

Be seen. Be heard. Be healed.<sup>SM</sup>

# Investing in You.

total  
REWARDS



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.



## Open and Honest Communication Focus Groups

### Pulse Survey Results Showed Opportunity for Improvement

Provided an open forum for team members from 15 departments across the system to **share what is and isn't working** and hardwired leader accountability for **answering tough questions** with transparency and **consistently holding meetings** with the right team member agenda.

## FlexRN – New Innovative Staffing Model



Launched TriHealth's new internal staffing model, providing the opportunity for nurses seeking permanent placing the opportunity for a flexible, custom-fit schedule to **modernize nursing**.

## \$ 36,000,000

New dollars invested in **team member comp & benefits** in FY23 to maintain highly competitive, employer of choice position in the region



## 3,600+ Jobs Filled

(FY23 as of April 2023)

as part of our commitment to **ensure proper staffing ratios** to support your wellbeing

## Team Member Giveaways

Sharing our hometown pride by sending team members to **Reds, Bengals and Xavier games** and hosting 20,000+ team members and families at the **Company Picnic at Kings Island!**



Creating special memories with FREE ticket drawings for **Taylor Swift, Broadway in Cincinnati, and more!**

Bringing our new brand to life with team member voting and ordering of **10,000+ brand promise t-shirts!**

## Investing in Health Equity

creating a more inclusive culture to work and practice within TriHealth and a more equitable healthcare environment for our patients with the creation of the **Chief Health Equity Officer** leadership role.

**BOLD**

Building Our Leadership Diversity

## BOLD Program Success

15 leaders and future-leaders graduated from the first cohort **leadership development program** with 3 being promoted into leadership roles.

## \$ 4,503,200

Student Loan Contribution Program reimbursements in FY23

## Investing in TriHealth Facilities

Including our 13<sup>th</sup> 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.



## TriHealth Telecommuting Solution

offers the flexibility to work effectively, remotely, safely, and with connection to the TriHealth Way



## Focus on Wellness

Based on your survey feedback, conducted team member wellness interviews and developed wellness steering committee tasked with intentionally and strategically addressing wellbeing across the system.



## Team Member Resource Center

provided **\$163,000+** of financial assistance to **100+** team members while creating **2,500+** team member touchpoints.

## 13,000+ FREE Meals...x2!



from LaRosa's and Honey Baked Ham in celebration of our team members **during the holidays AND Healthcare Heroes Week!**



Weekly Updates, Town Hall livestreams, and Bridge keep team members & physicians

**informed and as we continue to Get Healthcare Right!**

2023 TriHealth Engagement & Magnet Survey