

SANFORD'S *SONS & DAUGHTERS PROGRAM*

Looking to the future



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For more information about Sanford Sons & Daughters,
visit sanfordhealth.org/sons-daughters
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SANFORD HEALTH HAS A VISION FOR THE FUTURE OF OUR HEALTH CARE SYSTEM. *AND IT INVOLVES YOU.*

With the dynamic growth we are experiencing we need to identify, hire and retain talented physicians throughout our organization who are committed to the work of health and healing.

Where family comes first

Instead of looking outside for the answer to meet these challenges, we have looked within by creating Sanford Sons & Daughters. The program gives us the opportunity to discover and hire Sanford Family members who are pursuing careers as physicians. As a member of our Sanford family, we know the values you bring to work each and every day. We also know those same values are instilled in our families.

That is why Sanford is reaching out to family first when looking for our future, talented physician candidates.

Strong support for success

There are multiple parts to this program:

- **Career guidance:** Candidates can explore specialties, specific areas of projected physician need and research opportunities within Sanford.
- **Mentorship:** Candidates will have the opportunity to be paired with a current Sanford physician and/or researcher who will function as their mentor.
- **Financial support:**
 - Sanford may provide financial support to students during their medical training years, which includes medical school, residency programs and fellowship training. We offer an ongoing monthly Sons and Daughters Scholar Loan opportunity to assist with educational and living expenses. Eligible candidates must express an interest in pursuing a career at Sanford.
 - Sanford shares your family's excitement regarding the achievement of your loved one being accepted into medical school. Students newly accepted into medical school will be eligible for a \$1,000 acceptance scholarship from Sanford.

• Other opportunities:

- Participants will have access to a consultant who specializes in the Public Service Loan Forgiveness Program. The consultant will suggest options to organize and better manage student loans enabling access to federal programs that may decrease a significant portion of student debt.
- Participants have the opportunity to attend the annual Sanford Physician Recognition Banquet and other Sanford hosted events to connect with physicians and staff.

There's no place like home

Sanford Sons & Daughters provides our candidates with the best of both worlds. They have the opportunity to begin their career with a world-class health care organization, but in a comfortable environment close to their support network of family and friends.

Not only do we want to attract the best and brightest to Sanford, we want to keep them here. These connections can lead to greater retention for Sanford physicians.

"I believe the values our Sanford family members bring to work each day are the same values instilled in their families. Because of that, Sanford is reaching out to the family members of our Sanford family first when identifying future, talented physician candidates."

- Kelby Krabbenhoft
President and CEO,
Sanford Health

