Employer of Choice

Best-in-class recruitment and selection Resources, **Competitive and** processes and flexible capabilities for compensation continuous and benefits improvement **COMPASSUS® Employer of Culture of open** Choice Comprehensive onboarding, communication continuous and strong people training and development management

Optimized and

tech-enabled

staffing / labor management

Completed in 2022

Attract Me Welcome Me Engage Me

- Expand central TA team
- Streamline interview process
- Candidate gifts/conversion
- SENSE engagement platform
- · "Day in the life" marketing video

HH Nurse and DCS onboarding program

- HR Dashboard for leaders (phase 1)
- Proactive retention action planning
- Enterprise communications, incl. Town Halls

Support Me

- Compassus Leader Toolkit
- Leading Leaders and Leading Indiv. Program
- Talent review (9box) deployed
- Travel nurse program
- Nurse career ladder

Reward Me

- Clinical compensation to benchmark
- PTO harmonization
- Benefits enhancements
- HCC Care Access Compensation



Industry-Leading Employee Retention and Satisfaction Metrics

Recent initiatives focused on driving industry-leading employee retention and satisfaction.

Best-in-class recruitment and selection

Competitive and flexible compensation and benefits

Resources, processes and capabilities for continuous improvement

COMPASSUS* **Employer of Choice** Comprehensive onboarding, continuous training and development

Culture of open communication and strong people management

Optimized and tech-enabled staffing / labor management

Key Employer of Choice Initiatives

- Expanded central talent acquisition team and streamlined interview processes
- Launched a digital engagement program and expanded HH Nurse / DCS onboarding program
- Created proactive retention action planning while also improving enterprise wide communications
- Developed several training and development programs to improve engagement and productivity
- Enhanced and re-designed employee benefits and compensation

Recent Company Accolades

David Grams,

CEO







Quality: Gold

Silver **McKnights**



Dr. Merkelz



Fast 50



America's Greatest Workplace for Women

Newsweek

America's Greatest Workplace for Parents & Families

Newsweek

Pinnacle Awards:

Employer of Choice Initiatives Led to Meaningful Improvements in Key Metrics



Enterprise Voluntary Turnover decreased by ~20% in 2023 vs. the prior year



~600bps reduction in controllable hospice nursing turnover from 2021 - 2023



~700bps reduction in controllable home health nursing turnover from 2021 - 2023



AAH JV Home Health engagement score increased from 77% to 87% and eNPS increased from -8 to +16 from 2021 - 2023



2

NASHVILLE BUSINESS JOURNAL

10 of Top 100

Private Companies