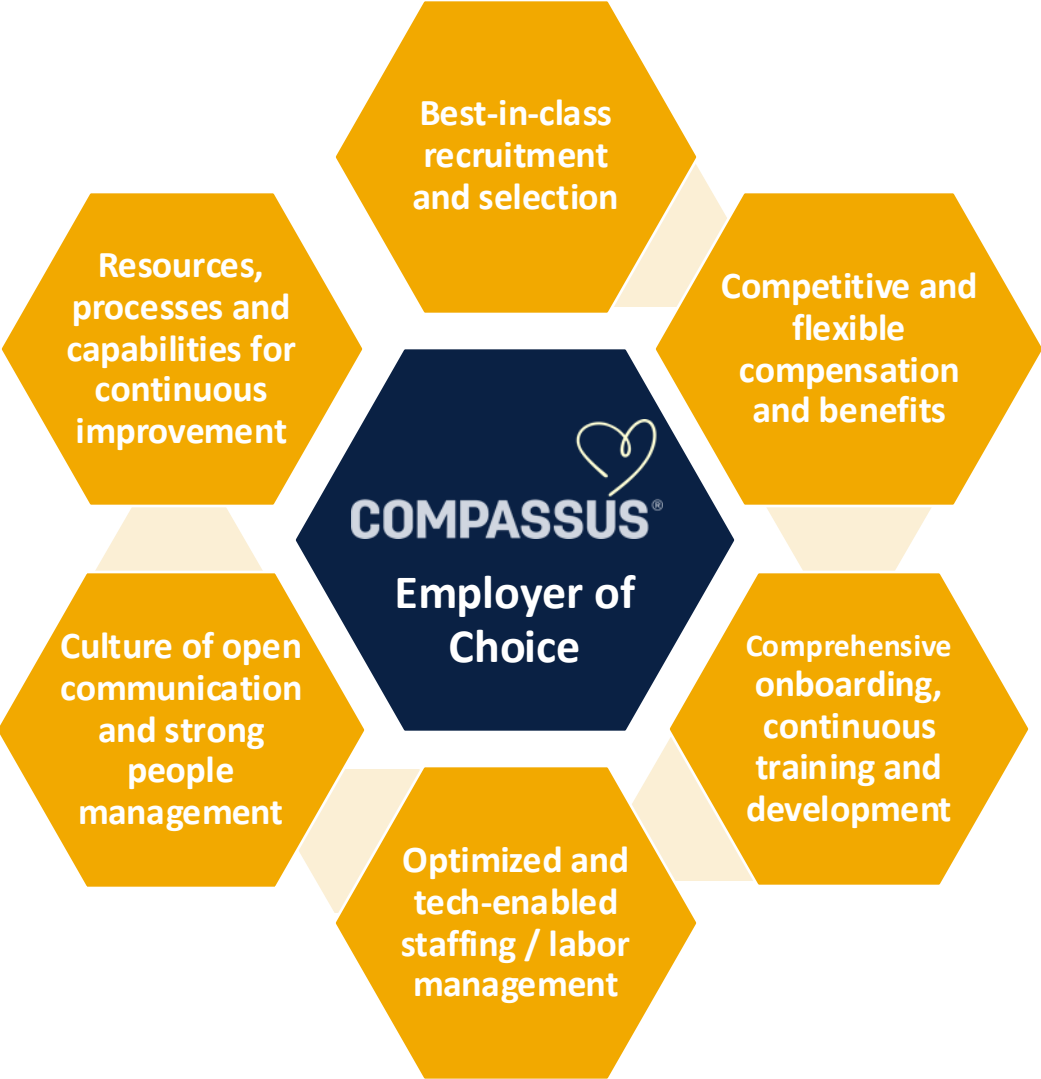


Employer of Choice

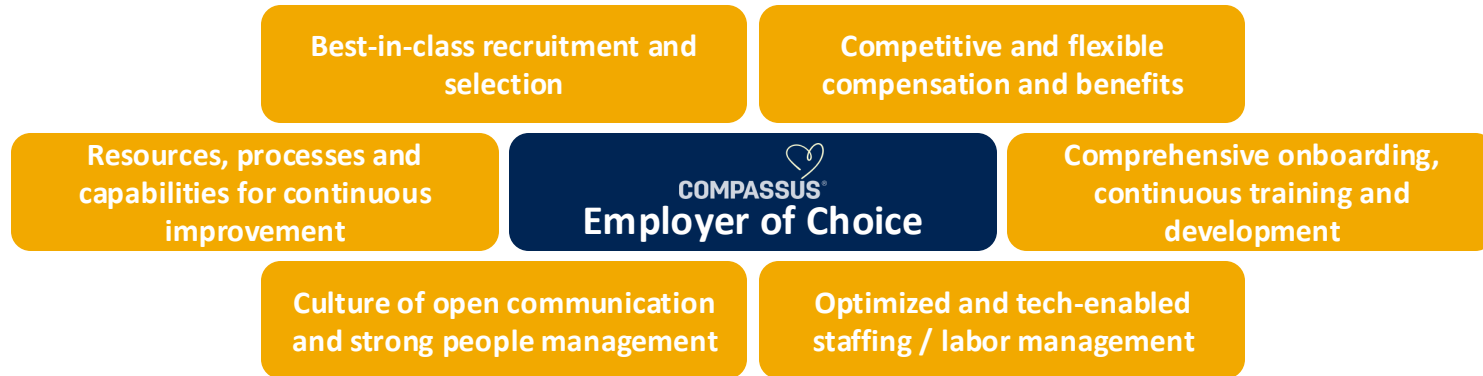


Completed in 2022

Attract Me	<ul style="list-style-type: none">• Expand central TA team• Streamline interview process• Candidate gifts/conversion• SENSE engagement platform• “Day in the life” marketing video
Welcome Me	<ul style="list-style-type: none">• HH Nurse and DCS onboarding program
Engage Me	<ul style="list-style-type: none">• HR Dashboard for leaders (phase 1)• Proactive retention action planning• Enterprise communications, incl. Town Halls
Support Me	<ul style="list-style-type: none">• Compassus Leader Toolkit• Leading Leaders and Leading Indiv. Program• Talent review (9box) deployed• Travel nurse program• Nurse career ladder
Reward Me	<ul style="list-style-type: none">• Clinical compensation to benchmark• PTO harmonization• Benefits enhancements• HCC Care Access Compensation

6 Industry-Leading Employee Retention and Satisfaction Metrics

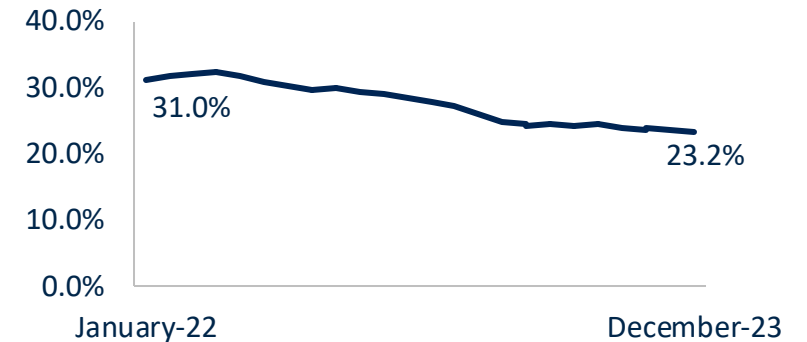
Recent initiatives focused on driving industry-leading employee retention and satisfaction.



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

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

Recent Company Accolades



10 of Top 100 Private Companies



David Grams, CEO



America's Greatest Workplace for Women



Middle Market Fast 50



McKnight's Home Care

Quality: Gold



America's Greatest Workplace for Parents & Families



McKnight's Home Care

Keep is Super Simple: Silver



Pinnacle Awards: Dr. Merkelz