

#HCGivesBack



OUR APPROACH TO SOCIAL IMPACT

Health Carousel's #HCGivesBack program encompasses four main areas of giving back:

- Philanthropy
- Diversity and Inclusion
- Employee Well-being
- Recognition

We know it is our responsibility as an organization to ensure our operating practices as well as our initiatives are ethical, legal, profitable, and make us a good corporate citizen through contributing resources to our local and global communities.

LIVING OUR HIGHER PURPOSE

Our Higher Purpose is to improve lives and make healthcare work better. Our employees fulfill this purpose through the work we do every day placing healthcare professionals on assignment when and where they are needed most. We also choose key initiatives and opportunities each year that align with our higher purpose.

- Daisy Awards
- Heart Mini sponsorship
- Blood Donations through the American Red Cross

Philanthropy & Charitable Giving

Our approach to philanthropy and charitable giving is as unique as our employees, who are passionate about giving back in the communities in which we live, work, and play. Our leaders and employees infuse our values of teamwork, integrity, excellence, and service into our support for our communities through:

- Charitable Giving
- Corporate Sponsorships
- In-kind Donations
- Employee Volunteerism
- Board Service
- Sustainability

Diversity & Inclusion

Together We Achieve More. We work to build our teams through diversity of thought, experience, race, gender, age, religion, and identity. We aim to create an inclusive workplace where our employees thrive through our growth culture and help others to do the same.

- Community Internship Programs
- Employee Resource Groups
- Skills-based Volunteering
- Women in Leadership

Employee Well-being

We empower our employees to AchieveMORE and LiveMORE through the right resources and coaching they need to drive their own experience and achieve their personal and professional best. We provide services and tools in the following areas:

- Professional Well-being
- Social Well-being
- Physical Well-being
- Financial Well-being

Recognition

Health Carousel is honored to be recognized for our approach and work to improve our employee experience and support our local and global communities through:

- Local and National Awards for Community Service
- Local and National Awards for Employee Engagement
- Exceptional Service Awards for Healthcare Professionals
- Exceptional Service Awards for Individual Employees

#HCGivesBack

Social Impact Report Q2 2020



YEAR TO DATE IMPACT

Improving Lives & Making Healthcare Work Better



441

Internal Employees



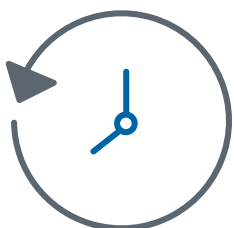
588, 772

Patient Lives Impacted



1,792

Healthcare Professionals
on Assignment



4000+

Hours Invested in
Employee Well-being



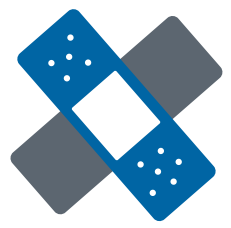
\$1.07M

Invested in Internal
Employee Benefits
Premiums



\$4.47M

Invested in HCP
Benefits Premiums



\$6M

Invested in Employee
Medical Claims

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Social Impact Report Q2 2020



Health
Carousel

YEAR TO DATE IMPACT
Learning and Development

5,251 Hours

Internal Professional
Development
Completed



Health Carousel
University

4,00 Hours

HCP Professional
Development
Hours Completed

\$200,000

Invested in Internal
Professional
Development



\$132,000

Invested in HCP
Professional
Development

\$2,125

Invested in Daisy
Foundation
Recognition and
Scholarship
Programs in the US



\$3,700

Invested in Daisy
Foundation
Recognition and
Scholarship
Programs Globally

#HCGivesBack

Social Impact Report Q2 2020



Health
Carousel

YEAR TO DATE IMPACT Philanthropy and Charitable Giving



257

Volunteer PTO Hours



\$33,950

Company Donations



\$14,174

Employee Donations



50

Lives Saved with
Blood Donations



22

Partner
Non-Profits



American Heart Association.

Heart Mini-Marathon & Walk™



American
Red Cross

Hoxworth
BLOOD CENTER
UNIVERSITY OF CINCINNATI



The DAISY
FOUNDATION™

IN MEMORY OF J. PATRICK BARNES

FEEDING
AMERICA



gofundme™

eliminating racism
empowering women
ywca
Greater Cincinnati

HAMILTON COUNTY



Special
Olympics
Ohio



NAACP



the
LOVE
LAND
foundation



GREATER
CINCINNATI
FDN.



Parkinson's
Foundation

CYSTIC FIBROSIS
FOUNDATION



SHOES4
SHOELESS

Reece's Blueprint

CircleTail™
Helping Dogs Help People



AMERICAN
CANCER
SOCIETY



BOYS & GIRLS CLUBS
OF GREATER CINCINNATI

#HCGivesBack

Social Impact Report Q2 2020



Health
Carousel

DIGITAL VISION



The easiest way to manage
corporate volunteering, everrr.



149

Employees Using POINT

POINT APP

This year, we made a commitment to go the extra mile and do the right thing by increasing our ability to give back to the communities where we live, work and play. We want to make it easier for our employees and community members, to give back when, where, and how they are able and passionate.

In May, Health Carousel launched our partnership with the POINT app for volunteering and donations. Through the app, each of our employees can customize their HCGivesBack experience and be recognized for the incredible impact they have. Employees can pick out causes they care about (health, animals, poverty), find and sign up for events, or give to their favorite organizations.

6

Gifted POINT App
subscriptions to Nonprofits

#HC Gives Back

Social Impact Report Q2 2020



Each year, Health Carousel sponsors the annual American Heart Association Heart Mini Marathon & Walk in Cincinnati as one of our signature charitable events for the year.

Our partnership with the AHA embodies our core purpose of improving lives and making healthcare work better as we aim to save lives from heart disease and stroke through innovative research and CPR Training.

We also sponsor our employees, families, and friends in all of the events. This year as a result of the COVID-19 pandemic, our employees got creative and participated in the Mini Where You Are challenge of completing their Heart Mini event on their own - and properly socially distanced!

ANNUAL HEART MINI MARATHON SPONSORSHIP



American Heart Association

Heart Mini-Marathon & Walk™



111

Heart Mini Participants



\$15,820

Total Funds Raised

Adam Schneider
Alexis Enis
Alexis Fille
Allison Tuck
Amanda Rossmann
Amanda Hicks
Amanda Laake
Amandaa Scott
Amy Still
Amy Lewis
Andrew Powers
Andy Good
Angela Robbins
Beth Schneider
Brandon Godzik
Brian Abrams
Brian Klonne
Caitlin Powers
Carmelina Lucas
Chris McGraw
Chris Damele
Christie Bruewer
Courtney Wilson
Courtney Norris
Dan Stine
Danielle Holley

David Lewis
Deborah Ely
Deirdre Daniel
Denise Bernhard
Dennis Adams
Devlan Daniel
Elizabeth Warnement
Emma Hand
Erika Bussard
Garrett Tuck
Grace Barker
Hailey Barker
Hannah Francis
Heather Burcham
Heather Cockram
Hunter Voshell
Hunter Showalter
Hunter Showalter
Jack Robinson
Jacki Richman
Jane Grise
Jared Hamilton
Jennifer Patterson
Johanna Krogh
John Sebastian
Julia Roy
Karley Stine

Katie Holley
Keia Davis
Kelsey Heusmann
Kelsey Stine
Kimi Page
Kourtney Ellis
Kyden Williamson
Kyle Scott
Laura Sullivan
Laura Powers
Madalynn Scott
Maggie Smith
Marc Bernhard
Matt Fille
Mckena Voshell
Megan Barker
Megan Dinnenen
Megan Perry
Megan Dever
Meghan Kane
Melissa Mitchell
Michael Comerford
Michael Handley
Michael Perry
Milo Hicks
Mitchell Heusmann

Morgan Kurtz
Nat Haile
Nicolas Minton
Nicole Schneider
Noah Robinson
Pamela Boland
Patrick Warnement
Rachel Robinson
Robin Fille
Rylee Williamson
Sara Stedronsky
Sarah Phipps
Sarah Bowling
Sarah Hughes
Sarah Adams
Shawn Barker
Sheri Pangallo
Steve Albert
Steven Albert
Tessie Bertrams
Tom Sullivan
Zach Kline



#HCGivesBack

Social Impact Report Q2 2020



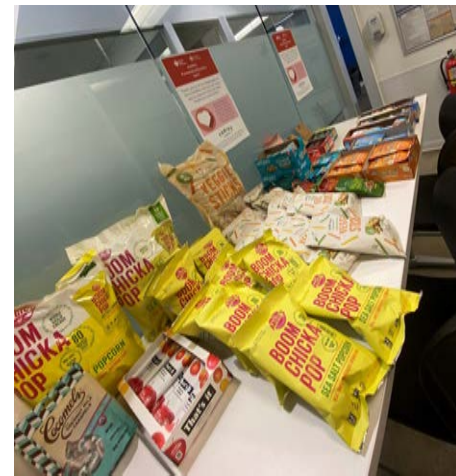
NATIONAL HEART MONTH

In partnership with the American Heart Association, Health Carousel employees and leaders celebrated National Heart Month by offering free CPR classes for employees, free heart-healthy snacks in the break room, and offering additional learning opportunities through Health Carousel University.

Health Carousel employees also showed up for National Wear Red Day across all seven offices throughout Ohio and Texas to help raise awareness for heart disease.

CONGRATS TO OUR NEWEST CPR CERTIFIED EMPLOYEES!

- Anna Ayers
- Victoria Dunn
- Taylor Reasoner
- Jacquelyn Richman
- Anne Summerville



#HCGivesBack

Social Impact Report Q2 2020



BLOOD DONATIONS

For the year 2020, Health Carousel leaders chose blood donations as one of our signature initiatives to give back to our communities and serve our higher purpose. This initiative led by our leadership sponsors, Katie Glaser and Marijke Woodruff.

Health Carousel partners with the American Red Cross and Hoxworth Blood Center where employees can schedule any time to go and donate blood to save lives.

THANK YOU Q1 & Q2 BLOOD DONORS!

- Aubrey Sewell
- Eli Garland
- Karissa Handley
- Marijke Woodruff
- Amanda Shellenberger
- Katie Glaser
- Amanda Laake
- Megan Kane
- Brad Steffen
- Sam Clack
- Brandon Godzik
- Summer Fox
- Julia Roy
- Megan Barker
- Celesta Soldner
- Debbie Laatz
- Maria Jasso
- Alex Grabowski
- Anne Summerville
- Kara Kinney
- Dominic Frank



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Social Impact Report Q2 2020



Health
Carousel

RESPONSE TO COVID-19



2,000 Face Shields

Funds Donated to 3-D print and donate more than 2,000 Face Shields for healthcare professionals created by Health Carousel employee Lee Bowling



25 Meals

Donated to local ER staff through Pleasantry OTR's Superheroes in Scrubs program



6,000+ Meals

Donated to Feeding America soup kitchens and shelters to feed adults and children in low income areas

#HC Gives Back

Social Impact Report Q2 2020



Health
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As part of our Summer Olympics, Health Carousel Employees were invited to join a virtual 5K in their local neighborhood or park on June 5th in honor of the 65th year of the Cystic Fibrosis Foundation and their Great Strides event.

Many of these critical fundraising and awareness events are being cancelled because of COVID-19 restrictions but luckily we were able participate virtually!

The event provided a fantastic opportunity for family, friends, and colleagues to come together and make a difference. The event harnessed the power of people with a shared vision and encourages collaboration, team building, and leadership, as we take steps to find a cure for cystic fibrosis.

Our employee donations were given directly to the More Mays for Maya walk team in honor of Maia, who inspired our participation through a connection with one of our employees.



19

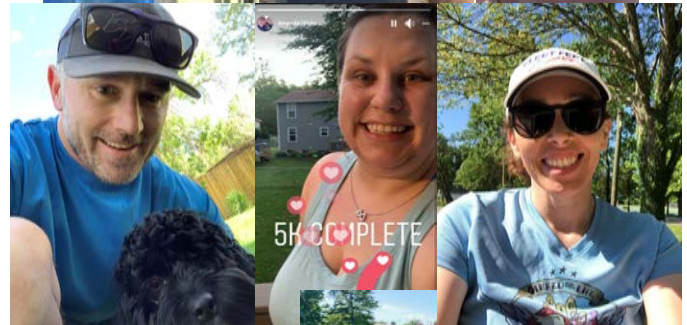
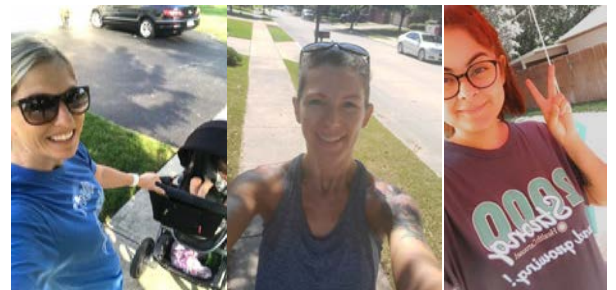
Virtual Walk
Participants



\$2,055

Total Funds Raised

Sarah Zengel
Amanda Laake
Brandon Godzik
Brooke Kendall
Heather Burcham
Heather Snyder
Jamie Mack
Jim Chandler
Johanna Krogh
Maria Jackson
Mike McKee
Maria Jasso
Tiffany Jones
Amanda Hicks



#HCGivesBack

Social Impact Report Q2 2020



Health
Carousel

What is Pride Month?

Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Pride Month is currently celebrated each year in the month of June to honor the 1969 Stonewall Uprising in Manhattan that was a tipping point for the Gay Liberation Movement in the United States.

How did Employees Get Involved?

Health Carousel sponsored all employees in the Colors+ Youth Center virtual 5K Walk, making donations for each employee to the Colors+ Youth Center in Cleveland for their efforts to support LGBTQ youth through resources and programming in education, health and counseling.

Health Carousel believes in a culture of inclusion, mutual respect, and understanding. We asked employees to share their stories as a LGBTQ individual or ally to help provide deeper employee connection, awareness and understanding.



34

Virtual Walk
Participants



\$1,700

Total Funds Raised

Amie Ewald
Andrew Armstrong
Anne Summerville
Aubrey Sewell
Bob Brayer
Brandon Godzik
Caitlin Grisanti
Carmelina Lucas
Corie Osterfeld
David Nation
Ryan Shanks

Heather Burcham
Heather Snyder
Jamie Mack
Jen Knoth
Johanna Krogh
Katie Glaser
Liz Brenes Garcia
Maria Jackson
Maria Flores
Maria Jasso
Marijke Woodruff

Marlyn Miller
Megan Perry
Meghan Kane
Paul Conklin
Riece Drew
Ryan Armstrong
Sarah Zengel



PRIDE WALK

COLORS + Youth Center

Employee Stories

This video contains employee real life stories that impacted their lives. They are sharing with the intent to educate, relate and reinforce a culture of valuing differences and mutual respect. The content references topics that might be uncomfortable and viewer discretion is advised. View the video in the HCU Community.

#HCGivesBack

Social Impact Report Q2 2020



Health
Carousel

DIVERSITY & INCLUSION

HC Culture Statement

In June, we took time to recognize and learn about Juneteenth, to support our African American communities, and hear more about what this day means from our employees.

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. June 19th, also known as Juneteenth or Emancipation Day, celebrates the Emancipation Proclamation, issued almost a century after the Declaration of Independence. In 1863, The Emancipation Proclamation declared all enslaved people in the Confederacy to be free but that still did not free ALL. Over two years after the Emancipation Proclamation, on June 19, 1865, General Gordon Granger re-issued the Emancipation Proclamation freeing all enslaved people.

We believe in the power of our employees' voices, their unique experiences as opportunities to connect. Kristin, Paizley, and Nat share more about the history of Juneteenth, their personal stories and encourage us to continue connecting, learning, and sharing with one another.

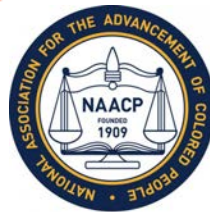


GREATER
CINCINNATI
FDN.



\$3,420

Employee Donations



NAACP



\$3,374

Employee Donations



\$2,835

Employee Donations

We believe in the power of our employees' voices, their unique experiences as opportunities to connect. Kristin, Paizley, and Nat share more about the history of Juneteenth, their personal stories and encourage us to continue connecting, learning, and sharing with one another. View the video in the HCU Community.



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Health
Carousel

Recognition

AWARD: Medical Mutual Pillar Award for Community Service
HONOREE: Health Carousel

Health Carousel was honored with the **2020 Medical Mutual Pillar Award for Community Service**. Health Carousel employees and leaders were invited to celebrate at the awards dinner and presentation in January. Medical Mutual, along with co-founding partner Smart Business presented the 10th annual Pillar Awards for Community Service. The Pillar Awards recognize organizations making a difference in their communities – organizations that give back in so many ways through volunteering, charitable giving, pro bono support and more. Our honorees prove that businesses can spark positive change.



PILLAR AWARD HONOREE



Health Carousel

Bill DeVille, co-founder and CEO

Health Carousel's higher purpose is to improve lives and make health care work better.

While the organization lives that purpose every day by staffing health care professionals where they are needed most, its employees improve lives in local communities. It aims to personalize the employee experience to each individual and encourages employees to give back in what they connect to and feel passionate about.

Health Carousel partners with the American Red Cross, and its employees donated more than \$5,500 in 2019 to support local families after the tornadoes in the Dayton area. Its leaders also drive programs including Health Carousel's Summer Olympics program, where a month of the competition is dedicated to #HCGivesBack, in which employees earn points by volunteering, or donating food/clothing/household items or

money to local organizations of their choosing and by giving blood. This year, that added up to:

- 1,861 household items donated
- \$523 in monetary donations
- 77 volunteer hours at 13 locations
- 50+ blood donations

Health Carousel's employees are the true drivers of its community service impact, from participating in local charity races and walks, to using its two days of paid volunteer time off to create their own donation drives.

This year, Health Carousel employees have raised over \$3,500 for the American Heart Association through the Cincinnati Heart Mini Marathon, \$250 for the Running for Rylea Memorial walk and \$2,000 for the Boys and Girls Club through various events. And 100 participants took part in the Light the Night Walk, raising over \$15,000 for the Leukemia and Lymphoma Society with a company match. ●

#HCGivesBack



Recognition

AWARD: Healthiest Employers

HONOREE: Health Carousel Dayton Office



Congratulations to our Dayton office on being named on the list of Top 25 Healthiest Employers in Dayton by the Dayton Business Journal!

Healthiest Employers is an awards program recognizing employers that proactively shape the health of their employees. The companies taking part have made a commitment to impact the health of their workplace — and their bottom line.

The DBJ reviewed nominations and only 25 of the most outstanding health and wellness programs created and implemented by local companies qualified for this exciting awards program. Thank you our incredible benefits team, our leaders, and all of our employees for being dedicated to the well-being of our employees and our communities.

#HCGivesBack



Recognition



AWARD: Cincinnati Business Courier Health Care Heroes
HONOREE: Donita Ross

In March, Health Carousel was proud to announce that our very own Donita Ross, Director of Nursing/Quality Improvement was a finalist for the **Cincinnati Business Courier's Health Care Heroes** award in 2020.

The Health Care Heroes program honors workers that go above and beyond the call of duty every day. There are six categories that honorees can be nominated for and Donita was selected in the Manager category. A final winner will be chosen from among the four finalists later in 2020.

Donita is extremely humbled and proud to be nominated. One of Donita's favorite parts of being in leadership is seeing her team have success, multiple people on her team received awards this past year. Donita gets satisfaction from her team being successful and is always willing to step in and provide support.

Donita knew she wanted to be a nurse from a very early age. When she was 12, her great grandmother was hospitalized for a couple weeks. When she was visiting her in the hospital she noted the doctor would only be there for a few minutes each day, but she saw the impact the nurses had on her great grandmother and the pivotal role they played in her recovery. It was in those moments; she knew her calling was to be a nurse.

In 2017, Donita joined Health Carousel, the company's mission aligned perfectly with her passions – improving lives and making health care work better. Working at Health Carousel she has a direct impact on over 2,000 nurses all over the world, both domestic and international. For many of the international nurses Donita gets to help them achieve the American Dream! None of these things would be possible without the influence of several incredibly talented mentors in her career: Judy Staley and Sherri Ahaus during her time at Bethesda North and Earl Dalton, CNO at Health Carousel. Donita is grateful for the love and support of her family, especially her husband who sacrificed so much she could pursue her dreams. Donita also has 3 boys and a 2-year old grandson who keep her busy outside of work!

#HC Gives Back



The Daisy Foundation was created to say “thank you” to nurses everywhere and the DAISY Award For Extraordinary Nurses (The DAISY Award) honors the super-human work nurses do for patients and families every day.

Nurses are nominated by anyone in the organization - patients, family members, other nurses, physicians, other clinicians and staff - anyone who experiences or observes extraordinary compassionate care being provided by a nurse.

Health Carousel partners with the Daisy foundation each quarter to present a Daisy award to an extraordinary nurse in each of our brands.



In May, The DAISY Foundation™ and Health Carousel announced their international advocacy partnership which will increase global support for The DAISY Foundation's mission honoring nurses. The DAISY Foundation is thrilled to welcome its first international advocate, Health Carousel, who will assist the foundation in expanding the global reach of DAISY recognition for nurses.

To start, Health Carousel will be supporting the Uganda Nurses and Midwives Union who will present the first 6 of 24 annual DAISY Awards to compassionate nurses in front of the country's President today. Expansion of the international advocacy partnership is underway allowing the DAISY program to honor nurses in additional countries, hospitals and schools of nursing worldwide. Said Bonnie Barnes, FAAN, Co-Founder and CEO of The DAISY Foundation, “We have been looking for the right partner to support DAISY's global growth in under-developed countries whose leaders see the value of meaningful recognition for nurses but do not have the means for the program. In Health Carousel, we have the right partner, doing this for the right reasons. With the addition of nurses in Uganda thanks to the Uganda Nurses and Midwives Union, DAISY is now honoring nurses in 29 countries.”

Bill DeVille, CEO and Co-Founder of Health Carousel stated, “We are delighted to be able to help the country of Uganda honor their compassionate nurses through sponsorship of DAISY awards. It has never been so evident as during these uncertain times of COVID-19 that successful organizations such as Health Carousel have a social responsibility that heightens as they grow. Internally, we like to say we do well by doing good. Sponsoring DAISY Foundation awards for the Uganda Nurses and Midwives Union is one example of this concept put into practice and aligns with our broader Light the Way initiative which supports global healthcare professionals in many ways,” concluded Mr. DeVille.

Earl Dalton, Chief Nursing Officer of Health Carousel, was also on hand to comment. “We are extremely proud to expand our relationship with The DAISY Foundation and in supporting DAISY Awards for the compassionate Ugandan nurses honored today.” Dalton added that Uganda is the first of several International Advocacy programs being launched with The DAISY Foundation over the coming months.

#HCGivesBack



Health
Carousel

Q1 DAISY AWARDS



Robin
Harding

Ciara
Cassidy

Ashton
Rump

Jojie
Manipon

Q2 DAISY AWARDS



Jennifer
Townley

Ari
Evans

Shaun
Kiser

Diana
Dian

#HCGivesBack



Health
Carousel

HCLN HIGHER STANDARD AWARD

Health Carousel Locums Network recently launched the Higher Standard Award to recognize one healthcare provider from each brand per quarter. This award is for a provider who goes above and beyond in their work and truly lives our mission of improving lives and making healthcare work better



John McCormick

Physician's Assistant

ONYX M.D.
ELITE PHYSICIAN STAFFING SOLUTIONS

"John is living up to our mission of Improving Lives and Making Healthcare Work Better so I too would like to give him kudos for his hard work. Working with John has been a pleasure. He is always so calm and sweet every time that we speak." - John's recruiter, Erin

"Trust me when I say this--it is extremely hard to find help as consistent and amiable as [John]. I've worked with [him] throughout the year, and I can confidently state that [he] is in the top 10% of APPs and [the facility] really is lucky to have [him]." - a fellow PA at the facility



Richard Beevers

Nurse Practitioner

NEXTlocums
creating a higher standard.

"Richard is an excellent provider and truly cares about his patients and the facility. I am proud to have him on our team." - Richard's recruiter, Terri

Richard started working with NEXTLocums in April 2020, working a 7 on 7 off schedule. Unfortunately, the housing he was originally placed in closed the end of April due to COVID-19. Richard has been staying in transit housing at the hospital in order to keep working. Richard has never complained about anything and talks about how much he enjoys it there at his assignment.