

# Answers to final exam for fresenius employees

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**How to pass Fresenius assessment?** Prepare in advance – Know the company and what we do, practice answers to common interview questions, review the job description, prepare any questions you know you have in advance, be prepared to provide specific examples when asked questions.

**Why do you want to work for Fresenius?** I am drawn to the opportunity to work at freseniusmedicalcare.us because of the company's strong reputation in the healthcare industry and its commitment to providing high-quality care to patients. I am also impressed by the company's values and mission to improve the lives of those living with chronic kidney disease.

**What is the issue with Fresenius?** Fresenius Medical Care Recalls Some Hemodialysis Machines for Potential Exposure to Toxic Compounds. The FDA has identified this as a Class I recall, the most serious type of recall. Use of these devices may cause serious injuries or death.

**How do I pass my assessment?**

**Is it better to work at DaVita or Fresenius?** DaVita scored higher in 5 areas: Culture & Values, Diversity & Inclusion, Career Opportunities, CEO Approval and Positive Business Outlook. Fresenius Medical Care scored higher in 3 areas: Overall Rating, Work-life balance and Compensation & Benefits. Both tied in 2 areas: Senior Management and Recommend to a friend.

**How often does Fresenius give raises?** Raises are done after first 6 months & annually thereafter. Supposed to be annually, but they are very meager (0.5-2.5%

MAX). They say you can get up to 3% but no one ever does- even if you have done well as an employee, go the extra mile, etc.

**How much PTO does Fresenius give?** Vacations are flexible as long as you have coverage and PTO hours. New employees accrue roughly 5 weeks of vacation a year.

**What are Fresenius core values?** Fresenius Medical Care - North America Values Patients and Partners First. Honesty and Integrity. Quality And Compliance. Collaboration. Innovation.

**What is the lawsuit against Fresenius?** “Our complaint alleges that Fresenius Vascular Care not only spent years endangering vulnerable patients with unnecessary invasive surgeries, they used those procedures to defraud taxpayer-funded programs that provide health care for low-income and elderly Americans.

**Who is bigger Fresenius or DaVita?** The top 10 are: Fresenius Medical Care N.A., based in Waltham, Massachusetts, with 70,000 employees and 184,000 patients. DaVita Kidney Care, based in Denver, with more than 65,000 employees and 181,800 patients. U.S. Renal Care, Plano, Texas, with more than 5,600 employees and 24,000 patients.

**Is Fresenius laying off?** Fresenius Medical Care will lay off more than 300 people as part of a planned closure of a manufacturing plant in Concord, California. The cuts will begin in August and continue through mid-2025, according to a Worker Adjustment and Retraining Notification (WARN) filing with California.

**Can you still get hired if you fail an assessment test?** Hiring managers have to take into account the results of failed pre-employment assessment tests, especially if they feel these candidates are a great fit and should still be considered. While it's possible to lower cutoff scores, one must apply this new standard to all applicants.

**How to answer an assessment test?**

**How do you know if you passed a job assessment?** They might immediately share your score with you, or they might keep that information private. If you perform well in your assessment test, the hiring manager might tell you that you have advanced to the next round of interviews or offer you the job.

**Can I switch from Fresenius to DaVita?** Yes, in most cases (depending on your insurance), you have the right to choose a dialysis center and to change dialysis facilities if you are not happy with the one you are going to.

**Which dialysis company pays nurses the most?**

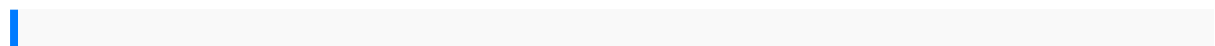
**What is the best dialysis company to work for?**

**What kind of drug test does Fresenius do?** Just routine urine test prior to start date (within 30 days).

**What is the new strategy and clear focus of Fresenius?** Our new corporate structure places a clear focus on our Operating Companies Fresenius Kabi and Fresenius Helios. Both businesses have attractive market positions and excellent opportunities for profitable growth. Clear structures and responsibilities were also defined with the initiation of a new operating model.

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**What is the Q1 result of Fresenius Medical Care?** In the first quarter, Fresenius Medical Care generated EUR 127 million of operating cash flow (Q1 2023: EUR 143 million), resulting in a margin of 2.7% (Q1 2023: 3.0%).



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