



Meridian Health System

Not-for-profit regional health system · Gulf Coast · Prepared for you ahead of your interview for Financial Analyst I, on the Analytics & Decision Support team

70+

YEARS IN BUSINESS

4,500+

TEAM MEMBERS

200K+

PATIENTS A YEAR

4–5

PEOPLE ON YOUR TEAM

FIRST, A HEADS-UP ABOUT WHO YOU ARE MEETING

The people interviewing you are probably not Gen Z. Your hiring manager is likely a Millennial or Gen X, and they will judge you by what felt professional when they started out. That does not mean pretending to be someone else. It means a few small things that make a big difference, and we list them in section 11.

01

What They Do, in Plain English

If a friend asks, this is what you tell them

Meridian runs the hospitals, clinics, and specialty centers for one region of the Gulf Coast. It has been around for more than 70 years, it employs 4,500+ people, and it treats more than 200,000 patients a year. It is a not-for-profit, which means there are no owners or shareholders. Any money left over goes back into the hospitals and the community. [About Us ↗](#) [IRS Form 990, last filed year ↗](#)

02

How They Make Money

The thing almost no candidate at your level can explain

WHO PAYS THEM

Mostly insurance. A large share of their patients are covered by Medicare and Medicaid, which are government programs, and the rest by private insurance. Patients pay a smaller part themselves.

[IRS Form 990, last filed year ↗](#)

WHAT THEY SPEND IT ON	People first — nurses, doctors, and staff — then buildings, equipment, and supplies.
WHY IT MATTERS TO YOU	In Decision Support, you would help answer questions like "Are we getting paid enough for the care we give?" Being able to say that in the interview puts you ahead of most people your age.

03

Mission & Values

Their words, and how to use them

<p>MISSION</p> <p><i>“Caring for our community at every stage of life.”</i></p>	<p>WHAT THIS MEANS</p> <p>They want people who care about the patients, even in jobs that never see a patient. Mention why that matters to you.</p>
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VALUES

Accountability

Integrity

Compassion

Excellence

Service

Pick two and have a real story for each — from school, a job, a team, or volunteering. One more thing: they call their people **"team members,"** not employees. Use that word. [Mission, Vision & Values ↗](#)

04

Where They Are

The places you might hear about in the interview

18 locations 3 hospitals · 4 medical parks · 3 specialty institutes · 6 outpatient clinics · 2 urgent care

[See all 18 locations](#) [Company website list ↗](#)

SITE	WHAT IT IS
<p>Flagship campus</p> <p>NEW</p>	<p>A brand-new \$600M+ hospital campus that opened about 18 months ago.</p> <p>Everyone is talking about it. Gulf Coast Business Journal ↗</p>
Two more hospitals	One in the suburbs and one smaller rural hospital.

Medical parks and specialty centers

Doctor offices, imaging, and centers for orthopaedics, heart care, and cancer care.

05

Senior Leadership

The leaders at the top of the organization

This is the overview. Actual interviewers are covered in depth in Report 2.

CEO

Michael Sorensen, President & CEO [LinkedIn ↗](#)

Only the fourth CEO in the system's history. He has worked there for nearly 20 years. People stay a long time at Meridian, and they notice who wants to. [Gulf Coast Business Journal ↗](#)

CHIEF FINANCIAL OFFICER

David Castellano, SVP & CFO [LinkedIn ↗](#)

Joined about a year ago and is building a stronger finance team. Your job is part of that. [Healthcare Finance News ↗](#)

EXECUTIVE DIRECTOR

Priya Natarajan, Executive Director, Analytics & Decision Support [LinkedIn ↗](#)

Leads the analytics group this job is part of. If you are hired, she would be your manager's boss. You may meet her in a later round. [Leadership Team ↗](#)

HIRING MANAGER

Marcus Reed, Manager, Decision Support [LinkedIn ↗](#)

The person deciding who gets this job. If you are hired, he would be your manager and the person you work with every day. [Leadership Team ↗](#)

INTERVIEWER

You meet this person in your interview. Report 2 covers them in depth: background, what they will ask, and what to ask them.

TIP

Look them up on LinkedIn before the interview. Many managers can see who viewed their profile, and they like seeing that you did your homework.

06

The Role & The Team

The team this job is on, and who leads it

Per the current org chart, the Financial Analyst I sits on a team of **four or five analysts** led by the Manager, Decision Support. Mentioning this in the interview shows you looked into the team, not only the job posting.

Finance org chart (provided with your intake)



REPORTS TO

Marcus Reed, Manager, Decision Support (the hiring manager), who reports to the Executive Director, Analytics & Decision Support.

Finance org chart (provided with your intake) [Leadership Team ↗](#)

THE TEAM

Senior Analyst · Financial Analyst II · Financial Analyst I (this job) · Data Analyst [Finance org chart \(provided with your intake\)](#)

WHY IT'S A GOOD PLACE TO START

A small team of four or five people. Small teams mean you will learn fast and your work will be seen by senior people early.

07

Training & Growth

The question every new graduate should ask

FORMAL PROGRAM?

We did not find a published training program or rotation for new finance graduates at Meridian. That is common at health systems this size.

HOW PEOPLE LEARN HERE

Usually on the job, from a senior analyst on the team. Ask who would train you in your first 90 days. [Careers & Benefits ↗](#)

ASK ABOUT

Tuition help and support for certifications, such as healthcare finance credentials. Many health systems offer it, so it is a fair question for a later round.

08

Your First Few Years

Where people who start in this job usually go

YEARS 1-2

Financial Analyst I

Learn the data, build the regular reports.

YEARS 2-4

Analyst II / Senior Analyst

Own a few departments and present to managers.

YEARS 4 AND ON

Manager track

Lead a small team, like the Finance Manager role in this same department.

09

What Their Employees Say

Themes from public reviews — opinions, not facts

WHAT PEOPLE LIKE

The mission, friendly coworkers, and people who have stayed for years.

WHAT PEOPLE COMPLAIN ABOUT

A heavy workload since the new campus opened. [Glassdoor ↗](#) [Indeed ↗](#)

HOW TO USE THIS

Ask, kindly: "How has the team handled the busy year since the new campus opened?" It shows you did your homework.

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How Their Interviews Usually Work

So nothing surprises you

- ✓ A short phone call with a recruiter first: 15 to 30 minutes about you and your availability.
- ✓ Then an interview with your future manager, often on video.
- ✓ Sometimes a final round with two or three people from the team, and maybe a short Excel exercise.
- ✓ It usually takes two to four weeks from the first call to an offer. Ask the recruiter what to expect.

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Interviewing With Someone Who Is Not Gen Z

Small things that make a big difference

- ✓ **Be early.** Ten minutes early in person, five minutes early on video. To them, on time is late.
- ✓ **Camera on, phone away.** Face the camera, sit somewhere quiet, and keep your phone out of sight.
- ✓ **Full sentences.** Skip "lowkey," "like," and "literally." Short, clear answers sound confident.
- ✓ **Say thank you the same day.** A short email to each person you met. Most candidates skip it.
- ✓ **Ask questions about the work first.** Remote days and time off are fair questions for after an offer.

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What to Wear

For this employer

Business professional for a finance job at a hospital: a suit or a blazer with dress pants or a skirt. If you will tour the hospital, wear comfortable closed-toe shoes. On video, dress the same from the waist up and keep your background plain.

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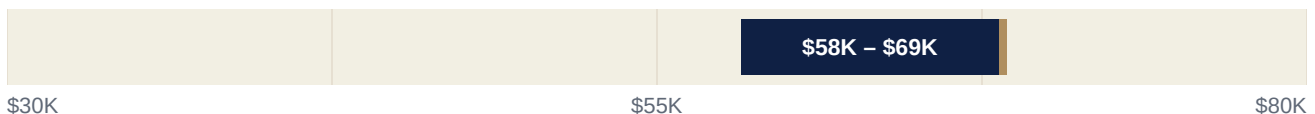
What This Job Pays

An estimate of what the market pays for this kind of job

MARKET RANGE

The U.S. Bureau of Labor Statistics reports that financial analysts in this metro area earn a median of **\$68,700** a year, and the lowest-paid 10% earn about **\$58,200** (May 2025). Entry-level pay usually starts near the lower figure. [U.S. Bureau of Labor Statistics ↗](#)

MARKET RANGE FOR THIS ROLE



PLEASE READ: HOW TO USE THIS RANGE

This range is an educated guess built from several sources. It is here so you understand the market. It is not an offer, a target, or a number to say out loud.

One thing we see a lot: a candidate says, “I’ve done my research and I know what this job is worth, so this is what I want to make.” Please don’t say that. A number from the internet says nothing about the value you bring. With less experience, your starting pay may land lower than the range. With the right skills, you may be worth more, and quoting the range could sell you short.

We have seen a strong candidate cut from a search for saying this. The hiring manager heard it as attitude and said the candidate’s experience didn’t support that pay. That candidate might have been hired otherwise.

If you are working with a recruiter, follow your recruiter’s lead on pay. Your recruiter knows what this employer pays and will guide that conversation with you. Never use this figure in a final negotiation.

CHECK IT YOURSELF

Look it up on VSG’s free salary tool and on Salary.com. If they ask what you are looking for, your recruiter can help you think it through before the interview. [VSG free salary tool ↗](#) [Salary.com ↗](#)

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In the News

Two things worth knowing before you walk in

~18 MONTHS AGO

The new \$600M+ campus opened

It is the biggest project in their history. Mention it, and ask how it has changed the finance team’s work.

~12 MONTHS AGO

A new Chief Financial Officer joined

New leaders often hire and train new analysts. Your timing is good.

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Questions You Could Ask

Pick two

“What does a great first year look like in this job?”

Shows you are already thinking about doing well.

“Who would I learn from in my first few months?”

Tells you how training works here.

“How has the new campus changed the work your team does?”

Shows you read up on the company.

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Interviewing 101

Nobody teaches this, so here it is

HOW TO ANSWER

Make **one point**, tell **one short story** that proves it, then say **what it means for them**. About one to two minutes.

WHERE YOUR STORIES COME FROM

Class projects, part-time jobs, sports, clubs, volunteering. They all count. Report 3 turns yours into ready-to-use answers.

IF YOU DON'T KNOW

Say so, then say how you would find out. That is a good answer, not a bad one.

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Where We Found All This

Every source, with a link so you can check it yourself

Everything in this report came from somewhere real. Here is every source, so you can see it for yourself.

#	SOURCE	WHAT WE USED IT FOR
COMPANY WEBSITE		
1	Meridian Health System — About Us ↗	Who they are, history, local governance
2	Meridian Health System — Mission, Vision & Values ↗	Mission, vision, values and the "cultural compass" language

#	SOURCE	WHAT WE USED IT FOR
3	Meridian Health System — Leadership Team ↗	Names, titles and backgrounds of senior leaders
4	Meridian Health System — Careers & Benefits ↗	Training, benefits and how they describe working there
COMPANY MATERIALS		
5	Finance org chart (provided with your intake)	Direct reports and structure of the Finance team
PUBLIC FILINGS		
6	IRS Form 990, last filed year — via ProPublica Nonprofit Explorer ↗	Revenue, payer mix, executive pay disclosures
NEWS		
7	Gulf Coast Business Journal — "Meridian opens \$600M flagship campus" ↗	New campus cost, opening date, Behavioral Health Unit
8	Gulf Coast Business Journal — "Meridian names fourth CEO in its history" ↗	CEO background and tenure
9	Healthcare Finance News — "Meridian names new SVP and CFO" ↗	CFO appointment and background
PEOPLE		
10	LinkedIn — Michael Sorensen, President & CEO ↗	Background and tenure
11	LinkedIn — David Castellano, SVP & CFO ↗	Background and prior system
12	LinkedIn — Priya Natarajan, Executive Director, Analytics & Decision Support ↗	Background
13	LinkedIn — Marcus Reed, Manager, Decision Support ↗	Background (covered in depth in Report 2)
EMPLOYEE REVIEWS		
14	Glassdoor — Meridian Health System reviews ↗	Themes from public employee reviews
15	Indeed — Meridian Health System reviews ↗	Themes from public employee reviews
PAY DATA		

#	SOURCE	WHAT WE USED IT FOR
16	U.S. Bureau of Labor Statistics — Occupational Employment and Wage Statistics, May 2025 (metro area) ↗	Median and percentile pay for this occupation in the metro area
17	VSG free salary tool ↗	Market pay range by city
18	Salary.com — salary data for this job title and region ↗	Market pay range

Sample report: Meridian Health System and its web addresses are made up. In a real report every link opens the live source, and each one is checked before the report is sent.

All 18 locations

The company’s own list: https://meridianhealth.example/locations			
LOCATION	CITY	WHAT HAPPENS THERE	NOTE
HOSPITALS · 3			
Meridian Flagship Campus	Harbor Point	Acute care, emergency, 70-bed Behavioral Health Unit	New campus
Meridian Bayside Hospital	Bayside	Community hospital	
Meridian North Hospital	Pine Ridge	Rural hospital	
MEDICAL PARKS · 4			
Harbor Point Medical Park	Harbor Point	Primary care, imaging, lab	
Cedar Bend Medical Park	Cedar Bend	Primary care, imaging	Expanding
Millbrook Medical Park	Millbrook	Primary care, pediatrics	
Lakeview Medical Park	Lakeview	Primary care, women’s health	
SPECIALTY INSTITUTES · 3			
Orthopaedic & Sports Medicine Institute	Harbor Point	Orthopaedics, sports medicine, rehab	
Heart & Vascular Institute	Harbor Point	Cardiology, vascular surgery	
Cancer Institute	Bayside	Oncology, infusion, radiation	
OUTPATIENT CLINICS · 6			
Oak Hollow Clinic	Oak Hollow	Primary care	
Riverside Clinic	Riverside	Primary care	
Seabreeze Clinic	Seabreeze	Primary care	Opened this year

LOCATION	CITY	WHAT HAPPENS THERE	NOTE
Pine Ridge Clinic	Pine Ridge	Primary care	
Behavioral Health Outpatient Center	Harbor Point	Counseling, outpatient behavioral health	
Westfield Clinic	Westfield	Primary care	
URGENT CARE · 2			
Bayside Urgent Care	Bayside	Walk-in urgent care	
Cedar Bend Urgent Care	Cedar Bend	Walk-in urgent care	