



INTRO TO ENSEMBLE

Partnership Kick-off

January 18, 2023

Hello, we're excited to meet you



Andrew Bess

COO, Physician + Ambulatory
Solutions



Steven Pidcock

AVP, Client Delivery



Karen Long

Sr. Director, HR Integrations

Questions
we'll cover
today:

- 01 What does this mean for me?
- 02 Who is Ensemble?
- 03 What's next?

Our mission is to help Adena deliver on its mission



Called to serve our communities.
To be our region's most trusted partner in healthcare.



Redefining the possible in healthcare by empowering people to be the difference.

Helping keep communities healthy by keeping healthcare systems healthy.



20 client cultures integrated
90%+ associate engagement

Who we are

Scale

\$22B

Client NPR managed

9,400+

Experienced associates

\$30M+

Annual investment in technology

Experience

65M+

Transactions automated annually

7M+

Digital patient interactions

35

Epic go-lives

9

Technology patents granted, 5 pending

Performance



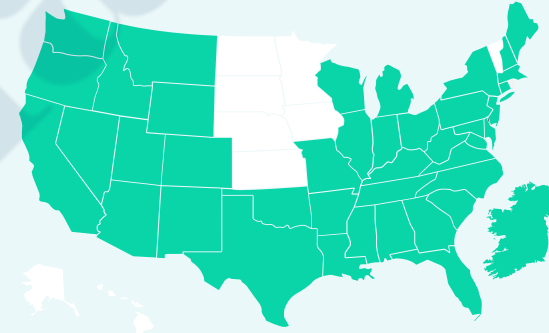
2020-2022



x7 on clients' behalf



National Scale



Clients in 43 states

21

Full revenue cycle outsourcing clients

31

Targeted solution clients

300+

Hospitals served

1,800+

Physician practices served

Ensemble + Adena

Current Partnership | Started 2018

- > Acute full outsource with Ensemble leader support

Partnership Expansion | Begins Feb. 1

Complete management of physician-based revenue cycle functions + all revenue cycle associates.



Continue acute full outsource + transition acute caregivers to Ensemble.



Start physician full outsource, including transitioning caregivers to Ensemble.

What does this mean for me?

Ensemble will manage all revenue cycle functions across four facilities



100% of associates* will receive an employment offer



Target employment transition date: **3/5**



Your base pay will not decrease

You will receive your first pay from Ensemble on March 17th.



Your seniority will carry over

Your current tenure transitions to Ensemble for PTO accrual + vesting.



You get robust benefits + an incentive plan

In addition to PTO, health insurance and retirement plans, all associates are eligible to participate in an incentive plan.



You get career advancement opportunities

Gain access to a robust library of revenue cycle education, company-paid certification and career advancement opportunities.

* Employment offer is dependent on successful completion of required background and pre-employment screening.

What happens between now and March 5?

- > Some paperwork (sorry)
- > Meet your Ensemble leaders + team members
- > Learn about Ensemble technology + other resources
- > Discuss areas of focus + opportunities
- > Agree on action plans + new ways to work

Target dates



January 27

HR deep-dive sessions begin via Friday Forums



February 6

Offer letters distributed + onboarding benefits enrollment



March 5

Becoming Ensemble celebration + transition date



April 1

Benefits effective

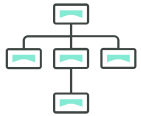
Total rewards package with Ensemble

Benefit	Design
Incentives	<ul style="list-style-type: none"> > Incentive programs are available to all associates + leaders transitioning to Ensemble.
PTO	<ul style="list-style-type: none"> > 3 PTO plans – Non-exempt, exempt, leaders > PTO buy-back program – 2x/year > 7 company-paid holidays
Medical, Dental, Vision, FSA	<ul style="list-style-type: none"> > 3 Medical plans: 2 PPO + 1 HDHP plan with HSA. Premium discounts for wellbeing participation and for being tobacco-free. > 3 Dental plans > 2 Vision plans > Healthcare + Dependent Care FSA pre-tax savings
Disability	<ul style="list-style-type: none"> > Company-provided Short-Term Disability: 60% for up to 26 weeks > Company-provided Long-Term Disability: 60% until retirement age
Life Insurance	<ul style="list-style-type: none"> > Company-provided Basic Life and AD&D: 1x salary for each (2x or 3x for leaders) > Option to purchase Supplemental Life and AD&D for yourself, spouse, or child(ren)
Voluntary Benefits	<ul style="list-style-type: none"> > Critical Illness, Accident, Long-Term Care, Hospital Indemnity, Legal Services, Identify Protection, Pet Insurance, Home + Auto
Well-being + EAP	<ul style="list-style-type: none"> > Robust wellbeing platform with interactive resources, coaches, and incentives > Employee Assistance Program with FREE counseling services for you and your family > FREE Financial counseling services and Medicare coordination/retirement counseling services
Tuition + Adoption Assistance	<ul style="list-style-type: none"> > \$5,000 annual reimbursement for approved degree programs > \$4,000 reimbursement toward adoption fees
Retirement	<ul style="list-style-type: none"> > Pre-tax, Roth and After-tax contribution options > Employer Contributions – \$250 Core Contribution + Discretionary Company contributions up to 5% annually

Additional benefits with Ensemble



Access to tools you never had before



Unparalleled career advancement opportunities



A team that can't wait to hear your innovative ideas



Ensemble-sponsored training and certifications



The support of experts and thousands of associates to help you

Success requires a strong culture

People First, Last + Always

- > Respond, Stat
- > Manners Matter
- > Surprise + Delight
- > Promote Accountability
- Diversity, Equity + Inclusion
- Flexible Work Schedules

All For One + One For All

- > Consider the Collective
- > Critique Constructively
- > Get Perspective
- > Work in Concert
- PTO Sharing & Buy Back
- Incentive Program

Your Responsibility Extends Beyond Your Job Description

- > Go Big Or... You Know the Rest
- > Own Up
- > Embrace Change + Innovate
- > Refuse Defeat
- SWAG
- Charitable giving
- Associates of the Month

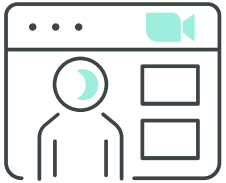
Developing You Makes Us Better

- > Have Character First
- > Kudos is Our Currency
- > Improve Aggressively
- > Gain 'Street Cred'
- Training, Learning Plans + Certifications
- Tuition Reimbursement
- Quarterly Performance Reviews

Don't Accept Complacency – The Status Quo Isn't Good Enough

- > Pursue Relentlessly
- > Be in the Details
- > Drive It Like You Own It
- > Know Your No's
- Speak Up Survey
- Friday Forums

We'll be here to answer all your questions



Friday Forums

Begins January 27

HR information sessions
with Q+A



Resource hub

Available now

All info about Ensemble
+ your transition

www.Adena.BecomingEnsemble.com

Password = BeTheDifference2023!

Friday Forum Topic*

Date

Total Rewards – Benefits

Jan 27

Time off + Offer Letters + Onboarding

Feb 3

SMART + Professional Certification
Educational Assistance

Feb 10

Ensemble Difference Principles
Incentive Program

Feb 17

Compliance

Feb 24

Time + Attendance + Flexible Work
Arrangements + Associate Resources

Mar 3

Payroll

Mar 10

*Topics subject to change

Recap: what to expect next

- > Email follow-up with link to this call recording
- > Access to Becoming Ensemble website with up-to-date information about the transition
- > Invites for Friday Forums starting on January 27th to discuss specific HR-related questions
- > Deep dives with department leaders

Questions now?

<https://support.ensemblehp.com/support/tickets/new>

Please select Human Resources – Client Integrations

Target date summary



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April 1

Benefits effective

Be the
DIFFERENCE

Come redefine
the possible
with us.