



We're always looking for customer-centered, talented people to help fulfill our mission and vision.



If interested, please contact:
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Passionately Committed

It's our service that defines us ...

...and this truth is evident through our dedication not only to our customers, but also to our employees. When you work with NuCara, you'll receive an attractive benefit package, but maybe more importantly, you'll be working with a company that just plain knows how to treat its employees. After all, our employees are important to us - we realize that without them we couldn't do what we love to do.

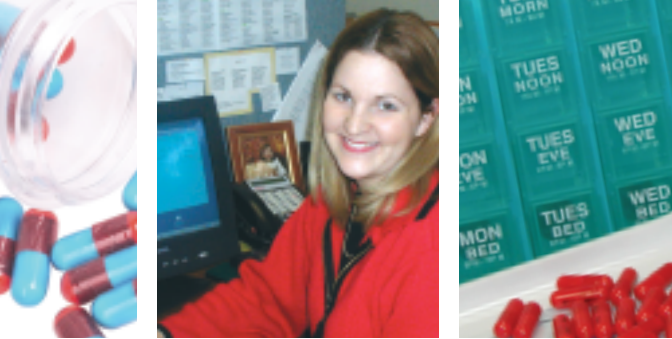
Twenty years ago, pharmacists T.J. Johnsrud (now president of NuCara Pharmacy) and two partners launched a company that today has 220 employees with pharmacies in three states. NuCara Management Group is comprised of four divisions, each of which provides quality pharmaceutical services dedicated to meeting the expectations we've set for our company as a whole. When you think NuCara, think community pharmacies, precision compounding, long-term care and home medical services because it's within these areas that our expertise lies.

N u C a r a M i s s i o n

We are passionately committed to providing diverse pharmacy and other healthcare products and services, emphasizing excellence, innovation and creativity for the benefit of our customers.

N u C a r a V i s i o n

We strive to be the recognized leader in successfully identifying, developing and delivering superior pharmacy and other health care products and services to the delight of our customers.



As a full-time employee of NuCara, you'll receive these benefits:

NuCara Pharmacy:

Any retail pharmacy can merely provide medications to its customers, but at NuCara Pharmacy we've set a high priority on delivering quality pharmaceutical care, one-on-one patient counseling and medication management.

NuCara Compounding:

Dedicated to the art and science of compounding, NuCara Compounding provides pharmaceutical solutions for our customers looking for customized medication options, from discontinued drugs to flavored medications.

NuCara Long-Term Care:

NuCara Long-Term Care Pharmacy's specially-trained pharmacists and technicians meet the pharmaceutical needs of long-term care providers by not only offering unit-dose packaging capabilities, customized forms, 24-hour availability and consulting pharmacy services, but by understanding the high degree of service required in the long-term care setting.

NuCara Home Medical:

NuCara Home Medical offers the latest in medical supplies, equipment and oxygen services to nursing home residents and private in-home clients. In-home training is provided by experienced professionals.

Retirement:

We offer a 401(k) plan after six months of service with the company and we have a company match. We also cover all administrative costs so none are passed onto you.

Group Disability:

Offered at no extra cost to full-time employees, group disability assures you of income replacement of 60% of your salary in the event of a disability. Additional supplemental disability is also available at individually quoted rates.

Health Insurance:

Health insurance is offered through Coventry of Iowa with no waiting period to join the plan. We offer both an Open Access HMO and a PPO plan, depending on in which part of the company you are employed.

Dental:

Dental insurance is available through Delta Dental.

Cafeteria/Flex Plan:

Allows for tax-free deferrals for unreimbursed medical expenses, such as deductibles, dental procedures and co-pays. Also allows deferrals for dependent care and health premiums.

Company Prescription Plan:

We utilize an internal prescription plan (not related to our health plan) that helps keep both your and our costs down.

Paid Time Off:

After 90 days of service with the company, you become eligible for paid time off, which applies to sick leave, family leave, vacation or personal time.

Life Insurance:

We offer a group plan at no cost to you, in which you'll receive \$25,000 in life insurance. Additional voluntary insurance is also available at reasonable rates.

Supplemental Insurance:

Supplemental insurance, including policies for dental, short-term disability, hospitalization, accident coverage, intensive care coverage and more, is available through AFLAC.



NuCara Values

STEWARDSHIP

We use our resources responsibly and believe in being good corporate citizens in our communities. We believe in sharing our success.

COLLABORATION

We work together willingly to combine efforts to achieve our greater purposes.

RESPECT

We hold in high regard the dignity and worth of our customers and our co-workers.

COMPASSION

We demonstrate empathy and caring in all that we do.

INTEGRITY

We believe strongly in honesty combined with high moral and ethical principles.

TRUST

We believe in having a high degree of confidence in the honesty, reliability and good intent of those with whom we work and interact.

IMPROVEMENT

We have a continuous desire to always do better. We expect all within our organization to take an active role in continuous improvement.

GROWTH

We value and support financial, personal and professional growth.

ENTHUSIASM

We believe in being personable, excited, motivated and passionate in all that we do.

INTELLECTUAL RESOURCES

We believe in fostering and seeking knowledge and information from all of our stakeholders.