and legal operation of Franciscan Children's. These policies and procedures are not intended to provide any specific rights to you, other than those rights conferred upon you by state and federal laws. Management reserves the right to change these policies and procedures from time to time without prior notice and to deviate from procedures set forth in these policies when management determines, in good faith, that such a deviation would be legal, and it is in the best interest of Franciscan Children's to do so.

New hires are required to attend mandatory hospital orientation. Please report to Chamberlain conference room at or before 9:00am on your scheduled orientation date. You will receive an email from HR the week before your start with additional information about the schedule.

We look forward to having you as a member of the Franciscan Children's Hospital and hope that your new position will be a valuable experience for you. If you have any further questions, please feel free to contact me at 617-779- 1128.

Sincerely,
Carey Howard
Director of Talent Management

cc: Kelly C. Karl, Psy.D.