



Investing in you.

We know that to deliver the best care to our community, we need to support our team members to live happy, healthy and productive lives. As a result, we continue to invest in our team members and physicians with the tools, technologies, resources and recognitions, resulting in better care and better health for our patients –and a better workplace for you.

Investing in...

TriHealth Facilities



Including opening our 13th major ambulatory campus, TriHealth Finneytown, and transformation projects for Good Samaritan and Bethesda North Hospitals to create state-of-the-art comprehensive medical hubs of the future.

Team Members



\$43,000,000

in new dollars invested in team member wages and benefits in the past year to remain a highly competitive employer of choice.

Health Equity



We created a dedicated Center for Health Equity, supported by the Chief Health Equity Officer, with an additional six officers being hired.

Team Member Resource Center

120+

team members

The Team Member Resource Center provided over \$230,000 of financial assistance to 120+ team members.

More than 2,500 team members

engaged in career development with the TMRC through career coaching, team meetings, or through one of the TMRC's 20 Skill Builder webinars.

Safety & Technology

Enhancing, Improving, Simplifying & Streamlining

nearly \$20 million

TriHealth is investing nearly \$20M to replace 800 inpatient bed frames and mattresses with new, cutting-edge Stryker beds to improve patient care, patient satisfaction and team member satisfaction.

Clinical Redesign 2.0

To best support our people, improve quality and safety, and create innovative solutions, TriHealth is investing in the systemwide implementation of Omnicell's state-of-the-art medication management system.

Benefits

Student Loan Contribution Program

\$5.2 million

TriHealth has contributed more than \$5.2 million in Student Loan Contribution Program reimbursements to more than 3,000 team members.

Investing in Families

As a direct result of team member feedback about what matters most, we developed the new Paid Parental Bonding Leave benefit for team members welcoming new members to their family via birth, adoption and foster placement.

Enhancing Benefit Offerings

And we added a second dental plan option - the Delta Dental Major Plan - and Optional Short Term Disability Buy-Up for CY2024 to provide team members with enhanced flexibility to select the benefits that best meet their needs.

Diversity, Equity, Inclusion & Belonging

Fostering DEIB In 2023...

600
leaders and
2000
team members

More than 600 leaders and 2,000 team members **completed implicit bias training** as part of our goal to foster a culture of inclusivity and belonging.



TriHealth was the title sponsor of the **2023 Black Family Reunion**.

FREE
screenings

TriHealth provided free **health screenings to hundreds** at our many activations within the community.

90
languages

We provided roughly **100,000 interpreter calls** systemwide, amassing over **1.5 million minutes** of interpretation in 90 languages.

200
team members

Over 200 team members engaged in **Employee Resource Groups (ERGs)**.

Nursing

FlexRN Staffing Model

100 additional nurses have been hired through the FlexRN program, increasing staffing in hospital nursing teams.

Staying in Touch

Keeping You In The Loop

Sharing important system information through Weekly Updates, Town Hall livestreams, and Bridge to keep team members & physicians informed as we continue to **Get Healthcare Right!**

TriHealth Telecommuting Solution

We continue to offer this solution with the flexibility to work effectively, remotely, safely, and with connection to **the TriHealth Way**.

LifeStyles

Focus on Wellness



LifeStyles has added several **new fitness locations** at multiple TriHealth facilities.



We have **upgraded the LifeStyles website and app** for a better user experience.



Based on team member feedback, we have **increased healthy options** at onsite food facilities.

Showing Our Appreciation

Team Member Giveaways

Team members received **two free tickets to a Cincinnati Reds game** and participated in additional giveaway opportunities to win tickets to Bengals, Reds and Xavier games.

Offering **discounted tickets** to various sporting events, the Cincinnati Zoo and The Children's Theatre.

TriHealth Company Picnic

Team members received **two free tickets to Kings Island**, with additional discounted tickets for friends and family, and enjoyed picnic grove activities including free lunch.

Honey Baked Ham

Gifted team members, physicians and volunteers **Honey Baked Ham vouchers** to enjoy a holiday meal with their families to celebrate the holidays!

Service Awards Banquet

TriHealth Team Members reaching a **milestone anniversary** in their years of service or earning a **Living Our Values Award in 2023** were recognized for their achievements at the 2023 Service Awards Celebration held at the Cincinnati Museum Center.