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REGIONAL TRANSPORTATION COMMISSION
OF
SOUTHERN NEVADA

AGENDA ITEM

Metropolitan Planning Organization [ ]	Transit [X]	Administration and Finance [ ]

SUBJECT: APPROVE CONTRACT

PETITIONER: M. J. MAYNARD, CHIEF EXECUTIVE OFFICER
REGIONAL TRANSPORTATION COMMISSION OF SOUTHERN NEVADA

RECOMMENDATION BY PETITIONER:
THAT THE REGIONAL TRANSPORTATION COMMISSION OF SOUTHERN NEVADA (RTC) APPROVE CONTRACT NO. 21-014B, RTC COMMUNITY MOBILITY PROJECT – HELPING HANDS OF HENDERSON, WITH DIGNITY HEALTH ST. ROSE DOMINICAN HOSPITALS FOR THE PERIOD FROM JULY 1, 2021 THROUGH JUNE 30, 2022 IN THE NOT-TO-EXCEED AMOUNT OF $92,100.00, AND AUTHORIZE THE CHAIRWOMAN TO SIGN (FOR POSSIBLE ACTION)

GOAL: SECURE FUNDING FOR EXPANSION, OPERATION AND MAINTENANCE OF SYSTEMS AND ROUTES

FISCAL IMPACT:
Funds in the amount of $92,100.00 are budgeted and available in the Transit Fund for Fiscal Year 2022.

BACKGROUND:
The Regional Transportation Commission of Southern Nevada (RTC) issued Request for Applications No. 21-014 on March 3, 2021 for qualified non-profits to provide paratransit transportation to clients who are senior, disabled, and low-income residents. Eligible rides are limited to non-emergency, essential, and otherwise unobtainable transportation services. The evaluation committee has completed its technical review of the applications submitted and determined that Dignity Health St. Rose Dominican Hospitals provides the services needed to transport these clients.

Staff has negotiated an acceptable contract with Dignity Health St. Rose Dominican Hospitals in the amount not-to-exceed $92,100.00 for the period from July 1, 2021 through June 30, 2022.

Staff recommends approval.

Respectfully submitted,

DocuSigned by:
M J Maynard
426D93C7E2244C6...

M. J. MAYNARD
Chief Executive Officer

tnb

RTC Item #40
June 10, 2021
Consent

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CONTRACT NO. 21-014B

Between

REGIONAL TRANSPORTATION COMMISSION OF SOUTHERN NEVADA

and

DIGNITY HEALTH - ST. ROSE DOMINICAN

for

HELPING HANDS OF HENDERSON

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CONTRACT FOR
HELPING HANDS OF HENDERSON

This Contract (CONTRACT) is made and entered into this **10th** day of **June, 2021**, by and between the Regional Transportation Commission of Southern Nevada (RTC), whose primary address is 600 South Grand Central Parkway, Las Vegas, Nevada 89106, and Dignity Health - St. Rose Dominican (SERVICE PROVIDER), whose primary address is 3001 St. Rose Parkway, Henderson NV 89052.

ARTICLE 1—DEFINITIONS AND INTRODUCTORY PROVISIONS

SEC. 101 DEFINITIONS

As used in this Contract:

1) **Adequate, Appropriate, Proper, Sufficient.** The terms "Adequate, Appropriate, Proper, Sufficient", or variations thereof as used throughout this Contract, mean performing work or duties under the Contract in accordance with the standards and requirements of the Contract Documents and in accordance with the standards and requirements generally accepted as standards in the transit industry.

2) **Americans with Disabilities Act of 1990 (ADA).** The terms "Americans with Disabilities Act of 1990" or "ADA" mean the statute enacted by the United States Congress as Public Law Number 101-336.

3) **ADA Paratransit Services.** The term "ADA Paratransit Services" means transit services that are available to persons certified for American Disabilities Act (ADA) Paratransit Services for a published fare and that operate on a demand basis.

4) **Addendum.** The term "Addendum" means a written revision to the Request for Applications document, issued to all Prospective Proponents.

5) **Commencement Date.** The term "Commencement Date" means the date identified in the Notice to Proceed on which the Service Provider assumes responsibility for Revenue Service under this Contract.

6) **Company.** The term "Company" means an individual, partnership or corporation that is responsible for the performance of services under the contract awarded by the Commission or its authorized representative.

7) **Contract.** The term "Contract" means the terms and conditions that substantially conform to the RFP's Sample Contract that will be finalized through negotiation and executed by the Company and the RTC.

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8) **Contract Documents.** The term "Contract Documents" means this Contract and the Attachments and Forms attached hereto which collectively constitute the obligations of the Service Provider, set forth hereafter in their order of precedence.

9) **Service Provider.** The term "Service Provider" means, the entity entering into this Contract with the RTC to provide the services described in the Contract Documents.

10) **Days.** The term "Days" means regular business days of the RTC (Monday-Thursday), unless otherwise specifically indicated.

11) **Deliverable.** The term "Deliverable" means any report, software, hardware, data, documentation or other tangible item that the Company is required to provide the RTC under the terms of the Contract.

12) **Facilities**. The term "Facilities" means structures and grounds to be used by the Company in providing services under the Contract.

13) **Governing Body of the Regional Transportation Commission of Southern Nevada.** The term "Governing Body of the Regional Transportation Commission of Southern Nevada" or "RTC Governing Body" refers to the elected representatives of the entities of Clark County, Nevada, including the County of Clark and the cities of Las Vegas, North Las Vegas, Henderson, Boulder City, and Mesquite, who make up the voting membership of the Regional Transportation Commission of Southern Nevada, and the Director of the Nevada Department of Transportation, who serves as an ex officio member.

14) **Key Personnel.** The term "Key Personnel" means the following Service Provider personnel: the Project Manager, Operations Manager, Fleet Manager, and Safety and Security Manager.

15) **Notice to Proceed.** The term "Notice to Proceed" means the document issued by the RTC that (i) establishes the date the Provider is allowed to begin providing services e, and (ii) commences the running of the Contract Time.

16) **Regional Transportation Commission.** The terms "Regional Transportation Commission", "RTC", and "Commission" mean the Regional Transportation Commission of Southern Nevada, the designated Metropolitan Planning Organization for Clark County, Nevada or its authorized representative.

17) **RTC Chief Executive Office.** The term "RTC Chief Executive Officer" means the Chief Executive Officer of the RTC or the person designated in writing by the RTC Chief Executive Officer to carry out his or her duties under this Contract.

18) **RTC Project Manager.** The term "RTC Project Manager" means the individual designated by the RTC Chief Executive Officer to administer the RTC's

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responsibilities under this Contract or the person designated by the RTC Project Manager to carry out his or her responsibilities under the Contract.

19) **Trip.** The term "Trip" means the one-way movement of one client, on a vehicle from that client's pickup location to his or her drop-off location as designated on the vehicle operator's Manifest.

SEC. 102 GENERAL OBLIGATIONS OF THE PARTIES

A. **In General**. The Service Provider shall manage and operate, provide, and maintain all vehicles necessary to accomplish its obligations under this Contract. The Service Provider shall also provide an appropriately trained workforce, and provide equipment and materials needed to operate the program.

B. **Service Provider's Responsibilities.** The Service Provider's performance shall be in accordance with the obligations of this Contract and the Attachments and Forms attached hereto. The Service Provider's responsibilities shall include the following:

(1) Administrative and Operations Responsibilities

(a) Meet all operations, equipment, and maintenance requirements established by this Contract.

(b) Provide transit service in accordance with the Contract.

(c) Meet performance and safety standards, as set forth in this Contract.

(d) Maintain written and verbal communications with the RTC to the satisfaction of the RTC Project Manager or his/her designee.

(e) Comply with and/or assist with the RTC's monitoring and auditing programs, including Title VI submittals.

(f) Respond promptly and precisely to the RTC's requests for information according to the schedule set by the RTC.

(g) File all operating, financial, and performance reports and invoices in accordance with this Contract in order to allow the RTC to review their content in a timely manner.

(h) Provide appropriately trained and qualified Safety personnel to investigate accidents and unsafe practices in a timely manner, and provide reports of those investigations to the RTC in accordance with this Contract.

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(i) Provide insurance coverage and indemnification as required in this Contract.

(j) Immediately report to the RTC any accidents, including passenger accidents, or any other non-routine event or operational deviation, in accordance with this Contract.

(k) Provide appropriate security measures in compliance with Federal and State laws and regulations and cooperate with law enforcement agencies regarding security activities on board vehicles and elsewhere.

(l) Refer all RTC-related media inquiries to the designated RTC representative, and cooperate in providing public information through the RTC.

(m) Provide appropriate access, control, and security for all of the RTC property under the Service Provider's control under this Contract.

(n) Comply with all FTA drug and alcohol testing requirements and assist the RTC in auditing and monitoring compliance with those requirements.

(o) Comply with the Equal Employment Opportunity (EEO) Program and with FTA's EEO Program Guidelines.

(p) Comply with all applicable Federal, State, and local laws and regulations.

(q) Develop a fire and emergency evacuation plan in accordance with local ordinances of the applicable jurisdictions in which the Facilities are located.

C. RTC's Responsibilities

The RTC's responsibilities include the following:

(1) Establish and periodically evaluate all policies regarding the operation and performance of the RTC Community Mobility Project.

(2) Communicate with the Service Provider, the media, and the public.

(3) Administer and monitor this Contract, audit the Service Provider's books, records, and accounts, and evaluate and inspect the Service Provider's work for contract compliance.

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(4) Determine compliance with Contract requirements.

(5) Investigate unsafe practices as the RTC deems appropriate.

(6) Comply with all Federal, State, and local laws and regulations.

(7) Prepare for and provide official notice of all meetings, including those for which the Service Provider is responsible for the presentation of informational items.

(8) Report to the RTC Governing Body on the Service Provider's performance with regard to system performance, maintenance, and safety.

(9) Communicate information concerning deficiencies in service to the Service Provider in a timely manner.

SEC. 103 REPRESENTATIONS, WARRANTIES, AND STANDARD OF PERFORMANCE

A. **Service Provider Representations and Warranties.** The Service Provider represents, warrants, and covenants as follows:

(1) Maintenance of Licenses and Permits. The Service Provider and its subcontractor have, and through the Contract Term shall maintain, all required licenses, permits, status, professional ability, skills and capacity to perform the Work in accordance with the requirements of the Contract Documents.

(2) Laws, Regulations, and Governmental Approvals. The Service Provider has familiarized itself with the requirements of all applicable Federal, State, and local laws and regulations and the condition of any required governmental approvals, prior to entering into this Contract. The Service Provider acknowledges and agrees that it is responsible for complying with such laws and regulations, and, except as otherwise provided in the Contract Documents, for obtaining governmental approvals at its sole cost and without any increase in compensation on account of such compliance, regardless of whether such compliance would require additional time for performance or additional labor, equipment and/or materials not expressly provided for in the Contract Documents.

(3) Legal Proceedings. The Service Provider warrants that, as of the date the Service Provider executed this Contract, there were no existing or threatened legal proceedings against the Service Provider that would have an adverse effect on its ability to perform its obligations under the Contract, its financial condition,

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or its operations. In the event that an action is initiated or threatened by or against the Service Provider that is likely to have an adverse effect on the Service Provider's ability to perform its obligations under this Contract, the Service Provider shall notify the RTC within fourteen (14) calendar days of the initiation or threat of such action.

(4) Status and Authority. The Service Provider is an entity duly organized and licensed to do business in the State of Nevada, with all requisite power to own its properties and assets and carry on its business as now conducted or proposed to be conducted.

B. **Standard of Performance.** The Service Provider shall perform the Work diligently, carefully, and in a timely and professional manner, in accordance with the standards and requirements in the Contract Documents and in accordance with standards and practices generally accepted as standards of the industry; and shall have and maintain all required authority, licenses, professional ability, skills, personnel, and capacity to perform its obligations under this Contract. The Service Provider shall perform all Work in its own name and as an independent Service Provider and not in the name of, or as an agent for, the RTC.

SEC. 104 NOTICES AND TERM OF CONTRACT

A. **Contract Term**. The performance period will be from July 1, 2021 to June 30, 2022.

B. **Submissions.** Within ten (10) calendar days after receipt of the NTP, the Service Provider shall submit to the RTC for its review and approval the following plans and programs specific to the RTC account: (1) the Drug and Alcohol Policy Program; (2) the EEO Program/Affirmative Plan; and (3) Title VI Program.

C. **Contract Type.** The Contract type is not-to-exceed. This is a Non-exclusive Contract.

ARTICLE 2—COMPENSATION

SEC. 201 COMPENSATION TO SERVICE PROVIDER

A. **General Rule**. All compensation to the Service Provider for services under this Contract shall be in accordance with the Scope of Services in **Attachment A**. The RTC's obligation to pay Service Provider cannot exceed the specified amount(s).

B. **Not-to-Exceed Amount.** For Services rendered under this Contract from July 1, 2021 to June 30, 2022, the RTC shall pay the Service Provider an amount not to exceed **$92,100.00**

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(**Ninety-two thousand One hundred dollars and zero cents**).

C. **Scope of Compensation.**
The compensation provided to the Service Provider as identified in Section VI Reimbursement and Reporting in the Scope of Services.

SEC. 202 INVOICES AND PAYMENT

A. **INVOICES AND PAYMENT:**

The Service Provider shall submit monthly invoices as described in Section VI Reimbursement and Reporting in the Scope of Services.

B. **RTC Review**. If the RTC determines, based on its review of an invoice, that payment has been requested for service that was not provided in accordance with this Contract or that failed to meet eligibility requirements, or if the RTC otherwise questions or objects to the contents of an invoice, RTC shall so notify the Service Provider and give the Service Provider the opportunity to correct the invoice or provide further necessary documentation within ten (10) calendar days. If such correction or documentation is not provided to the satisfaction of the RTC within the identified time, the RTC will deny payment for the amounts of the ineligible service and make payment for the eligible service.

C. **Audits**.

(1) Annual Statement. The Service Provider shall have prepared, at its own cost, within ninety (90) calendar days after each anniversary date of this Contract, an audited annual financial statement of its revenues and expenses for services provided under this Contract.

(2) Discretionary Audits. In addition to the annual audits performed under paragraph (1), the RTC reserves the right to conduct, at any time, an audit of any records of the Service Provider that are related directly or indirectly to the services provided under this Contract.

(3) Adjustments. Any overpayment or underpayment uncovered in any audit under paragraph (1) or (2) may be charged or credited (as the case may be) against future amounts otherwise due to the Service Provider. Appropriate financial adjustments to future payments shall be made by the RTC based upon any inconsistency, irregularity, discrepancy, under billing, or unsubstantiated billing revealed as a result of any audit.

(4) Notice to Service Providers. Prior to denying payment or deducting amounts from future invoices, the RTC will give notice to the Service Provider and provide the Service Provider with an opportunity to state its position on the issue presented. See Section 304 Disputes.

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(5) Final Audit. The RTC will conduct a final audit of the Service Provider's records directly or indirectly related to the services provided under this Contract three (3) months prior to the conclusion of the term of this Contract. Such final audit shall be conducted consistent with the process specified in paragraph (2).

(6) Address for Invoices. Invoices for payment shall be so marked, include a reference to this Contract number and the purchase order number assigned to this Contract, and shall be consecutively numbered and forwarded to:

Specialized Services Contract Supervisor
Regional Transportation Commission of Southern Nevada
600 S. Grand Central Parkway
Las Vegas, Nevada 89106

Invoices shall be accompanied by any reports required of this Contract.

(7) Final Month Invoice. The RTC may, at its discretion, withhold all or any portion of the amounts due for the final month of service by the Service Provider, pending the resolution of any disputes, the successful completion of all transition requirements, and the completion of the turnover audit process (including the performance of any necessary maintenance and repairs).

SEC. 203 INSURANCE

A. Format/Time: The Company shall provide RTC with Certificates of Insurance, in strict accordance with the "SAMPLE Goods & Services Insurance Certificate" found on the RTC Purchasing & Contracts webpage at http://www.rtcsnv.com/about-the-rtc/doing-business-with-the-rtc/ for coverages as listed below, and attach separate endorsements affecting coverage required by this Contract within seven calendar days after the award by the RTC. All policy certificates and endorsements shall be signed by a person authorized by that insurer. The insurer must be licensed by the State of Nevada in accordance with NRS 680A.300. All required aggregate limits shall be disclosed and amounts entered on the Certificate of Insurance, and shall be maintained for the duration of the Contract and any renewal periods. The Company shall forward updated certificates of insurance and endorsement(s) when policies are renewed or changed.

B. Best Key Rating: The RTC requires insurance carriers to maintain during the contract term, a Best Key Rating of A, with a Financial Strength of VII or higher.

C. RTC Coverage: The RTC, its officers and employees must be expressly covered as additional insureds except on auto liability, workers' compensation and professional liability insurance coverages. The Company's' insurance shall be primary as respects the RTC, its officers and employees.

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D. Endorsement/Cancellation: The Company's' general liability insurance policy (ies) shall be endorsed to recognize specifically the Company's' contractual obligation of additional insured to RTC.

E. Deductibles: All deductibles and self-insured retentions shall be fully disclosed in the Certificates of Insurance and may not exceed $25,000, unless listed as an exception with the bid or proposal and approved in writing by the RTC.

F. Aggregate Limits: If aggregate limits are imposed on bodily injury and property damage, then the amount of such limits must not be less than $2,000,000.

G. Commercial General Liability: Subject to Paragraph 6 of this section, the Company shall maintain limits of no less than $1,000,000 combined single limit per occurrence for bodily injury (including death), personal injury and property damages. Commercial general liability coverage shall be on a "per occurrence" basis only, not "claims made," and be provided either on a Commercial General Liability or a Broad Form Comprehensive General Liability (including a Broad Form CGL endorsement) insurance form. The RTC shall be named as an Additional Insured under the Commercial General Liability policy of insurance per standard ISO endorsement forms 2010 (07/04) for ongoing operations and 2037 (07/04) for products/completed operations, or their equivalent.

H. Automobile Liability: Subject to Paragraph 6 of this section, the Company shall maintain limits of no less than $1,000,000 combined single limit per occurrence for bodily injury and property damage to include, but not be limited to, coverage against all insurance claims for injuries to persons or damages to property which may arise from services rendered by Company and **any auto** used for the performance of services under this Contract. As an alternative to the specified auto coverage, the RTC will accept all owned, hired and non-owned vehicles or symbols 2, 8 and 9.

I. Workers' Compensation and Employers' Liability: The Company shall obtain and maintain for the duration of this contract, a work certificate and/or a certificate issued by an insurer qualified to underwrite workers' compensation insurance in the State of Nevada, in accordance with Nevada Revised Statutes Chapters 616A-616D, inclusive, provided, however, a Company that is a sole proprietor shall be required to submit an affidavit (sample on the RTC Purchasing & Contracts website at http://www.rtcsnv.com/about-the-rtc/doing-business-with-the-rtc/) indicating that the Company has elected not to be included in the terms, conditions and provisions of Chapters 616A-616D, inclusive, and is otherwise in compliance with those terms, conditions and provisions. If any of the work to be provided will be performed out of the state of Nevada, then any Workers Compensation policy must include an "all states endorsement" that provides for coverage in any state. The endorsement must include the broadening of coverage to meet the applicable laws in that state.

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J. The Supplier shall provide Employers' Liability covering its legal obligation to pay damages because of bodily injury or occupational disease (including resulting death) sustained by an employee. The coverages required are as follows: Non-Project specific, occurrence basis, $1,000,000 bodily injury by accident, $1,000,000 bodily injury by disease, and $1,000,000 policy limited.

K. Failure To Maintain Coverage: If the Company fails to maintain any of the insurance coverages required herein, RTC may withhold payment, order the Company to stop the work, declare the Company in breach, suspend or terminate the Contract, assess liquidated damages as defined herein, or may purchase replacement insurance or pay premiums due on existing policies. RTC may collect any replacement insurance costs or premium payments made from the Company or deduct the amount paid from any sums due the Company under this Contract.

L. Additional Insurance: The Company is encouraged to purchase any such additional insurance as it deems necessary.

M. Damages: The Company is required to remedy all injuries to persons and damage or loss to any property of RTC, caused in whole or in part by the Company its sub-company(ies) or anyone employed, directed or supervised by Company.

N. Cost: The Company shall pay all associated costs for the specified insurance. The cost shall be included in the price(s).

O. Insurance Submittal Address: All Insurance Certificates requested shall be emailed to certcontrol@instracking.com cc: Tonita Brown, brownt@rtcsnv.com.

P. Insurance Form Instructions: The following information must be filled in by the Company's Insurance Company representative:

Insurance Broker's name, complete address, telephone and fax numbers

Company's name, complete address, telephone and fax numbers

Commercial General Liability (per occurrence)
- Deductible
- Policy Number
- Policy Effective Date
- Policy Expiration Date
- General Aggregate ($2,000,000)
- Products-Completed Operations Aggregate ($2,000,000)
- Personal & Advertising Injury ($1,000,000)
- Each Occurrence ($1,000,000)

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Fire Damage ($50,000)
Medical Expenses ($5,000)

Automobile Liability (per occurrence and any Auto or All Owned, Non-Owned and Hired or symbols 2, 8 and 9)

Deductible
Policy Number
Policy Effective Date
Policy Expiration Date
Combined Single Limit ($1,000,000)

Worker's Compensation and Employer's Liability

Deductible
Policy Number
Policy Effective Date
Policy Expiration Date
WC Statutory Limits
Employer's Liability Each Accident ($1,000,000)
Employer's Liability Disease – Each Employee ($1,000,000)
Employer's Liability Disease – Policy Limit ($1,000,000)

Description: Contract No.21-014B; Project Title: RTC Community Mobility Project – Helping Hands of Henderson (must be identified on the initial insurance form and each renewal form)

Certificate Holder:

Regional Transportation Commission of Southern Nevada, its officers, employees and agents
C/O Insurance Tracking Services, Inc. (ITS)
P.O. Box 198
Long Beach, CA 90801-0198

The Certificate Holder, Regional Transportation Commission of Southern Nevada, its officers, employees and agents must be named as an additional insured.

The RTC requires that all endorsements accompany the certificates when emailed.

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SEC. 204 INDEMNIFICATION

A. **GENERAL REQUIREMENT.** The Company agrees to protect, defend, indemnify and hold the RTC, its officers, employees and agents, free and harmless from and against any and all losses, penalties, damages, settlements, costs, charges, professional fees or other expenses or liabilities of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceedings or causes of action of every kind and character (hereinafter collectively "claims") in connection with or arising directly or indirectly out of the Contract or the performance hereof by the Company or any subcontractor Provider. Without limiting the generality of the foregoing, any and all such claims, relating to personal injury, infringement of any patent, trademark, copyright (or application for any thereof) or of any other tangible or intangible personal or property right, or actual or alleged violation of any other tangible or intangible personal or property right, or actual or alleged violation of any applicable statute, ordinance, administrative order, rule or regulation, or decree of any court, shall be included in the indemnity hereunder. The Company further agrees to investigate, handle, respond to, provide defense for, and defend any such claims, at its sole expense and agrees to bear all other costs and expenses related thereto, whether or not it is alleged or determined that the Company was negligent, and without regard to whether such claim is groundless, false, or fraudulent.

B. **PATENT INDEMNITY.** The Company shall advise the RTC of any impending patent suit and provide all information available. The Company shall defend any suit or proceeding brought against the RTC based on a claim that any product, or any part thereof, furnished under this Contract, constitutes an infringement of any patent; and, the Company shall pay all damages and costs awarded therein, excluding incidental and consequential damages, against the RTC. In case said product, or any part thereof, is in such suit held to constitute infringement and use of said product or parts is enjoined, the Company shall, at its own expense and at its option, either procure for the RTC the right to continue using said product or part, or replace same with non-infringing product, or modify it so it becomes non-infringing.

SEC. 205 DISCLAIMER OF LIABILITY

The RTC will not hold harmless or indemnify the Service Provider for any liability whatsoever.

SEC. 206 TERMINATION FOR CONVENIENCE

A. **In General**. The performance of work under this Contract may be terminated by the RTC in accordance with this Section in whole, or from time to time in part, whenever the RTC determines that such termination is in the best interest of the RTC. Any such termination shall be effected by delivery to the Service Provider of forty-five (45) calendar days advance written notice of termination specifying the extent to which performance of work under the Contract is terminated and the date upon which such termination becomes effective.

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B. **Actions Following Termination Notice**. Upon receipt of a notice of termination, and except as otherwise directed by the RTC, the Service Provider shall: (1) stop work under the Contract on the date and to the extent specified in the notice of termination; (2) place no further orders or subcontracts for materials or services except as may be necessary for completion of such portion of the work under the Contract as is not terminated; (3) terminate all orders and subcontracts to the extent that they relate to the performance of work terminated by the notice of termination; (4) assign to the RTC in the manner, at the times, and to the extent directed by the RTC, all of the right, title and interest of the Service Provider under the orders and subcontracts so terminated; (5) settle all outstanding liabilities and all claims arising out of such termination of orders and subcontracts, with the approval or ratification of the RTC, to the extent the RTC may require, which approval or ratification shall be final for all the purposes of this Section; (6) transfer title to the RTC and deliver in the manner, at the times, and to the extent, if any, directed by the RTC, supplies, equipment, and other material produced as a part of, or acquired in connection with the performance of the work terminated, and any information and other property which, if the Contract had been completed, would have been required to be furnished to the RTC; (7) complete any such part of the work as shall not have been terminated by the notice of termination; and (8) take such action as may be necessary, or as the RTC may direct, for the protection and preservation of the property related to the Contract which is in the possession of the Service Provider and in which the RTC has or may acquire an interest. Payments by the RTC to the Service Provider shall be made by the date of termination but not thereafter. Except as otherwise provided, settlement of claims by the Service Provider under this Section shall be in accordance with the provisions set forth in 48 CFR Part 49, as amended from time to time.

SEC. 207 TERMINATION BY MUTUAL AGREEMENT

This Contract may be terminated by mutual agreement of the parties. Such termination shall be effective in accordance with a written agreement by the parties. Any other act of termination shall be in accordance with the termination by convenience or default provisions contained in Section 206 and Section 208, respectively.

SEC. 208 TERMINATION FOR DEFAULT

A. **In General**. The RTC may, subject to the provisions of subsection B of this Section, by thirty (30) calendar days advance written notice of default to the Service Provider, terminate the whole or any part of this Contract in any one of the following circumstances:

(1) If the Service Provider fails to provide the services in the manner required by this Contract or in accordance with the performance standards articulated herein;

(2) If the Service Provider fails to perform any of the provisions of this

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Contract in accordance with its terms; or

(3) If the Service Provider fails to make progress in the prosecution of the work under the Contract as to endanger such performance.

B. **Opportunity to Cure**. The Service Provider will be given the opportunity to cure any default within thirty (30) calendar days after receipt of the default notice under subsection A; provided that the RTC may provide an additional period for cure if the Service Provider demonstrates to the satisfaction of the RTC that there is a reasonable likelihood it will be able to effectuate a cure if granted such additional time.

C. **Procurement by RTC**. In the event that the RTC terminates this Contract in whole or in part as provided in subsection A of this Section, the RTC may procure, upon such terms and in such manner as the RTC may deem appropriate, services similar to those so terminated. The Service Provider shall be liable to the RTC for costs associated with the termination of this Contract and the procurement of replacement services by the RTC, and also for any costs of the replacement supplies or services that are in excess of what the RTC would have paid under the Contract in the absence of default from the date of termination to the expiration date of the Contract. The Service Provider shall continue the performance of this Contract to the extent not terminated under the provisions of this Section. Any disputes arising under this Section that cannot be resolved by the Service Provider and the RTC are subject to resolution pursuant to Section 304 of this Contract.

D. **Force Majeure**. The Service Provider shall not be liable for any failure to perform if the Service Provider demonstrates to the satisfaction of the RTC that the failure to perform the Contract was due to events which were beyond the control and without the fault or negligence of the Service Provider and which could not have been avoided or prevented by due diligence and reasonable efforts of the Service Provider. Examples of such Force *Majeure* events include acts of God, civil disturbances, fire, war, floods, or other natural disasters, but do not include labor-related incidents, such as strikes or work stoppages.

E. **Claims**. Except as otherwise provided, settlement of claims by the Service Provider under this termination clause shall be in accordance with the provisions set forth in 48 CFR Part 49, as amended from time to time.

SEC. 209 CANCELLATION OF CONTRACT

In any of the following cases, the RTC shall have the right to cancel this Contract without expense to the RTC: (1) the Service Provider is guilty of misrepresentation; (2) the Contract is obtained by fraud, collusion, conspiracy, or other unlawful means; or (3) the Contract conflicts with any statutory or constitutional provision of the State of Nevada or the United States. This section shall not be construed to limit the RTC's right to terminate this Contract for convenience or default, as provided in Sections 206 and 207.

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SEC. 210 SECTION 13(c) OBLIGATIONS

A. **In General**. Except as provided in subsection B of this Section, the RTC shall be administratively and financially responsible for obligations under Section 13(c) of the Federal Transit Act (49 USC. §5333(b)) and the RTC's September 1994 13(c) Arrangement.

B. **Service Provider Obligations**.

(1) Financial Liability. The Service Provider shall have financial liability for any13(c) claims or obligations that are created by acts or omissions of the Service Provider that are not directed by the RTC. The Service Provider agrees that it is bound to the terms of the September 1994 13(c) Arrangement. In addition, the Service Provider shall cooperate with the RTC (including the provision of payroll records and other information) in the resolution or defense of any 13(c) claims or disputes, and in the implementation of any 13(c) remedies.

(2) Restrictions on Activities. The Service Provider shall not assist or encourage any employee to file or otherwise pursue a 13(c) claim against the RTC, or take any action which is contrary to the interests of the RTC under 13(c) or its 13(c) arrangements or agreements, relating to the termination of services under this Contract, any future transition from the Service Provider to another service provider, or any other action or event relating to this Contract. If the Service Provider fails to comply with this obligation, the Service Provider shall be financially liable for all costs incurred by the RTC (including attorneys' fees) associated with any 13(c) claims or delays in the receipt of Federal grants.

ARTICLE 3—ADMINISTRATIVE AND MISCELLANEOUS PROVISIONS

SEC. 301 COMPLAINT RESOLUTION

A. **Customer Complaints.**

(1) Required Service Provider Process. The Service Provider shall establish a process for the thorough and prompt resolution of all customer complaints, in accordance with this Section. The process shall be completed and a report submitted to the RTC within ten (10) Days from the date of receipt of the complaint, and shall include, at a minimum, the following:

(a) contemporaneous documentation of the nature of the complaint;

(b) passenger contact information;

(c) investigation, follow-up, and investigative reports (including

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the information described below in the description of report evaluation criteria); and

(d) complaint resolution, including any remedial action taken.

B. ADA and Title VI Complaints

(1) Required Service Provider Process. The Service Provider shall establish a process for the thorough and prompt consideration of all ADA and Title VI complaints. The RTC shall be immediately notified of all such complaints in writing. In addition, at a minimum, the process shall include the following:

(a) Intake procedures and complaint evaluation;

(b) passenger contact information;

(c) investigation, follow-up, and investigative reports (including the information described below in the description of report evaluation criteria); and

(d) proposed complaint resolution.

(2) Complaint Investigation. All ADA and Title VI passenger complaint investigative reports will be evaluated by the RTC for compliance with Federal requirements. The Service Provider is responsible for assuring that each completed investigative report provides full and complete documentation for each of the following requirements;

(a) Statement of issues;
(b) Respondent's reply to each issue; and
(c) Findings of fact.

(3) Complaint and Resolution Training. In addition to the foregoing, the Service Provider shall provide appropriate classroom and hands-on training to each individual involved in the ADA complaint resolution process. The RTC must approve all exceptions to the required minimum training standard in writing.

(4) Complaint Resolution Plan. Prior to implementation, the Service Provider shall submit its ADA and Title VI Complaint Resolution Plan to the RTC for evaluation and approval. If a complaint is considered ADA in nature as defined by 49 CFR, Part 27, the Service Provider shall follow the procedure established by RTC in documenting, investigating and responding to this type of complaint.

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SEC. 302 AUDIT AND INSPECTION OF RECORDS

The Service Provider agrees that the RTC, the Comptroller General of the United States, and the U.S. Secretary of Transportation, or any of their duly authorized representatives, shall, for the purpose of audit and examination, be permitted to inspect all work, materials, payrolls, and other data and records, and to audit the books, records, and accounts relating to the performance of the Contract. Further, the Service Provider agrees to maintain all required records for at least three (3) years after the RTC has made final payment and all other pending matters are closed. In addition, the Service Provider shall assist and cooperate with the RTC in the audit and monitoring of all program requirements, such as EEO compliance, and shall permit the RTC to perform on-site inspections of the Service Provider's procedures and programs.

SEC. 303 OWNERSHIP OF DOCUMENTS

The Service Provider agrees that any and all information, in oral or written form, whether obtained from the RTC, its agents or assigns, or other sources, or generated by the Service Provider pursuant to the Contract, shall not be used for any purpose other than fulfilling the requirements of this Contract. Any documents, reports, or data generated by the Service Provider (other than the Service Provider's internal documents) in connection with the performance of the Contract shall become the sole property of the RTC, subject to any rights asserted by the FTA. The Service Provider may retain copies of such items for its files. The Service Provider shall not release any documents, reports, or data from this project without prior written consent of the RTC.

SEC. 304 DISPUTES

A. **Applicability**. Any dispute between the Service Provider and the RTC relating to the implementation or administration of this Contract shall be resolved in accordance with this Section.

B. **Informal Resolution**. The Parties shall first attempt to resolve the dispute informally in meetings or Communications between the Service Provider and the RTC Project Manager. If the dispute remains unresolved fifteen (15) Days after it first arises, the Service Provider may request the RTC Deputy Chief Executive Officer to issue a recommended decision on the matter in dispute. The RTC Deputy Chief Executive Officer shall issue the recommended decision in writing within thirty (30) Days and provide a copy to the Service Provider.

C. **Review by RTC Chief Executive Officer**. If the Service Provider contests the recommended decision of the RTC Deputy Chief Executive Officer, the Service Provider shall provide its reasons for contesting the decision and the decision shall be reviewed by the RTC Chief Executive Officer, who may modify or confirm the decision.

D. **Service Provider Responsibility**. Pending final resolution of a dispute under this

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Section, the Service Provider shall proceed diligently with performance in accordance with this Contract and the RTC's recommended decision.

SEC. 305 SUBCONTRACTING OF CONTRACT WORK AND TRANSFER OF INTERESTS

A. **Requirement for RTC Approval**. The Service Provider may not enter into any subcontract without the prior written approval of the RTC, which will not be unreasonably withheld. In any case in which the Service Provider desires to subcontract, it shall provide the RTC with all proposed subcontracting agreements and documents (including scope of work and terms of compensation). If permitted to subcontract, the Service Provider shall be fully responsible for all work performed by the subcontractors. Any approval of a subcontract shall not be construed as making the RTC a party to such subcontract, giving the subcontractor privity of contract with the RTC, or subjecting the RTC to liability of any kind to any subcontractor Further, the entering into of a subcontract shall not, under any circumstances, relieve the Service Provider of its liability and obligations under this Contract and all transactions with the RTC must be through the Service Provider.

B. **Effect of Subcontracting**. The Service Provider may not modify its obligation to perform in full accordance with the terms and conditions of the Contract. Any action of the Service Provider in violation of the preceding sentence shall constitute a breach of the Contract and an act of default.

C. **Required Subcontract Terms**. The Service Provider shall include in each subcontract (at all tiers) appropriate terms and conditions to assure that the subcontractor shall have the same duties and obligations to the Service Provider for its work that the Service Provider has to the RTC for such work under this Contract, and that the subcontractor shall comply with the other applicable provisions of this Contract, including all Federal laws and regulations.

D. **Assignment**. There shall be no assignment/transfer of interests or delegation of the Service Provider's rights, duties, or responsibilities under this Contract, except at the direction or with the prior written approval of the RTC.

SEC. 306 INDEPENDENT SERVICE PROVIDER

Under the terms of the Contract, the Service Provider is an independent Service Provider and has and retains full control and supervision of the services performed by and full control over the employment and direct compensation and discharge of all persons, other than RTC employees, assisting in the performance of its services. The Service Provider agrees to be solely responsible for all matters relating to wages, hours of work, and working conditions and payment of employees, including compliance with social security, all payroll taxes and withholdings, unemployment compensation, workers' compensation, and all other requirements relating to

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such matters. The Service Provider agrees to be responsible for its own acts and those of its subordinates, employees, and any and all subcontractor during the term of the Contract.

SEC. 307 LICENSING, PERMITS, AND TAXES

The Service Provider shall be appropriately licensed for the work required pursuant to this Contract. The cost for any required licenses or permits shall be the responsibility of the Service Provider. The Service Provider shall be liable for any and all taxes due as a result of the Contract, except it is acknowledged that the Service Provider, as manager of the RTC's public transit system, has no ownership interest in the Facilities owned by the RTC and has no liability for real property taxes related to such Facilities.

SEC. 308 LACK OF FUNDS

A. **Funding Requirement**. Entering into the Contract is subject to receipt by the RTC of local funds adequate to carry out the provisions in full.

B. **Cancellation or Reductions**. The RTC may cancel or reduce the amount of service to be rendered if the RTC determines that such action is in the RTC's best interests, or there will be a lack of funding available for the service. In such event, the RTC will notify the Service Provider in writing thirty (30) calendar days in advance of the date such cancellation or reduction is to be effective.

SEC. 309 CONFLICT OF INTEREST

A. **General Rule**. No employee, officer or agent of the RTC shall participate in the selection, or in the award or administration, of the Contract if a conflict of interest, real or apparent, would be involved. Such a conflict would arise when one of the following has a financial or other interest in any firm proposing on or selected for the award:

(1) The employee, or an officer or agent of the employee;
(2) Any member of the employee's immediate family;
(3) The employee's business partner; or
(4) An organization which employs, or is about to employ, any of the above.

B. **Gratuities**. The RTC's officers, employees, or agents shall neither solicit nor accept gratuities, favors, or anything of monetary value from Service Providers, potential Service Providers, subcontractor, or other parties to sub-agreements.

SEC. 310 ANTIDISCRIMINATION AND EEO REQUIREMENTS

A. **General Requirements.** The Service Provider shall not in any way, directly or indirectly, in the performance of this Contract, discriminate against any person because

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of age, race, color, disability, sex, national origin, or religious creed.

B. Compliance with EEO Requirements.

(1) The Service Provider shall comply with all EEO Program requirements in FTA Circular 4704.1, Equal Employment Opportunity Program Guidelines, or any updated version thereof.

(2) The Service Provider shall cooperate in any audits performed by FTA and shall cooperate with and assist the RTC in the monitoring and auditing program requirements including, but not limited to, permitting the RTC to perform onsite inspections for the program administration/management guidelines, and procedures. This requirement shall include providing the RTC with copies of records related to the Service Provider's EEO efforts prior to each site visit.

(3) The Service Provider shall, no later than thirty (30) calendar days after the end of each calendar year, prepare and submit to the RTC, an EEO Plan (if applicable) or confirm in writing that the copy on file with the RTC is the most active plan. The plan shall be consistent with established Federal guidelines. In the event that the number of Service Provider employees increases during the course of a calendar year sufficiently to require the submission of an EEO Plan, the RTC requires that the Service Provider submit such a plan within ninety (90) calendar days of reaching the applicable threshold.

(4) Equal Employment Opportunity (EEO) Affirmative Action Report. The Service Provider shall, not later than thirty (30) calendar days after the end of each calendar year, prepare and submit to the RTC an EEO Report that meets all the requirements of FTA's Circular 4704.1, Equal Employment Opportunity Program Guidelines, or any updated version thereof. The report shall include all the information listed below and any other information required by the applicable FTA circular which includes the following:

(a) Workforce Analysis for each job category;
(b) Job Group Analysis for each job category;
(c) Hiring Analysis for each job category;
(d) Promotional Analysis for each job category;
(e) Termination Analysis for each job category;
(f) Utilization Analysis that shows the ethnic and gender breakdown for each job category as well as indicates the short-term and long-term goals for achieving under-utilized minority groups; and
(g) Availability Analysis that compares the current workforce against the available workforce.

(5) The Service Provider shall comply with all program amendments as required by the FTA and/or the RTC and all applicable Federal and State mandates.

SEC. 311 PATENT RIGHTS

If any invention, improvement, or discovery of the Service Provider is conceived or first actually

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reduced to practice in the course of or under the Contract, and that invention, improvement, or discovery may be patentable under the patent laws of the United States of America or any foreign country, the Service Provider shall immediately notify the RTC Chief Executive Officer and provide a detailed report. The rights and responsibilities of the RTC, the Service Provider and the Federal Government with respect to each such invention, improvement, or discovery will be determined in accordance with applicable Federal laws, regulations, policies and any waiver thereof.

SEC. 312 COMPLIANCE WITH LAWS AND REGULATIONS

The Service Provider shall give all notices and comply with all Federal, State, and local laws, ordinances, rules, regulations, and orders of any public authority bearing on the performance of the Contract, including, but not limited to, the laws referred to in these provisions of this Contract and all Federal laws, regulations and requirements. If the Contract documents are at variance therewith in any respect, any necessary changes shall be incorporated by appropriate modification. Upon request, the Service Provider shall furnish to the RTC Chief Executive Officer certificates of compliance with all such laws, orders, and regulations.

SEC. 313 WAIVER OF TERMS OR CONDITIONS

The failure of the RTC or the Service Provider to enforce one or more of the terms or conditions of this Contract or to exercise any of its rights or privileges, or the waiver by the RTC of any breach of such terms or conditions, shall not be construed as thereafter waiving any such terms, conditions, rights, or privileges, and the same shall continue and remain in force and effect as if no waiver had occurred.

SEC. 314 INTERPRETATION, JURISDICTION, AND VENUE

All contractual agreements shall be subject to, governed by, and construed and interpreted solely according to the laws of the State of Nevada. The Service Provider hereby consents and submits to the jurisdiction of the appropriate courts of Nevada or of the United States having jurisdiction in Nevada for adjudication of any suit or cause of action arising under or in connection with the Contract documents, or the performance of such Contract, and agrees that any such suit or cause of action may be brought in any such court.

SEC. 315 CONSTRUCTION

For the purposes of this Contract the use of the words “include” or “including” followed by a list is not intended to indicate that the list is an all-inclusive list.

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SEC. 316 OFFICIAL RECEIPT

Communications shall be considered received at the time actually received by the addressees or designated agents. Communications to the RTC should be addressed to the RTC as follows:

Regional Transportation Commission of Southern Nevada
ATTN: Manager, Purchasing and Contracts
600 S. Grand Central Parkway, Suite 350
Las Vegas, Nevada 89106-4512

Communications to the Service Provider shall be addressed as follows:
Dignity Health - St. Rose Dominican
Lawrence Barnard
3001 St. Rose Parkway, Henderson NV 89052

SEC. 317 SUCCESSORS AND ASSIGNS

This Contract or any portion hereof shall not be assigned, nor shall the interests, rights, duties or responsibilities of the Service Provider be transferred or delegated, unless the RTC in its sole discretion grants prior written approval thereto. This provision extends to any purchase, merger, or consolidation involving the Service Provider which would cause its responsibilities under this Contract to be transferred to or assumed by a new, different, or restructured entity. This provision is separate and apart from the provisions concerning subcontracting set forth in Section 511.

SEC. 318 SEVERABILITY

In the event any provision of this Contract is declared or determined to be unlawful, invalid, or unconstitutional, such declaration shall not affect, in any manner, the legality of the remaining provisions of the Contract and each provision of the Contract will be and is deemed to be separate and severable from each other provision.

SEC. 319 ENTIRE AGREEMENT; AMENDMENT REQUIRED

This Contract constitutes the entire agreement between the Service Provider and the RTC, and supersedes all prior negotiations, agreements, and understandings with respect thereto. No change, modification, or amendment to the obligations or responsibilities of the parties under the terms of this Contract shall be effective unless it is made by written Amendment, considered and approved by the RTC Governing Body or RTC Chief Executive Officer as applicable and duly executed by both parties.

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IN WITNESS WHEREOF, the parties hereto have caused these presents to be duly executed with all the formalities required by law on the respective dates set forth below their endorsements.

DIGNITY HEALTH - ST. ROSE DOMINICAN

By: DocuSigned by: Lawrence Barnard 6C82E504E5D1476...

Lawrence Barnard
Nevada Market Leader and President/CEO,
Siena and Rose de Lima Campuses

REGIONAL TRANSPORTATION COMMISSION OF SOUTHERN NEVADA

By: _____

DEBRA MARCH
Chairwoman

APPROVED AS TO FORM:

By: DocuSigned by: David Clyde C20A409B6B774C0...

RTC Legal Counsel

ATTEST:

By: _____

MARIN DUBOIS
Management Analyst

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ATTACHMENT A – SCOPE OF SERVICES

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SCOPE OF SERVICES
Regional Transportation Commission of Southern Nevada
Community Mobility Project FY 2022

Section I. Scope

In an effort to increase transportation and mobility options for eligible seniors, persons with disabilities, and low-income residents, the Regional Transportation Commission of Southern Nevada (RTC) developed the Community Mobility Project as a reimbursement program to match eligible transportation expense for non-profit 501 (c) (3) organizations that provide transportation services as part of the agencies program options to eligible residents.

The performance period will be from July 1, 2021 through June 30, 2022.

Section II. Objective

The primary objective of this Project is to provide funding to eligible non-profit transportation programs that deliver non-emergency, essential, and otherwise unobtainable transportation services for senior, disabled, and/or low-income residents in a match role. By matching program funds the RTC hopes to encourage the continuity of currently available transportation options, generate new transportation options, bolster client self-sufficiencies within the community, and enhance resident quality of life.

Eligible rides will include transportation to and from healthcare, employment opportunities, nutrition programs, and other essential services.

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Section III. Service Description

Service:

Eligible Service Provider (SP) programs will offer safe, efficient, flexible, affordable, and otherwise unobtainable transportation options for senior, disabled, and/or low-income residents.

Transportation service shall be offered to eligible clients who have been pre-screened by the SP to meet categorical program criteria as outlined in that organization's application to the RTC.

Service Providers (SPs) will handle all business functions including client interaction and customer service, fleet maintenance, scheduling and the performance of transportation services, as well as the preparation and maintenance of financial and other record keeping and reporting duties and requirements. SPs will disclose the particulars of their transportation programs and budgeted expenses in an approved budget format submitted to the RTC during the application process.

SPs are required to keep the RTC apprised of all vehicle accidents, client injuries, legal issues, managerial staff changes, organizational changes, ADA or EEOC issues and complaints, and any other significant issues within a reasonable amount of time. Vehicle accidents and client injuries will be reported immediately with a follow up in written form no later than 24 hours following each incident.

Driver Requirements:

Drivers must comply with all applicable local, state, and federal rules, regulations, and licensing laws.

Vehicle Requirements:

Vehicles must comply with all applicable local, state, and federal rules, regulations, and licensing laws.

Current Nevada vehicle registration and required auto insurance documentation must be present in vehicles when transporting clients.

Accidents/Incidents:

The Service Provider will immediately telephone designated RTC Specialized Services staff with notification of any vehicle accident or client incident, caused directly or indirectly by SP provided services or interaction, and SP will follow up with a written report to RTC staff no later than 24 hours after each occurrence.

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Section IV. Administrative Deliverables

The RTC expects the SP to function as the primary point of contact for all clients seeking or receiving transportation service. The SP will be responsible for all transportation service provisions. The SP is responsible for satisfying subsequent reporting requirements to the RTC.

SP Management and Operation

SP Shall:

- Provide day-to-day management and operation of program services as submitted in the application process,
- Conduct background checks and document required licenses and insurances for drivers or other employees where applicable,
- Provide program outreach services and literature to the general public,
- Comply with all local, state, and federal mandates, rules, and regulations,
- Provide updated insurance coverage(s), business license(s), and other essential SP agency documentation to the RTC as renewed or acquired by SP agency,
- Document detailed client and trip information, maintenance records, and financial records during the contract period, with RTC access to the aforementioned documentation for 4 (four) years after the end of the program,
- Provide all requested program and vehicle maintenance documentation and property accesses as requested by the RTC for audit or contract review purposes.

SP will document and resolve all client inquiries and complaints. SP will report all closed and ongoing ADA and Title VI non-compliance complaints and resolutions to the RTC on a monthly basis with further explanation provided to the RTC upon demand.

RTC Oversight

RTC Shall:

- Provide the SP with a monthly and YTD 'Request For Reimbursement' (RFR) template and a 'Monthly Client List and Trip Count' template, both in Excel format. The 'Quarterly Report' worksheet, the 'Payroll Summary' worksheet, and the 'Detailed Expenses' worksheet will be included in the RFR template,
- Provide assistance upon request from the SP regarding all templates, RFR questions or processes, expense eligibility queries, and any required reporting requested by the RTC,
- Validate eligible monthly SP program expense submitted and work with the SP to reconcile any discrepancies identified,
- Process payments to the SP for eligible expenses,
- Verify monthly and quarterly SP reporting,

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- Comply with the provisions set forth in OMB Circular A-133, Revised, "Audits of States, Local Governments, and Non-Profit Organizations", the latest OMB A-133 Compliance Supplement for U.S.DOT, and any further revision or supplement when conducting financial and/or compliance audits.

The RTC will conduct no less than one contract review/audit per SP per year. The RTC will assess documentation needs and requirements, and will convey a request of required documentation to the SP. SP will make available the requested documentation within 15 (fifteen) business days following the request by the RTC. The RTC will arrange with the SP to carry out an annual (at minimum) on site visit to ensure contract compliance.

The RTC will administer CMP program eligibility and reimbursement utilizing guidance from Office of Management and Budget (OMB) Circulars, under the provisions of OMB Circular A-133, Revised, "Audits of States, Local Governments, and Non-Profit Organizations," the latest OMB A-133 Compliance Supplement for U.S. DOT, and any further revision or supplement thereto.

The RTC reserves the right, with 15 (fifteen) days advance written notice to the SP, to terminate this Agreement and withhold all payments of funds in the event of any of the following circumstances:

- the SP has breached or failed to perform any term or condition of this Agreement;
- the SP has violated the terms of any Local, State, or Federal requirement;
- the SP fails to make progress in the performance of the program so as to endanger its performance; or
- the SP, by action or inaction, has conducted business or acted in such a manner so as to subject either party to a moral turpitude evaluation.

Section V. Fares

SPs may set or continue to collect fare for their transportation services. All fare structures are to be presented in detail to the RTC during the application process and detailed in the budget worksheet(s) submitted with the RFA. The SP will notify the RTC 60 days in advance of any proposed fare change implemented during the current contract period. The SP will provide the RTC with documentation to support advance client notification for any change in program fare structure.

Any and all fare revenue realized by the SP will be netted against program expense in the same month that services were rendered.

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Section VI. Reimbursement and Reporting

Reimbursement

Operating Expenses

The RTC will fund SPs for eligible expenses, on a reimbursement basis only, using NET 30 terms, after receipt and verification of fully documented and complete monthly Request for Reimbursement (RFR) submittals to the RTC. RFR submissions are due monthly, no later than 45 (forty-five) days after the last day of each calendar month during the contract period. Failure to comply with RFR program submission due dates may result in loss of funding for delinquent RFR submissions.

The RTC will supply each SP with an RFR Excel template. The Excel file will include basic instruction, monthly RFR tabs, one YTD (year to date) tab, one Payroll Summary tab, one Detailed Expenses tab, one Quarterly Reporting tab, and RTC approved program budget and narrative tabs. It is the responsibility of the SP to enter applicable program expenses into the template on a monthly basis. Templates will auto populate reimbursement amounts to the SP based on justifiable program expense entered.

The submission of each monthly RFR, by the SP, will include the following documentation:

- A PDF of the signed monthly RFR utilizing the approved RFR Excel template,
- The 'Payroll Summary' template in the Excel format,
- The 'Detailed Expenses' template in the Excel format,
- Full PDF documentation to support all program expense submitted on the RFR including but not limited to:
    - Payroll registers to support issuance of payment to employees,
    - Bank documentation to support payout of pay periods,
    - Vendor invoices or receipts, credit card statements,
    - And, cancelled checks, bank statements supporting credit card payments or other ACH bank draws, or other reasonable evidence of payment through a financial institution (with RTC approval only) to support final payout of each expense submitted on the monthly RFR.
- The Monthly Client List and Trip Count template, with a completed Wait List tab, in the Excel format, and
- The monthly SP ADA/Title VI/ EEOC complaints and resolutions tracking, beginning at contract start date until the end of the contract period.

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Under this program, the RTC will reimburse a match amount to SPs for transportation related expenses only. Only expenses incurred during the contract period will be eligible for reimbursement. Eligible expenses under CMP may include, but are not limited to the following expense examples:

- Driver and dispatcher pay,
- Volunteer driver mileage reimbursement,
- Vehicle fuel and maintenance expense,
- Vehicle insurance.

The RTC recognizes that some justifiable monthly transportation expense may be incurred by SPs to support more than one SP program during a single month. To be eligible, any and all shared or allocated expense will be detailed in the budget narrative, submitted during the application process for RTC approval.

Expenses on monthly RFRs must reflect expense detailed in the budget narrative approved by the RTC during the application process.

Due to limited Project funds, SPs will notify the RTC if their organization will no longer be drawing on allocated program match funding in order to provide the RTC with ample opportunity to redirect funding to concurrent Project transportation program needs.

Reporting

SPs will submit the following reports on a monthly basis to the RTC with each monthly RFR submission:

- Payroll Summary Excel file
- Client List and Trip Count Excel file
- Detailed Expenses Excel file

SPs will submit the Quarterly Report each calendar quarter, signed by an authorized representative, in a PDF format, as outlined on the Quarterly Reporting Template.

SPs will proactively update the RTC with current audited financials and findings as they come into the SP's possession.

SPs will proactively submit renewal certificates of insurance coverages, business licenses, and other renewable documents to the RTC as they become effective for the duration of the contracted program.

SPs will submit other reports or documents, as requested by the RTC, in a timely manner.

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Definitions

As used throughout the Scope of Service, exhibits and attachments, the following terms shall have the meanings set forth below:

A. **Americans with Disabilities Act of 1990 (ADA)** – The terms 'Americans with Disabilities Act of 1990' or 'ADA' mean the statute enacted by the United States Congress as Public Law Number 101-336.

B. **Community Mobility Project (CMP) or 'Project'**– The term 'Community Mobility Project' or 'CMP' is a match funding program designed to increase transportation options for seniors, persons with disabilities, and low-income residents.

C. **Office of Management and Budget (OMB)** – The term 'Office of Management and Budget (OMB)' refers to the agency within the Executive branch of government that measures the quality of agency programs, policies, and procedures.

D. **Regional Transportation Commission of Southern Nevada (RTC)** – The terms 'Regional Transportation Commission', 'RTC', and 'Commission' mean the Regional Transportation Commission of Southern Nevada, the designated Metropolitan Planning Organization for Clark County, Nevada or its authorized representative.

E. **Request for Application (RFA)** – The term 'Request for Application (RFA)' is an application and documentation submittal process that Providers complete to become eligible for CMP match funding.

F. **Request for Reimbursement (RFR)** – The term 'Request for Reimbursement', or 'RFR', refers to the monthly pdf submission inclusive of all monthly expense sent by a Service Provider to the RTC, which contains the recordation of all program expense incurred exclusive to the program, which also auto-generates and reports the reimbursement claim for the match portion.

G. **Service Provider, SP, or SPs (plural)** – The term 'Service Provider', 'SP', or 'SPs' shall signify the entity entering into this Contract with the RTC to provide the services described in the Contract Documents.

H. **Trip** – The term 'Trip' means the one-way movement of one client, from that client's pick-up location to his or her drop-off location.

I. **U.S.DOT** – The term 'U.S. DOT' refers to the U.S. Department of Transportation.

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ATTACHMENT B - APPLICATION

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COMMUNITY MOBILITY PROJECT 21-014

APPLICATION

Organization Type:
☒ Non-Profit 501 (c) (3)
For-profit organizations are not eligible for this funding.

Applicants Legal Name and EIN #: Dignity Health 94-1196203	
Applicants DBA(s): St. Rose Dominican Hospitals	
Applicants Physical Address/Location: 3001 St. Rose Parkway, Henderson, NV 89052	
Applicants Mailing Address (if different from Physical Address): Click here to enter text.	
Authorized Official's Name and Title: Lawrence Barnard, Nevada Market Leader and President/CEO, Siena and Rose de Lima Campuses	
Phone Number (include Area Code): 702-616-5510	**Email Address**: Kimberly.kanealii@dignityhealth.org
Program Title: Helping Hands of Henderson	

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Application for:

☒ RTC COMMUNITY MOBILITY PROJECT (CMP) – 50/50 Local Match Requirements

☐ New Program ☒ Existing Program

A. Application Checklist and Scoring

Organizations applying for the RTC CMP funding are required to submit the following with their application:

Program Information and Application Detail		One per application
1. ☒	Signed Obligation Certificate	
2. ☒	Application	
3. ☒	Budget Worksheet	
4. ☒	Budget Narrative	
5. ☒	IRS 501(c)(3) Recognition of Exception Letter (issue date within 365 days of the program start date) or Recent IRS Letter of Affirmation	
6. ☒	Title VI Program	
7. ☒	Current Business License(s)	
8. ☒	NV Secretary of State Certificate of Good Standing	
9. ☒	Vehicle Maintenance Program	
10. ☒	Safety, Security, & Emergency Management Program/ Internal Agency and Client Plans	
11. ☒	EEOC Program (if applicable)	
12. ☒	Organizational Conflict of Interest Form	
13. ☒	Current Certificate of Insurance - General Liability, Worker's Comp, & Auto	
14. ☒	Disclosure of Ownership Form	
15. ☒	Local Match Funding Source Confirmation Documentation (may be multiple sources)	

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Program Evaluation & Scoring

The RTC will select programs based on the review and recommendation of an evaluation committee. Evaluations will take into consideration program design and efficiencies, how programs meet the transportation needs of the community, and program sustainability. Please ensure that the application is complete, legible, and that all requested documentation and requested details are provided in the application submission. Points will be assigned per the below criteria.

PROGRAM DESCRIPTION, NEEDS & BENEFITS (maximum of 40 points)

- How does the program meet current regional transportation needs? What impact will the program have on existing local transportation options?
- In what way might the program be classified as new or innovative? How is the program specific to our community?
- The targeted program clients are seniors, low-income residents, and persons with disabilities. What percent of those client classifications are served by the current program, and will percentages change with CMP funding?
- How will the program benefit ADA clients? What percent of current or anticipated services are being performed specifically for ADA clients?
- How many monthly rides (single, one-way) does the program currently provide? Will there be an increase in ridership with CMP funding?

COORDINATION, PARTNERSHIP & OUTREACH (maximum of 30 points)

- How does the program demonstrate a coordinated effort with other local non-profit organizations?
- How does the program compliment or impact current public transportation options for the targeted clients?
- How does the program align with the goals of the RTC existing and future Coordinated Transportation Plans (https://www.rtcsnv.com/projects-initiatives/transportation-planning/coordinated-transportation-plan/)? Will the program be a part of future Coordinated Transportation Plans?
- What forms of program outreach are provided to the public?

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PROGRAM BUDGET & COST EFFECTIVENESS (maximum of 30 points)

- How efficient and cost-effective is the program?
- Has sufficient documentation been provided with the application to support local match funding for program sustainability?
- What funding strategies are in place to provide for program continuance if CMP funding is not available?
- Does the budget narrative thoroughly explain each line item of the budget, and how each line item was determined?
- Is more than 10% of the total budget allocated to indirect program costs?

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B. Obligation Certification

As an authorized official of Dignity Health – St. Rose Dominican (Organization name)
I certify the following:

1. The information presented in this application is true and accurate to the best of my knowledge.
2. The facts presented in this application have not been intentionally misrepresented and do not include misstatements.
3. The organization has the resources and technical capacity to support the program.
4. The organization has the resources to provide the required match.
5. The organization uses generally accepted accounting standards for its financial record keeping.
6. The organization will participate in a continuous, comprehensive dialog throughout the life of the program included but not limited to:
   - Onsite monitoring by RTC staff,
   - Timely submission of reimbursement requests (RFR),
   - Timely submission of required reporting, and
   - Timely written notification of events that may affect the outcome of the program.
7. The organization will comply with all applicable federal, state and local laws and regulations. This includes but is not limited to:
   - RTC CMP Scope of Services,
   - Annual Federal Certifications and Assurances, and
   - Applicable program circulars.

Signed: _____

Printed Name: Lawrence Barnard

Title: Nevada Market Leader and President/CEO, Siena and Rose de Lima Campuses

Date: 3.24.21 Click here to enter text.

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C. Application Information

Please provide clear, complete, and concise answers to each question. Evaluations will be based on the information provided in or submitted with the application. Insufficient or incomplete required documentation may provide obstacles to timely program funding.

Total Awards
The total program budget for the RTC Community Mobility Program is $765,200.00. Successful applicants will receive match funding for a maximum of one year. Budget requests will be closely analyzed. Applicants should include a budget narrative that makes clear the necessity of the program's specific budgeted line items.

Historically, funding requests exceed the available program funds. To accommodate funding for multiple transportation programs please only request what is absolutely necessary for your program. CMP funding awards may include full or partial funding of agency submissions, as funding is based on the combined annual CMP allocated budget and eligible program participants.

Directions

1. The font is Times New Roman 12 point. The submitted application shall not exceed 18 pages. Please use the provided Word document form and adjust the spacing to fit the response, leaving two (2) spaces at the end of each question's response.
2. Please use full justification and no indentation of new paragraphs.
3. Check the document for spelling, typing, or grammatical errors, and correct any error(s).
4. Please be concise when formulating responses. Please include specific information that describes the program, its relevance to the community, and all program goals and costs. Note: vague or broad generalized statements may detract from understanding the program during the scoring process.

Applicant must submit a separate application for each program, if funding is requested for multiple programs.

Use the TAB key to navigate to ensure that no required fields are missed.

Any application that does not meet any or all stated criteria may be rejected. Late applications may be rejected.

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D. Application

a. Funding Request

2022 Funding Request: 92,100
2022 Program Budget: 184,200
Any/All Funding from RTC (Fiscal Year 2021): 92,100
Any/All Program Budget(s) for Above RTC Funding (Fiscal Year 2021): 184,200

b. Funding Source

☒ RTC Community Mobility Project – Transportation programs for Seniors, Individuals with Disabilities, and Low-Income Residents, 50 percent RTC Match Funds / 50 percent Local Match of Program Operating Expense for Fiscal Year 2022

c. Program Overview

1) Provide a description of the program.
In 1995, Dignity Health – St. Rose Dominican (St. Rose) started the Artie J. Cannon Helping Hands of Henderson program. Named after a former hospital volunteer and community leader, the program provides transportation to Henderson residents over the age of 60 with priority given to those who are low income, frail, or disabled. The goal is to help people maintain independence by remaining in their own homes or support those living with working caretakers. In addition to rides, we provide information and referrals to social service programs, as well as regular reassurance calls to talk with clients and check on their well-being. Transportation assistance is provided through a mix of committed volunteers and staff. The program operates six wheelchair-equipped vans and uses volunteers' vehicles to take clients to and from medical appointments, pharmacies, congregate meals, grocery shopping, food banks, social activities, and errands. Transportation services are available with advanced reservation, and special accommodations are made for short notice transport when resources allow.

2) Describe the target population of the program and define how the target population is 1.) Evaluated and considered by the organization to be eligible to participate in the program [cite and detail criteria specifics such as age, gender, race, ethnicity, socio-economic level, disability, etc.] and 2.) Notified of the organization's available service(s).
Helping Hands of Henderson provides transportation services to clients 60 years of age and older residing in Henderson, Nevada. Particular attention is given to those with life-sustaining illnesses, are 90 years of age and older, are low income who live independently (especially shut-ins), and those who lack transportation services in their immediate community (beyond fixed route and Paratransit service areas). The program does not discriminate or enroll clients based solely on gender, ethnicity, income or religious affiliation. All prospective clients will be enrolled into the program if they meet the target population eligibility definition. Proof of identity, age, and address are required to determine eligibility.

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Services are advertised in the hospital's Reach magazine, which goes out to 200,000 households quarterly and on the St. Rose website under community programs; in addition, flyers are distributed to Henderson senior centers, senior apartment complexes, and libraries. Once a quarter, we hold informational sessions at the senior apartments, where we describe the program, answer questions, and help them fill out our questionnaire if they are interested in registering for the program. Throughout the year, we host booths at Henderson fairs and festivals. Our current fleet of vans is wrapped with the program name and phone number. Service referrals and information are made available through the greater Las Vegas area social services agencies and Nevada 211.

3) Please indicate the type of clients that the program will serve. Check all that apply. If the program serves multiple client types please indicate the percentage of clients being served.

☒ Senior 60+	☐ 1-25%	☐ 26-50%	☐ 51+75%	☒ 76-100%
☒ Individuals with disabilities	☐ 1-25%	☐ 26-50%	☐ 51+75%	☒ 76-100%
☒ Low Income Residents	☒ 1-25%	☐ 26-50%	☐ 51+75%	☐ 76-100%

4) Describe how the program will meet the unmet transportation needs in Clark County and what strategies will be used to continue to address those needs in the future.
Helping Hands of Henderson provides services to those seniors who live outside the RTC's fixed route system as well as those who are too frail to wait at a bus stop or who need extra help. In the past year, around 44% of rides have been for medical needs, 42% for nutrition needs, and 14% for other needs. Last year, 4% of new clients reported going without food before enrolling in our program, which declined to 0% at the year-end survey.

The 2020 Southern Nevada Coordinated Transportation Plan identifies several major service barriers that our program helps address, including growing demand; lack of access to social services; limitation of on-demand response services; and infrequent service, long trip times, and concerns over safety and reliability. Eligible clients of our program are seniors (60 years of age and older) who live in the City of Henderson. Particular attention is given to those enrollees with low incomes who live independently and lack transportation services in their community. We provide door-to-door, on-demand service, and we will work with the RTC and other human service agencies to increase access to services.

5) Explain how this program will divert trips from RTC ADA Paratransit and detail any new and innovative plans, ideas or structures that the program will implement to improve upon this process.
Many of the program clients are also RTC ADA Paratransit Service clients (self-reported). Many members of this vulnerable client population struggle with a wait time. Our demand response capability—where clients can call when they are finished with their outing and be picked up within a 30-minute period after their call—can accommodate these clients

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and divert trips from Paratransit. During the first eight months of FY21, we have assisted 71 ADA certified clients with 1,954 one-way rides. We have been unable to utilize our volunteers this fiscal year due to the pandemic, per St. Rose policy. This has caused our ride volume to be lower than in previous years. We plan to bring our volunteers back in early FY22 to provide RTC Coordinated Network rides for veterans. Through our partnership with the Southern Nevada Transit Coalition, we will be able to accommodate more rides.

6) Describe which specific priority or priorities, as outlined in the Coordinated Transportation Plan (https://www.rtcsnv.com/projects-initiatives/transportation-planning/coordinated-transportation-plan/) this program will meet or address.
Transportation services provided by Helping Hands of Henderson complement the 2020 Southern Nevada Coordinated Transportation Plan's aim: "To enhance mobility for individuals with disabilities, older adults, and people with low incomes." Our program addresses the following goals in the 2020 Coordinated Transportation Plan:

Goal 1: Expand Mobility Options and Resources - Continue expanding the capacity of transportation services available to populations of all abilities and means in southern Nevada.
Eligible clients are seniors (60 years of age and older) who live in the City of Henderson. Particular attention is given to those enrollees with low income who live independently (especially shut-ins) and lack supportive transportation services in their immediate community (beyond fixed route and Paratransit service areas). The program offers wheelchair-capacity through six handicap-accessible vans to transport clients to and from medical appointments, grocery shopping, and errands. While transportation services are available with advanced reservation, special accommodations are made for short notice transport when resources allow. Drivers provide door-to-door assistance. Our drivers receive training to be sensitive to the needs of senior clients of all abilities. The program requires all staff and volunteers to attend an annual Elder Abuse Training, which covers topics related to senior abuse as well as a variety of issues prevalent in their community. Staff drivers are also required to attend an annual Safe Driving Course and Substance Abuse Training. A quarterly training for volunteers will be offered. Guest speakers in the field will provide a brief overview of topics related to senior services. Our services are easy to schedule and are provided at the request of the client. We suggest that clients call at least two weeks in advance to book their ride; however, this is not required. They can always request a ride in a shorter timeframe, and we usually are able to secure a driver. The program makes every effort to ensure that vulnerable seniors (low-income, at risk for nursing home placement, life-sustaining medical appointments, and/or agency-referred) receive expedited program services.

Goal 2: Increase Awareness of Transportation – Regularly educate and inform residents and visitors of all available transportation services and resources through user-friendly and accessible educational tools.
When seniors call for service they are notified of alternative travel options available to them when services do not meet their stated needs or upon request. Helping Hands of Henderson is part of a coalition of four Helping Hands programs throughout the greater

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Las Vegas metropolitan area. Clients are served through the coalition based on identified service geographic regions (zip code, city, etc.). Clients are notified if they may be eligible for other types of transportation or if there are other types of transportation assistance in their area such as the RTC's Paratransit service, Silver STAR, and Flexible Demand Response; MTM Nevada non-emergency transportation (previously Logisticare); Disabled American Veterans Transportation Network System for Southern Nevada; American Cancer Society Road to Recovery; GoGo Grandparent; as well as various home health agency transportation services. We also advertise our services widely in the community—through Reach magazine, flyers distributed in the community, on Nevada 211, and on our website.

Goal 5: Expand Regional Collaboration – Continue expanding on existing coordination and collaboration efforts between non-profits and government agencies.
Helping Hands of Henderson collaborates with providers throughout the community who provide both transportation and social services to clients. Our program is part of a coalition of Helping Hands programs throughout the greater Las Vegas metropolitan area. Client services through the coalition are provided based on identified service geographic regions (zip code, city, etc.). We have contracted with Southern Nevada Transit Coalition (SNTC) to transport up to 40 clients per week to grocery stores, food pantries, and congregate meals, thereby alleviating our waitlist. This will result in cost-savings (lowering the cost per ride) and greater efficiency to the program. This partnership will greatly expand our capacity, as SNTC will be able to condense the fixed route runs into shorter time frames and add runs to other areas. It will free up our van drivers to take on new clients from the waitlist as they will be able to serve up to eight clients a day going to appointments and errands.

7) Describe the challenges encountered by the organization for this program, or similar programs. If applicable, include how those challenges were met or overcome.
In the last year, we have had these challenges: 1) Financial burden of costly vehicle repairs. One vehicle has over 190,000 miles and another has more than 165,000 miles, and they increasingly need repairs, which takes valuable time away from transporting clients. Unfortunately, we are unable to benefit from the donation of a retired 12-14 passenger van from RTC because we don't have the appropriate fueling stations in Henderson. Recently, we purchased a new van with funds from St. Rose, which will replace another aging van. 2) Increased volume of clients. Over the last year, clients have been staying at home to avoid exposure to COVID-19. Due to the resultant low ride volume, we have been enrolling clients as soon as they have been screened for eligibility. Once clients have been vaccinated and businesses begin to reopen, we anticipate our ride requests will increase. To cope with this increase in client requests, we will partner with SNTC, which operates the Silver Rider buses, accommodating 12 to 22 passengers. They will take over our grocery store and food pantry routes and drive our clients to congregate meals and other errands. SNTC, located in Boulder City, provides transportation in rural areas. Through this innovative partnership, we can enable our van drivers to help up to six clients a day with transportation to medical appointments, agency visits, and personal errands. With SNTC's larger capacity vehicles, they can serve 30 to 40 clients a day,

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increasing the volume on our fixed routes and lowering the cost per ride. We plan to maximize capacity by condensing these runs into shorter timeframes and adding fixed route runs to other areas.

E. Service Overview

8) Does the organization currently provide transportation?
☒ Yes ☐ No

9) Is transportation the primary service provided by the organization?
☐ Yes ☒ No

a. If 'No', what is the full range of services provided by the organization? Provide the overall resource allocation for all services provided by the organization.

St. Rose operates three acute care hospitals, medical group practices, imaging centers, surgery centers, and six Community Outreach Centers near the main hospitals and three of our four neighborhood hospitals, opened several years ago to increase access to high-quality health care in underserved areas in the Las Vegas valley. St. Rose is committed to meeting the health needs of the diverse communities we serve. We sponsor and operate a variety of community health programs to serve people in need, particularly those with low to moderate incomes. These programs are a direct outgrowth of our mission to serve the vulnerable. We believe in providing humane and accessible health services for everyone in a warm, respectful environment. Our comprehensive approach to community health improvement includes various initiatives directed at significant health needs, partnering with others in the community working to improve health, and investing in efforts that address social determinants of health. Services are delivered in a culturally competent manner to ensure cultural and socio-economic inclusion. Community Health and Wellness Centers host classes, disease management programs, support groups, and health screenings. Last year, we generated over 100,000 educational encounters. Programs offered at these Centers include: 1) Artie J. Cannon Helping Hands of Henderson – provides transportation assistance to seniors to medical appointments, grocery shopping, and errands; provides referrals for supportive services; provides 80 clients each month with supplemental food deliveries to low-income clients. 2) Engelstad Foundation R.E.D. (Responsible Early Detection) Rose Program – provides quality breast cancer screenings and treatment services for those who are uninsured or underinsured; 3) Nevada Health Link Exchange enrollment facilitators – help uninsured families and individuals enroll in Medicaid, CHIP, or a private health plan; and Medicare Assistance Program – help Medicare-eligible residents understand their options and choose the appropriate health insurance plan; 4) Evidence-Based Disease Management and Prevention – improving quality of life through Diabetes Self-Management, Chronic Disease Self-Management, Positive Self-Management (for people living with HIV), Chronic Pain Self-Management, and Cancer Thriving and Surviving; Centers for Disease Control and Prevention Diabetes Prevention Program; American Diabetes Association Program; Stepping On: Fall Prevention; Tai Ji Quan Moving for Better Balance; Powerful Tools for Caregivers; 5) Maternal/Child Health – support groups, baby cuddlers, breastfeeding classes, education and resources for women with Perinatal Mood and Anxiety Disorder and those with a substance use disorder during and after pregnancy; and 5) WIC (Women, Infant, and Children) -

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provides supplemental nutrition assistance to nutritionally vulnerable women, infants, and children. The Centers offer over 4,000 low-cost or free classes each year on topics such as fitness, nutrition, wellness, smoking cessation, meditation, pregnancy and childbirth, and breastfeeding. We also offer support groups, senior peer counseling, and health screenings. Last year, we generated over 100,000 educational encounters through our disease management and wellness programs.

b. Describe the organizations eligibility requirement processes that are in place to evaluate clients for the organization's transportation services (age limits, proof of disability, income, and/or residency, etc.).
To be eligible for transportation services, an individual must be at least 60 years old and a resident of Henderson.

10) Does transportation depend on program affiliation?
☒ Yes ☐ No

11) Indicate the type(s) of service currently being performed in the following areas.

☒ Inside the RTC service area for RTC ADA certified clients
Number of clients: 98
Number of annual one-way trips: 4249
☒ Outside the RTC service area for RTC ADA certified clients
Number of clients: 7
Number of annual one-way trips: 253
☒ Inside the RTC service area for clients NOT RTC ADA certified
Number of clients: 308
Number of annual one-way trips: 9480
☒ Outside the RTC service area for clients NOT RTC ADA certified
Number of clients: 66
Number of annual one-way trips: 1472

12) For each box checked above, please provide a description of the service; please include zip codes as appropriate.
Inside the RTC service area for RTC ADA certified clients:
Transportation to medical appointments, grocery stores, food pantries, pharmacies, senior centers and other areas from these zip codes: 89002, 89011, 89012, 89014, 89015, 89052, and 89074

Outside the RTC service area for RTC ADA certified clients:
Transportation to medical appointments, grocery stores, food pantries, pharmacies, senior centers and other areas from these zip codes: 89002, 89011, 89012, 89052, 89074, and 89044.

Inside the RTC Service area for clients NOT RTC ADA certified:

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Transportation to medical appointments, grocery stores, food pantries, pharmacies, senior centers and other areas from these zip codes: 89002, 89011, 89012, 89014, 89015, 89052, and 89074.

Outside the RTC service area for clients NOT RTC ADA certified:
Transportation to medical appointments, grocery stores, food pantries, pharmacies, senior centers and other areas from these zip codes: 89002, 89011, 89012, 89052, 89074, and 89044.

13) Does the organization have a list of persons waiting to start transportation service?
☒ Yes ☐ No

If yes, how many and why is there a wait list?
As of March 18, 2021 date, 28 individuals were on the waiting list. Due to the low volume of rides requested during the pandemic, we have enrolled clients as soon as they are screened for eligibility. There has been an increase in the number of referrals from other agencies during the pandemic which has led to an increase in the number of clients enrolled. The need for transportation services among Henderson seniors continues to grow. Increasing growth in new developments such as Cadence and Inspirada has led to more new requests for transportation assistance. Priority intake is given to clients with life-sustaining needs such as dialysis and chemo treatments. The program currently receives enrollment requests from an average of 26 eligible seniors each month.

14) Is transportation provided on a first-come first-serve basis? If 'no', add a detailed explanation below.
☒ Yes ☐ No

Yes, with priority given to clients with medical needs when scheduling rides.

15) How many total clients are provided transportation by the organization?
Daily: 31 Annually: 410

16) How many total one-way trips are provided?
Daily: 62 Annually: 16,120

17) How many vehicles does the organization currently operate?
Number of vehicles: 6 Total capacity: 6 (Due to 6-foot social distancing guidelines)

None ☐ if zero vehicles are operated by the organization proceed to question 22.

18) Do the vehicles have wheelchair capability? Yes

If yes, what is the capacity for those vehicles? Each van has capacity for one manual wheelchair.

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19) Is transportation service provided by a third party operator or volunteers?

☒ Third party operator

Number of vehicles: 1 vehicle/1 day per week
Total capacity: 10
Wheelchair capacity: 2
% of annual program expense used for service: 4%

☒ Volunteers

Number of vehicles: 45
Total capacity: 90
Wheelchair capacity: 0
% of annual program expense used for service: 15%

20) Please provide the hours of operation for client transportation, first pickup / last drop off:

Monday	8 a.m. – 4:00 p.m.
Tuesday	8 a.m. – 4:00 p.m.
Wednesday	8 a.m. – 4:00 p.m.
Thursday	8 a.m. – 4:00 p.m.
Friday	8 a.m. – 4:00 p.m.
Saturday	Limited schedule
Sunday	closed
No Service Holidays	closed

21) Does the organization charge a fare or is a donation requested for transportation?

☐ A fare of Click here to enter text. is charged per one-way trip
☒ A donation is requested, but not mandatory
☐ Fares and donations are not accepted

F. Financial and Managerial Capability

22) A budget and budget narrative must be submitted along with this application. In the space below please elaborate and provide more depth, if possible, to any categorical costs as outlined on the Budget Form, to help the RTC fully understand your program expenses during the RTC Program Evaluation phase. Include expense necessity, reasonableness, and how allocations are derived.

Personnel	Project Cost	RTC Request
Program Supervisor, Jane Camburn	$66,578 x .5 = $33,289	$16,645 (50%)
Intake/Care Coordinator, Adrianne White	$41,720 x .4 = $16,688	$ 8,344 (50%)
Intake/Care Coordinator, to be hired	$36,400 x .25 = $ 9,100	$ 4,550 (50%)
Clerk, Cerise McCalister	$34,013 x .5 = $17,007	$ 8,503 (50%)
Van Driver (FT) Vince Diego	$36,986 x .4 = $14,794	$ 7,397 (50%)

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Van Driver (FT) Edgar Fason	$32,803 x .4 = $13,121	$ 6,561 (50%)
Van Driver (FT) Orlando Muntean	$33,470 x .4 = $13,388	$ 6,694 (50%)
Van Driver (PT) Judy Vizcarra	$20,044 x .4 = $ 8,018	$ 4,009 (50%)
Van Driver (FT) April Webb	$34,241 x .39 = $13,406	$ 6,703 (50%)
Van Driver (PT), to be hired	$19,344 x .38 = $ 7,388	$ 3,694 (50%)
Personnel Total	$148,548.39	$74,274.19
Fringe (Calculated at 24%) Includes: FICA, Worker's Compensation, Unemployment, Health & Life Insurance, PTO, etc.	$ 35,651.61	$17,825.81
Total:	$184,200	$92,100.00

23) Indicate the source of the Local Match funds. If the funds are coming from In-Kind or Soft Match contributions, explain the contribution including naming the contributor(s) and listing the portion(s) contributed.

DHHS Fund for a Healthy Nevada	$87,754
St. Rose Dominican Hospitals	$ 4,346
Match Total:	$92,100

24) Provide detail on additional funding sources. Describe the steps the organization has taken to identify other sources of funds needed to sustain this program if the RTC CMP funding is no longer available.

Both the St. Rose Dominican Hospitals and the St. Rose Dominican Health Foundation are committed to the sustainable success of the Helping Hands of Henderson program. Each of these entities has supported the program's growth and outreach efforts since its inception in 1995. Additionally, each is dedicated to the mission of the Adrian Dominican Sisters, which is to serve the poor and disenfranchised with a focus on those with special needs; Helping Hands is an extension of that mission. In FY21, the program received grant funding from the State of Nevada Department of Health and Human Services, Fund for a Healthy Nevada, Aging and Disability Services Division (Independent Living – transportation), MGM Resorts Foundation, and Caesars Foundation. To assist with operating costs, clients are invited to make donations for rides, and these funds are used to support the program in the fiscal year that they are received. With the assistance of the St. Rose Dominican Health Foundation, the program will continue to seek additional grant funds (federal, state, local government, and foundation) and donations to support and expand program services.

25) Could the program be implemented on a more limited scope with less funding? Please explain.

Yes. The number of individuals served by this grant would be proportionately reduced to reflect the grant funding received. Reduction in funding would affect the program's ability to maintain the hire of full-time drivers to operate ADA-accessible vehicles, which

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could reduce the number of clients served as well as reduce our ability to retain and recruit volunteer drivers.

26) If the organization is eligible for funding, indicate below if the organization is able to participate in the RTC Coordinated Network of Providers. ☒ Yes ☐ No
Note: All recipients of RTC CMP funding may be required to participate in the RTC Coordinated Transportation Network. As part of the coordinated network the organization may be required to assist in the transportation of clients beyond the initial scope described in the agreement, but remaining in conformity with the mission and guidelines of the organization.

a. Explain how the organization may or may not be able to participate.
We use volunteers to provide RTC Coordinated Network rides to veterans. We can also take clients on pre-assigned days to the Bonneville transfer center from the program service area (Henderson). Drop-offs start at 8 a.m. with last drop-off at 3 p.m. The program would require proper signage and liability agreements with the RTC to participate in this program. Transportation could be provided to clients with manual wheelchairs, walkers, and canes.

27) Does the organization have a current Title VI Program? ***Please note this is a requirement as defined by 49 CFR, Part 27.*** ☒ Yes ☐ No

28) Does the organization employ 100 or more employees? ***Please note organizations that employ 100+ employees, including temporary or part-time, are required to have an EEOC program.*** ☒ Yes ☐ No

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CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY) 02/12/2021

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER
Marsh USA Inc.
500 West Monroe, Suite 2100
Chicago, IL 60661

CN102641443-CAS-ALWC-19-21 WC AL CA

INSURED
ST. ROSE DOMINICAN HOSPITAL
C/O RISK SERVICES
185 BERRY STREET, SUITE 300
SAN FRANCISCO, CA 94107

CONTACT NAME:
PHONE (A/C, No, Ext): **FAX (A/C, No):**
E-MAIL ADDRESS:

INSURER(S) AFFORDING COVERAGE	NAIC #
INSURER A : ACE American Insurance Company	22667
INSURER B : ACE Fire Insurance Company	20702
INSURER C : Indemnity Insurance Company of North America	43575
INSURER D : Safety National Casualty Corp.	15105
INSURER E :	
INSURER F :	

COVERAGES **CERTIFICATE NUMBER:** SEA-003666370-03 **REVISION NUMBER:** 5

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY						EACH OCCURRENCE	$
	☐ CLAIMS-MADE ☐ OCCUR						DAMAGE TO RENTED PREMISES (Ea occurrence)	$
							MED EXP (Any one person)	$
							PERSONAL & ADV INJURY	$
	GEN'L AGGREGATE LIMIT APPLIES PER:						GENERAL AGGREGATE	$
	☐ POLICY ☐ PRO-JECT ☐ LOC						PRODUCTS - COMP/OP AGG	$
	☐ OTHER:							$
A	**AUTOMOBILE LIABILITY**			SCA H25295262	07/01/2020	07/01/2021	COMBINED SINGLE LIMIT (Ea accident)	$ 1,000,000
	X ANY AUTO						BODILY INJURY (Per person)	$
	☐ OWNED AUTOS ONLY ☐ SCHEDULED AUTOS						BODILY INJURY (Per accident)	$
	☐ HIRED AUTOS ONLY ☐ NON-OWNED AUTOS ONLY						PROPERTY DAMAGE (Per accident)	$
								$
	☐ **UMBRELLA LIAB** ☐ OCCUR						EACH OCCURRENCE	$
	☐ **EXCESS LIAB** ☐ CLAIMS-MADE						AGGREGATE	$
	☐ DED ☐ RETENTION $							$
A	**WORKERS COMPENSATION AND EMPLOYERS' LIABILITY** Y / N			WLR C66918336 (MA,CA)	07/01/2020	07/01/2021	X PER STATUTE ☐ OTH-ER	
B	ANYPROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? N	N / A		SCF C66918415 (WI)	07/01/2020	07/01/2021	E.L. EACH ACCIDENT	$ 1,000,000
C	**(Mandatory in NH)** If yes, describe under DESCRIPTION OF OPERATIONS below			WLR C66918373	07/01/2020	07/01/2021	E.L. DISEASE - EA EMPLOYEE	$ 1,000,000
							E.L. DISEASE - POLICY LIMIT	$ 1,000,000
D	Excess Work Comp & Emp Liab			SP 4060655 (AZ, CA, NV, OH, WA)	07/01/2019	07/01/2021	Workers Compensation	Statutory
				S.I.R. $2,000,000			Employers Liability	1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

REGIONAL TRANSPORTATION COMMISSION OF SOUTHERN NEVADA, ITS OFFICERS, EMPLOYEES AND AGENTS ARE ADDITIONAL INSURED UNDER THE LIABILITY AS RESPECTS TO THE RTC COMMUNITY MOBILITY PROJECT 20-023A – HELPING HANDS OF HENDERSON. TWO YEAR REPORTING PERIOD.

COMPREHENSIVE DEDUCTIBLE: $500; COLLISION DEDUCTIBLE: $1000

CERTIFICATE HOLDER

REGIONAL TRANSPORTATION COMMISION
OF SOUTHERN NEVADA
C/O INSURANCE TRACKING SERVICES INC.
P.O. BOX 198
LONG BEACH, CA 90801-0198

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE of Marsh USA Inc.

Manashi Mukherjee Manashi Mukherjee

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ACORD®

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								$
	☐ **UMBRELLA LIAB** ☐ OCCUR						EACH OCCURRENCE	$
	☐ **EXCESS LIAB** ☐ CLAIMS-MADE						AGGREGATE	$
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OF SOUTHERN NEVADA
C/O INSURANCE TRACKING SERVICES INC.
P.O. BOX 198
LONG BEACH, CA 90801-0198

CANCELLATION

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AUTHORIZED REPRESENTATIVE of Marsh USA Inc.

Manashi Mukherjee Manashi Mukherjee

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FIRST INITIATIVES INSURANCE, LTD
Governor's Square, Suite 4-213-5
23 Lime Tree Bay Ave., P.O. Box 10073
Grand Cayman, KY1-1001, Cayman Islands
(345) 746-3963, Fax (345) 943-2646
Email: firstinitiatives@catholichealth.net

THIS IS TO CERTIFY TO

NAME AND ADDRESS OF CERTIFICATE HOLDER:

Regional Transportation Commission of Southern Nevada
C/o Insurance Tracking Services, Inc.
P.O. Box 198
Long Beach, CA 90801-0198

DATE OF CERTIFICATE ISSUANCE:
July 9, 2020
ORIGINAL DATE OF ISSUANCE
July 9, 2020

CERTIFICATE OF SELF-INSURANCE

That the described self-insurance coverages as provided by the indicated policy and issued by the company has been issued to:

Named Insured: St. Rose Dominican Hospital
C/o Risk Services
Address: 185 Berry Street, Suite 300
San Francisco, CA 94107

The Policy identified below by a policy number is in force on the date of Certificate issuance. Self-Insurance is afforded only with respect to those coverages for which a specific limit of liability has been entered and is subject to all the terms of the Policy having reference thereto. This Certificate of Self-Insurance neither affirmatively nor negatively amends, extends or alters the coverage afforded under any policy identified herein.

POLICY NUMBER	POLICY PERIOD
FIPR00720	EFF. 07/01/20 EXP. 07/01/21

TYPE OF SELF-INSURANCE DESIGNATED BELOW	COVERAGES	LIMITS OF LIABILITY
COMMERCIAL GENERAL LIABILITY	BODILY INJURY, PROPERTY DAMAGE, & PERSONAL INJURY LIABILITY	$5,000,000 Each claim
HEALTHCARE PROFESSIONAL LIABILITY	RENDERING OR FAILING TO RENDER PROFESSIONAL HEALTHCARE SERVICES	$20,000,000 Each claim
MISCELLANEOUS PROFESSIONAL LIABILITY	RENDERING OR FAILING TO RENDER NON-MEDICAL SERVICES	$12,500,000 Each claim
MANAGED CARE ERRORS & OMISSIONS	ADMINISTRATION AND MANAGEMENT OF MANAGED CARE SERVICES	$10,000,000 Each claim
		$240,000,000 Shared Aggregate (Applies to GL and HPL)

Claims made coverage. Policy retroactive date is: July 1, 2002 or as noted in the policy for Catholic Health Initiatives entities
December 1, 1997 or as noted in the policy for Dignity Health and Dignity Community Care entities

SPECIAL CONDITIONS/OTHER COVERAGES SITE CODE: 2722B

REGIONAL TRANSPORTATION COMMISSION OF SOUTHERN NEVADA, ITS OFFICERS, EMPLOYEES AND AUTHORIZED AGENTS ARE ADDED AS ADDITIONAL INSURED, SUBJECT TO THE TERMS AND CONDITIONS OF THE POLICY, ATIMA,REGARDING THE RTC COMMUNITY MOBILITY PROJECT #20-023A – HELPING HANDS OF HENDERSON.

CERT ID: DH02545 2722B - NV

Cancellation: Should any of the above described policies be cancelled before the expiration date thereof, the issuing company will endeavor to mail 30 days written notice to the above named certificate holder, but failure to mail such notice shall impose no obligation or liability of any kind upon the company.

Authorized Representative

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Affirmative Action Program for Minorities and Women

DocuSign Envelope ID: F9EE1AE8-FD75-4F4F-B8F8-CA7684A2562A

Dignity Health

St Rose Dominican Hospital Siena Campus

Affirmative Action Program
for
Minorities and Women

July 1, 2020 through June 30, 2021
Plan Year

DocuSign Envelope ID: F9EE1AE8-FD75-4F4F-B8F8-CA7684A2562A

CONFIDENTIAL, TRADE SECRET, and PRIVATE MATERIAL

This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of CommonSpirit Health which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to CommonSpirit Health or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), (6), and (7) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical, or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

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Dignity Health
St Rose Dominican Hospital Siena Campus

AFFIRMATIVE ACTION PROGRAM
FOR
MINORITIES AND WOMEN

July 1, 2020 through June 30, 2021
Plan Year

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Introduction

Dignity Health (CommonSpirit Health) has prepared this Affirmative Action Program (AAP) for the period of July 1, 2020 through June 30, 2021, reaffirming its commitment to the letter and spirit of affirmative action law, including those administered by the U. S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP). Through the implementation of this AAP, CommonSpirit Health continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this AAP CommonSpirit Health recognizes its duty to ensure equal employment opportunity. The following statement of policy reinforces that belief.

Reaffirming Commitment to Equal Employment Opportunity

In setting forth this AAP CommonSpirit Health reaffirms its belief in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

Lloyd H. Dean, CEO of CommonSpirit Health, designated Darryl Robinson, Chief Human Resources Officer, as the Equal Employment Opportunity Administrator (EEO Administrator). Darryl Robinson, Chief Human Resources Officer, oversees the AAP development, modification, implementation, and reporting requirements and conducts management updates. The EEO Administrator also analyzes CommonSpirit Health's selection process to further the principles of equal employment opportunity.

As part of CommonSpirit Health's commitment to this overall process, it will seek to ensure affirmative action to provide equality of opportunity in all aspects of employment, and that all personnel activities, such as the recruitment, selection, training, compensation, benefits, discipline, promotion, transfer, layoff, and termination processes remain free of illegal discrimination and harassment based upon race, color, religion, sex, sexual orientation, gender identity, and national origin. Regular review by CommonSpirit Health, as described in this AAP, helps ensure compliance with this policy.

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Internal Dissemination of EEO Policy
41 C.F.R. § 60-1.42

CommonSpirit Health posts copies of the equal employment opportunity notices that comply with 41 C.F.R. § 60-1.42(a) in conspicuous places (including, where applicable, electronic websites) available to employees, applicants for employment, and (if applicable) representatives of each labor union or other organization representing its employees with which CommonSpirit Health has a collective-bargaining agreement or other contract or understanding. The following exemplify the methods and locations CommonSpirit Health may use in its ongoing efforts to ensure continuing dissemination of its policy and AAP, although CommonSpirit Health may not always use each or any of the below methods, and it may use other methods not listed below:

1. Internal employee manuals contain the policy statement.

2. The policy statement is posted on bulletin boards accessible to employees.

3. CommonSpirit Health references the policy and progress in its annual report, newspaper, magazine, and other publications.

4. Orientation meetings for new employees and in-house employment-related training include references to CommonSpirit Health's policy.

5. CommonSpirit Health publications, if any, including those with photographs, generally feature individuals of diverse gender, race, color, and national origin, where feasible.

6. Pertinent portions of CommonSpirit Health's Affirmative Action Program are available during regular business hours for inspection by employees and applicants for employment.

External Dissemination of EEO Policy
41 C.F.R. § 60-1.41; 41 C.F.R. § 60-1.5

1. In solicitations or advertisements for employees placed by or on its behalf, CommonSpirit Health complies with at least one of the following methods regarding the dissemination of its equal employment opportunity clause:

    a. CommonSpirit Health states expressly in the solicitations or advertising that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin. 41 C.F.R.§ 1.41(a).

    b. CommonSpirit Health uses a single advertisement, and the advertisement is grouped with other advertisements under a caption which clearly states that all employers in the group assure all qualified applicants equal consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, or national origin. 41 C.F.R.§ 1.41(c).

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c. CommonSpirit Health uses a single advertisement in which appears in clearly-distinguishable type the phrase "an equal employment opportunity employer." 41 C.F.R.§ 1.41(d). When pictures are included in these media, where feasible, efforts will be made to include pictures of individuals of diverse gender, race, and national origin.

2. The following exemplify the methods and locations CommonSpirit Health may use in its ongoing efforts to ensure continuing dissemination of its policy and AAP, although CommonSpirit Health may not always use all of the below methods, and it may use other methods not listed below:

a. CommonSpirit Health notifies subcontractors, suppliers, and vendors of the policy about both its obligations to equal employment opportunity and about CommonSpirit Health's AAP.

b. CommonSpirit Health advises recruitment sources, minority and female organizations, community agencies, and colleges of its commitment to this policy and AAP. CommonSpirit Health informs these sources that job applicants will be treated fairly without regard to their race, color, religion, sex, sexual orientation, gender identity, and national origin.

c. CommonSpirit Health communicates with the state employment security office regarding its commitment to the policy.

3. In addition, CommonSpirit Health incorporates by reference the equal employment opportunity and affirmative action clauses into each of its covered federal contracts and subcontracts, including federal agency bills of lading, transportation requests, and such other covered contracts and covered subcontracts as required by law, purchase orders, lease agreements, Government contracts, and other covered contracts (and modifications thereof if not included in the original contract) in accordance with 41. C.F.R. § 60-1.4 (a) – (c) (unless exempted under 41 C.F.R. § 60-1.5).

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Establishment of Responsibility for Implementation of the AAP
41 C.F.R. § 60-2.17(a)

A. Identification and Responsibilities of EEO Administrator

Overall responsibility for CommonSpirit Health's AAP rests with the EEO Administrator, Darryl Robinson, Chief Human Resources Officer,. Darryl Robinson, Chief Human Resources Officer, ensures the AAP complies with all applicable laws, orders, and regulations, including but not limited to Executive Orders 11246, 13496, and their progeny. Specifically, Darryl Robinson, Chief Human Resources Officer, or the designated representative's duties include:

1. Developing, maintaining, and modifying, where appropriate, CommonSpirit Health's AAP to ensure compliance with the EEO/AA law.

2. Developing and modifying, where appropriate procedures for effectively communicating the AAP and its elements both internally and externally.

3. Advising management on EEO/AA progress, reporting potential EEO/AA problem areas, and assisting management in finding equitable solutions, where feasible, to any identifiable EEO/AA problem areas.

4. Evaluating the effectiveness of CommonSpirit Health's AAP on a regular basis and reporting to management.

5. Designing, implementing, and overseeing audit and reporting systems that periodically measure the effectiveness of the total affirmative action program. 41 C.F.R. § 2.17 (d)(1)-(4), identifying need for remedial action, and determining the degree to which objectives have been achieved.

6. Acting as Company representative and liaison with any government agencies regarding this AAP.

7. Monitoring Company policies and procedures with regard to terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.

8. Auditing the content of CommonSpirit Health’s bulletin board and electronic policies, as appropriate, to ensure compliance information is posted and up to date.

9. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.

10. Serving as a liaison between CommonSpirit Health and organizations, such as minority organizations and women's organizations.

11. When necessary, developing sales and management training programs to increase protected-group participation.

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12. Assisting in the investigation, handling, and disposition of employee harassment and discrimination complaints.

13. Discussing EEO/AA policies with all personnel, including management, to ensure CommonSpirit Health's policies and the need for their support are understood at all levels.

14. Reviewing CommonSpirit Health's AAP for qualified women and minorities with all managers and supervisors to ensure the policy is understood and followed in all personnel actions.

15. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, comparable facilities for both sexes, and opportunity for participation in Company-sponsored recreational, educational, and social activities.

16. Auditing training programs, hiring, and promotion patterns.

B. Management Responsibilities

Line and upper management share responsibility for the AAP, including but not limited to the following:

1. Assisting in auditing AAP progress, including identifying problem areas, formulating solutions, establishing appropriate goals, and developing necessary training programs.

2. Reviewing the qualifications of applicants and employees to ensure qualified individuals are treated in a nondiscriminatory manner in hiring, promotion, transfers, and termination actions.

3. Making available career counseling, when appropriate.

4. Reviewing the job performance of each employee to assess whether personnel actions are justified based on the employee and his or her duties.

5. Reviewing position descriptions of the jobs in the manager’s area or department to see that they adequately reflect the job to be performed.

6. Assisting subordinates and upper management in the prevention of harassment.

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Identification of Areas for Discussion
41 C.F.R. § 60-2.17(b)

CommonSpirit Health's commitment to fully implement this policy and AAP include periodic reviews of its total employment process to determine whether and where impediments to equal employment opportunity exist. These reviews include:

1. The workforce by organizational unit and job group of minority or female utilization and distribution;

2. Personnel activity to determine whether there are selection disparities;

3. Compensation systems to determine if there are gender-, race-, or ethnicity-based disparities;

4. Selection, recruitment, referral, and other personnel procedures to determine whether they result in employment or placement disparities of minorities or women; and,

5. Any other areas that might impact the success of the affirmative action program. 41 C.F.R. § 2.17 (b)(1)-(5), including, for example, CommonSpirit Health's review of:

    a. The workforce composition by race and sex to compare it to the availability of these groups;

    b. CommonSpirit Health's applicant flow compared to the availability for the protected groups;

    c. A comparison of hires to applicants pertaining to minorities and women;

    d. Selection forms, such as applications for employment, to ensure they comply with federal and state employment laws;

    e. Processes to ensure there are no artificially-created barriers or restrictive seniority provisions; and,

    f. Training opportunities to ensure they are available to minorities and women.

Identification of problem areas are discussed in the next section titled Narrative Discussion of Goals.

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Narrative Discussion of Goals

The St Rose Dominican Hospital Siena Campus plan has 2264 employees, including 1351 minorities and 1679 females. The following goals exist for minorities and/or women:

• 11 - Exec Offs & Mgrs - This group consists of 1 employee, of whom 1 is a minority and none are females. There is no need to set a placement goal at this time for minorities or females.

• 14 - Clinical - Mid Offs & Mgrs - This group consists of 16 employees, of whom 4 are minorities and 9 are females. There is no need to set a placement goal at this time for minorities or females.

• 15 - Non-Clinical - Mid Offs & Mgrs - This group consists of 28 employees, of whom 6 are minorities and 15 are females. There is no need to set a placement goal at this time for minorities or females.

• 16 - Clinical - First Managers - This group consists of 23 employees, of whom 6 are minorities and 19 are females. There is no need to set a placement goal at this time for minorities or females.

• 17 - Non-clinical - First Managers - This group consists of 17 employees, of whom 6 are minorities and 12 are females. There is a goal of 64.47% for minorities, but there is no need to set a placement goal at this time for females.

• 21 - Registered Nurses - This group consists of 979 employees, of whom 569 are minorities and 845 are females. There is no need to set a placement goal at this time for minorities, but there is a goal of 89.21% for females.

• 22 - Physicians - This group consists of 24 employees, of whom 10 are minorities and 11 are females. There is no need to set a placement goal at this time for minorities or females.

• 23 - Other Clinical Professional - This group consists of 253 employees, of whom 127 are minorities and 168 are females. There is no need to set a placement goal at this time for minorities or females.

• 24 - Staff & Operations Professionals - This group consists of 85 employees, of whom 46 are minorities and 66 are females. There is no need to set a placement goal at this time for minorities or females.

• 30 - Technicians - This group consists of 213 employees, of whom 114 are minorities and 116 are females. There is no need to set a placement goal at this time for minorities or females.

• 31 - Licensed Vocational Nurses - This group consists of 2 employees, of whom 2 are minorities and 1 is a female. There is no need to set a placement goal at this time for minorities or females.

• 50 - Administrative Support Workers - This group consists of 228 employees, of whom 147 are minorities and 184 are females. There is no need to set a placement goal at this time for minorities or females.

• 60 - Craft Workers - This group consists of 10 employees, of whom 8 are minorities and 1 is a female. There is no need to set a placement goal at this time for minorities or females.

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• 91 - Service Workers - Patient Care - This group consists of 189 employees, of whom 147 are minorities and 142 are females. There is no need to set a placement goal at this time for minorities or females.

• 92 - Service Workers - Non Pt Care - This group consists of 196 employees, of whom 158 are minorities and 90 are females. There is no need to set a placement goal at this time for minorities, but there is a goal of 59.87% for females.

CommonSpirit Health will use alternate recruitment sources, when necessary, to attract more qualified external applicants. In those instances where statistical disparities are indicated, CommonSpirit Health will take action as outlined in the Action-Oriented Programs Section to monitor and eliminate any problem areas, as well as other similar actions.

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Development and Execution of Action-Oriented Programs
41 C.F.R. § 60-2.17(c)

CommonSpirit Health has instituted action-oriented programs designed to eliminate any problem areas, should they exist, in accordance with § 60-2.17(b), and to help achieve specific affirmative action goals. CommonSpirit Health will make good-faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results. These programs may include items such as:

1. Conducting periodic reviews of job descriptions attempting to ensure they accurately reflect job-related duties and responsibilities.

2. Reviewing job qualifications by department and job title for job-relatedness, and using job performance criteria.

3. Making job descriptions and qualifications available to recruiting sources and to all members of management involved in the recruiting, screening, selection, and promotion processes.

4. Making good-faith efforts to select the most qualified candidates. Accordingly, CommonSpirit Health evaluates its total selection process to ensure selections are made in a nondiscriminatory manner through:

    a. Annual reviews of job applications and other pre-employment forms to ensure information requested is job-related;

    b. Annual evaluations of selection methods that may result in statistical disparities to ensure they are non-discriminatory;

    c. Annual provisions of assistance, such as training and guidance on proper interviewing techniques and EEO training, to employees, management, and supervisory staff, including, but not limited to, those who are involved in the recruitment, selection, discipline, and other related processes, so that personnel actions are made in a nondiscriminatory manner; and

    d. Annual review of selection techniques and employment standards.

5. CommonSpirit Health employs appropriate methods to attempt to improve recruitment and increase the flow of qualified minorities and women applicants in its recruiting process, including a number of the following actions:

    a. Disseminating information on job opportunities to organizations representing minorities, women, and employment development agencies when job opportunities occur;

    b. Encouraging all employees to refer qualified applicants;

    c. Actively recruiting in colleges and universities with predominantly minority or female enrollments where underutilization exists in such areas, and

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d. Requesting employment agencies to refer qualified minorities and women.

e. Whenever feasible and appropriate, CommonSpirit Health participates in job fairs, career days, youth-motivation programs, and other programs that foster exposure for qualified minorities and women.

f. CommonSpirit Health encourages all employees to participate in Company-sponsored activities and programs.

g. CommonSpirit Health utilizes various community organizations and schools as referral sources.

6. CommonSpirit Health reviews promotion criteria and procedures so that job qualifications form the basis for the promotional decisions. CommonSpirit Health monitors promotion rates for minorities and women and, when necessary, may employ one or more of the following procedures:

a. Providing job training, job-related courses, or certificate programs.

b. Reviewing work specifications and job qualifications to ensure job-relatedness.

c. Conducting career counseling, where appropriate, during performance evaluations.

d. Informing employees about educational programs and other opportunities available to improve their employment prospects.

e. Reviewing Company-sponsored social and recreational activities to ensure non-discriminatory participation and availability.

f. Ensuring that all employees are given equal opportunity for promotion. This is achieved by:

1. Generally posting or otherwise announcing promotional opportunities.

2. Offering counseling to assist employees in identifying promotional opportunities, training and educational programs to enhance promotions and opportunities for job rotation or transfer; and

3. Evaluating job requirements for promotion.

Internal Audit and Reporting System
41 C.F.R. § 60-2.17(d)

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1. Darryl Robinson, Chief Human Resources Officer,, CommonSpirit Health's EEO Administrator, maintains an internal audit system to attempt to oversee CommonSpirit Health's Affirmative Action Program and assess progress. The EEO Administrator is responsible for ensuring that the formal AAP documents are developed and prepared and for the effective AAP implementation; however, responsibility is likewise vested with each department manager and supervisor, depending upon the specific responsibility. The audit system is designed and implemented to measure the effectiveness of the total affirmative action program [41 C.F.R. § 2.17 (d)(1)-(4)], including:

    a. Monitoring records of all personnel activity, including referrals, placements, transfers, promotions, terminations, and compensation at all levels, to ensure the nondiscriminatory policy is carried out,

    b. Requiring internal reporting on a scheduled basis as to the degree to which equal employment opportunity and organizational objectives are attained,

    c. Reviewing reports at all levels of management; and

    d. Advising top management of the program's effectiveness and submitting recommendations to improve unsatisfactory performance. 41 C.F.R. § 2.17 (d)(1)-(4).

2. CommonSpirit Health reviews various employment decisions, such as job referrals, hiring decisions, transfers, promotions, and terminations. CommonSpirit Health maintains summary data where necessary and feasible, and conducts regular reviews at least annually.

3. There is no "de facto" (in practice without being officially established) segregation. Further, CommonSpirit Health ensures that facilities, as broadly defined in 41 C.F.R. § 60-1.8, provided for employees are provided in such a manner that segregation on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin cannot result, provided that separate or single-user restrooms and necessary dressing or sleeping areas shall be provided to ensure privacy between the sexes.

4. CommonSpirit Health complies with required records retention provisions set forth in 41 C.F.R.§60-1.12 and elsewhere in the applicable OFCCP regulations, and maintains a) employment applications (generally for two years); b) summary data of applicant flow by identifying, at least, total applicants, total minority applicants, and total female applicants, where necessary and feasible, and conducts regular reviews at least annually; c) applicant flow showing the name, race, sex, date of application, job title, interview status, and the action taken for all individuals applying for job opportunities, and the relevant applicant/hire decisions; d) summary data of external job offers and hires, promotions, resignations, terminations, and layoffs by job group and by sex and minority group identification; and e) records pertaining to its compensation system.

5. Provide needed reports to managers and supervisors regarding the results of the audit as well as CommonSpirit Health's overall progress in the area of EEO/AA. Any recommended actions should be made as well. Reports shall be made to senior management on at least an annual basis.

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Guidelines for Prevention of Sex Discrimination
41 C.F.R. § 60-20.1 et seq.

CommonSpirit Health supports the promotion and ensuring of equal employment opportunity of its employees and applicants without regard to sex, and endorses and complies with the following policy statements:

1. CommonSpirit Health does not discriminate against any employee or applicant for employment because of sex. The term sex includes, but is not limited to, pregnancy, childbirth, or related medical conditions; gender identity; transgender status; and sex stereotyping. 41 C.F.R. §60-20.2(a).

2. CommonSpirit Health maintains gender-neutral personnel policies that expressly indicate that there shall be no unlawful discrimination against employees based on sex. Unless sex is a bona fide occupational qualification reasonably necessary to the normal operation of business, CommonSpirit Health will not make any distinction based on sex in recruitment, hiring, firing, promotion, compensation, hours, job assignments, training, benefits, or other terms, conditions, or privileges of employment. The terms and conditions of any written collective bargaining agreements shall not be inconsistent with these guidelines. 41 C.F.R. §60-20.2(b).

3. CommonSpirit Health will not make any distinction between married and unmarried persons of one sex that is not made between married and unmarried persons of the opposite sex; or deny employment to women with children unless it has the same exclusionary policies for men; or steer women into lower-paying or less desirable jobs on the basis of sex; or impose any differences in retirement age or other terms, conditions, or privileges of retirement on the basis of sex. 41 C.F.R. § 60.20.2(b).

4. CommonSpirit Health does not maintain seniority lines and lists on the basis of sex. 41 C.F.R. § 60-20.2(b).

5. CommonSpirit Health's employment advertisements do not express a sex preference nor does CommonSpirit Health place advertisements in columns designated "males" or "females", unless sex is a bona fide occupational qualification reasonably necessary to the normal operation of business. 41 C.F.R. §60-20.2(b).

6. All employees at CommonSpirit Health shall have an equal opportunity to any available job that he or she is qualified to perform, unless sex is a bona fide occupational qualification. 41 C.F.R. §60-20.2(b).

7. CommonSpirit Health will not deny transgender employees access to the restrooms or similar facilities designated for use by the gender with which they identify. 41 C.F.R. §60-20.2(b).

8. CommonSpirit Health will not treat employees or applicants adversely because they have received or are planning to receive transition-related medical services designed to facilitate the adoption of a sex or gender other than the individual's designated sex at birth. 41 C.F.R. §60-20.2(b).

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9. CommonSpirit Health does not hire or employ employees on the basis of sex unless sex is a bona fide occupational qualification reasonably necessary to the normal operation of business. 41 C.F.R. §60-20.3.

10. CommonSpirit Health does not engage in any employment practice that discriminates in wages, benefits, or any other forms of compensation, or denies access to earnings opportunities, because of sex. 41 C.F.R §60-20.4.

11. All employees of CommonSpirit Health have equal opportunity to obtain regular and/or overtime hours, commissions, pay increases, incentive compensation, or any other additions to regular earnings. 41 C.F.R §60-20.4.

12. CommonSpirit Health's wage schedules are not related to or based on sex, but rather are based on job relatedness and are consistent with business necessity. 41 C.F.R §60-20.4.

13. CommonSpirit Health does not discriminate on the basis of pregnancy, childbirth, or related medical conditions, including childbearing capacity. 41 C.F.R. § 60-20.5.

14. Any fringe benefits, which include but are not limited to medical, hospital, accident, life insurance and retirement benefits; profit-sharing and bonus plans; leave, etc. that are offered by CommonSpirit Health, are not based on sex. 41 C.F.R. § 60-20.6.

15. CommonSpirit Health does not make employment decisions on the basis of sex-based stereotypes, such as stereotypes about how males and/or females are expected to look, speak, or act. 41 C.F.R. § 60-20.7.

16. CommonSpirit Health has a no tolerance policy regarding harassment and hostile work environments. Harassment on the basis of sex includes unwelcome sexual advances, requests for sexual favors, offensive remarks about a person's sex, and other verbal or physical conduct of a sexual nature. Harassment because of sex includes sexual harassment (including sexual harassment based on gender identity or transgender status); harassment based on pregnancy, childbirth, or related medical conditions; and harassment that is not sexual in nature but that is because of sex or sex-based stereotypes. 41 C.F.R. § 60-20.8.

17. When appropriate, CommonSpirit Health makes affirmative efforts to increase the number and percentage of women in the workforce, including, but not limited to the following:

    a. CommonSpirit Health recruits women and encourages existing women employees to apply for positions historically labeled by society as "traditionally male".

    b. CommonSpirit Health guarantees equal, gender-neutral access to training and tuition reimbursement programs, including management training and other types of workplace training programs.

    c. CommonSpirit Health informs management of its affirmative action responsibilities.

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Policy with Respect to Religion/National Origin
41 C.F.R. § 60-50.1 et seq.

Pursuant to the guidelines prohibiting discrimination on the basis of religion and/or national origin, 41 C.F.R. § 60-50.1, et seq., CommonSpirit Health hereby reaffirms that it does not discriminate against employees, or applicants for employment, because of religion or national origin. CommonSpirit Health takes affirmative action to seek to ensure that employees or applicants for employment are treated without regard to their religion or national origin in all aspects of the terms and conditions of employment, such as upgrading, demotion, transfer, recruitment, recruitment advertising, layoff, termination, rates of pay (or other forms of compensation), and selection for training.

CommonSpirit Health has reviewed its employment practices and determined that its employees, including those who belong to religious or ethnic groups, have received fair consideration for job opportunities. Based upon its review, and depending upon the circumstances, CommonSpirit Health will undertake appropriate actions, which may include one or more of the following activities:

1. Issuing a policy directive to employees reaffirming CommonSpirit Health's obligation to provide equal employment opportunity without regard to religion or national origin. This policy will be communicated in such a manner as to foster understanding, acceptance, and support among executives, managers, supervisors, and other employees, and to encourage such persons to take the necessary action to aid CommonSpirit Health in meeting its obligations.

2. Developing internal procedures to ensure CommonSpirit Health's obligation to provide equal employment opportunity, without regard to religion or national origin, is fully implemented. Specifically, employment activities are reviewed by the EEO Administrator.

3. Informing management annually of its commitment to equal employment opportunity, without regard to religion or national origin.

4. Enlisting the assistance and support of recruitment sources for this commitment.

CommonSpirit Health acknowledges its responsibility to make reasonable accommodations for the religious observances and practices of its existing or prospective employees under the terms of Title VII of the Civil Rights Act of 1964. An accommodation for religious purposes will be denied should CommonSpirit Health determine that the company would have to suffer undue hardship. During this accommodation evaluation, the following factors will continue to be considered by CommonSpirit Health:

1. Business necessity;

2. Financial costs and expenses; and

3. Resulting personnel problems.

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Organizational Profile

Contractors and subcontractors are required to include in their AAPs an organizational profile of their workforce using either a "workforce analysis" or "organizational display" that provides detailed data reflecting staffing patterns within the establishment. 41 C.F.R. § 60-2.11. An organizational profile shows the staffing pattern within a contractor's establishment. This profile assists an employer in identifying where, in the workforce of its site which is the subject of this AAP, women or minorities are underrepresented or concentrated. A workforce analysis is used in this AAP, which lists each job title from the lowest paid to the highest paid within each department or similar organizational unit.

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Workforce Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

AMBUL CLINICAL INFORMATICS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Systems Analyst - Associate	2	200	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Clinical Informatics Nurse	2	250	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Summary of AMBUL CLINICAL INFORMATICS			2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	

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Workforce Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

AMBULATORY SURGERY SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Unit Clerk - Senior	5	G	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	0	1	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	29	3	1	0	0	2	0	0	0	17
				26	11	3	1	10	0	1	0	
Home Health RN - Level II	2	N7	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of AMBULATORY SURGERY SERVICES			33	3	1	0	0	2	0	0	0	20
				30	12	3	1	12	1	1	0	

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Workforce Analysis

Dignity Health

Plan Date: 07/01/2020

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ANGIOCARDIOGRAPHY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Medical Records Coder - Senior	3	210	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Radiologic Technologist - Senior	3	P	6	3	2	0	0	0	0	0	1	3
				3	1	0	1	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	12	2	1	1	0	0	0	0	0	7
				10	4	0	1	3	0	0	2	
Summary of ANGIOCARDIOGRAPHY			19	6	3	1	0	1	0	0	1	11
				13	5	0	2	4	0	0	2	

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Workforce Analysis

Dignity Health

Plan Date: 07/01/2020

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ARTIE J. CANNON HELPING HANDS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Driver/Courier	5	120	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Medical Assistant - Intermediate	9	130	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
General Clerk - Intermediate	5	140	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Volunteer Services Coordinator	5	160	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of ARTIE J. CANNON HELPING HANDS			4	0	0	0	0	0	0	0	0	1
				4	3	1	0	0	0	0	0	

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Workforce Analysis

Dignity Health

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CARDIAC CATHETERIZATION SVCS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Applications Analyst	2	240	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	0	0	1	
Senior Director Cardiovascular Services	1.2	290	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Cardiovascular Technician (Invasive)- Intermediate	3	O	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Radiologic Technologist - Senior	3	P	7	6	5	0	1	0	0	0	0	2
				1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	12	7	3	0	0	4	0	0	0	7
				5	2	0	0	3	0	0	0	
Cardiovascular Technician (Invasive) - Senior	3	P7	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of CARDIAC CATHETERIZATION SVCS			25	16	11	0	1	4	0	0	0	11
				9	3	0	1	4	0	0	1	

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Workforce Analysis

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CARDIAC REHABILITATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Exercise Physiologist - Associate	3	M	4	1	1	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	
Summary of CARDIAC REHABILITATION			4	1	1	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	

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Workforce Analysis

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CARDIOLOGY PROGRESSIVE UNIT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	4	1	1	0	0	0	0	0	0	3
				3	0	0	0	3	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	O	18	4	1	1	0	2	0	0	0	16
				14	1	0	0	12	0	0	1	
Summary of CARDIOLOGY PROGRESSIVE UNIT			22	5	2	1	0	2	0	0	0	19
				17	1	0	0	15	0	0	1	

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Workforce Analysis

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CARDIOVASCULAR CLINIC-ST ROSE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Practitioner - Intermediate	2	260	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of CARDIOVASCULAR CLINIC-ST ROSE			1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	

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Workforce Analysis

Dignity Health

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CARE COORDINATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Administrative Secretary - Intermediate	5	H	6	1	0	0	1	0	0	0	0	5
				5	1	0	3	1	0	0	0	
Case Manager (RN) (Acute)	2	P	33	1	1	0	0	0	0	0	0	13
				32	19	3	0	9	1	0	0	
Summary of CARE COORDINATION			40	2	1	0	1	0	0	0	0	19
				38	20	3	3	11	1	0	0	

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Workforce Analysis

Dignity Health

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CARE COORDINATION POP HEALTH

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Case Manager (LVN)	3	210	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of CARE COORDINATION POP HEALTH			1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	

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Workforce Analysis

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CASE MANAGEMENT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Program Manager of Care Coordination	2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
SYS VP-PROF PRACT-RESRCH-INNOV	1.2	999	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of CASE MANAGEMENT			2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

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CENTRAL STERILIZATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Sterile Processing	3	190	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Manager of Central Services	1.2	240	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Central Supply Technician - Senior	3	E	13	6	0	2	0	4	0	0	0	11
				7	2	1	1	3	0	0	0	
Central Supply Technician - Senior	3	E7	2	1	0	0	0	1	0	0	0	2
				1	0	0	1	0	0	0	0	
Summary of CENTRAL STERILIZATION			17	8	0	2	1	5	0	0	0	15
				9	2	2	2	3	0	0	0	

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Workforce Analysis

Dignity Health

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CENTRAL VERIFICATION UNIT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Member Services Rep. Health Plans	5	F2	15	0	0	0	0	0	0	0	0	5
				15	10	0	1	3	0	1	0	
Member Services Rep. Health Plans	5	F9	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of CENTRAL VERIFICATION UNIT			16	1	1	0	0	0	0	0	0	5
				15	10	0	1	3	0	1	0	

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CHAPLAINCY SVC & PASTORAL CARE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Chaplain - Senior	2	180	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Chaplain - Intermediate	2	180	6	3	3	0	0	0	0	0	0	2
				3	1	1	0	1	0	0	0	
Summary of CHAPLAINCY SVC & PASTORAL CARE			7	4	3	1	0	0	0	0	0	3
				3	1	1	0	1	0	0	0	

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CLINICAL DECISIONS UNIT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	2	0	0	0	0	0	0	0	0	2
				2	0	0	0	2	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	20	2	0	0	0	2	0	0	0	15
				18	5	0	0	13	0	0	0	
Summary of CLINICAL DECISIONS UNIT			23	2	0	0	0	2	0	0	0	18
				21	5	0	0	16	0	0	0	

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CLINICAL INFORMATICS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Clinical Informaticist II	2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of CLINICAL INFORMATICS			1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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CLINICAL LABORATORY SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Lab Coordinator	3	210	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Clinical Lab Scientist - Intermediate	2	220	34	7	0	1	2	4	0	0	0	27
				27	7	0	5	15	0	0	0	
Point of Care Testing Coordinator	9	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Clinical Lab Scientist - Senior	2	230	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Supervisor of Laboratory	3	240	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Manager of Laboratory	1.2	260	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Director of Laboratory	1.2	290	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Phlebotomist/Lab Assistant - Associate	9	G	24	7	1	1	1	4	0	0	0	18
				17	5	2	4	4	2	0	0	
Phlebotomist/Lab Assistant - Intermediate	9	HO	22	5	2	0	2	1	0	0	0	17
				17	3	5	3	4	1	1	0	
Phlebotomist/Lab Assistant - Senior	9	I	2	0	0	0	0	0	0	0	0	2
				2	0	1	0	0	1	0	0	
Summary of CLINICAL LABORATORY SERVICES			89	22	6	2	5	9	0	0	0	65
				67	18	8	13	23	4	1	0	

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COMMUNITY COALITIONS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Marriage and Family Therapist	2	210	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Program Manager	2	210	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Social Worker (MSW)	2	220	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of COMMUNITY COALITIONS			3	0	0	0	0	0	0	0	0	2
				3	1	1	1	0	0	0	0	

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COMMUNITY WELLNESS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Volunteer Services Coordinator	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Program Manager	2	210	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of COMMUNITY WELLNESS			2	0	0	0	0	0	0	0	0	2
				2	0	2	0	0	0	0	0	

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COMPLIANCE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Service Line Manager	1.2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of COMPLIANCE			1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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COMPUTED TOMOGRAPHIC SCANNER

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Imaging Support	3	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Radiologic Technologist - Senior	3	P	20	12	4	0	3	3	1	0	1	11
				8	5	0	2	0	0	0	1	
Summary of COMPUTED TOMOGRAPHIC SCANNER			21	12	4	0	3	3	1	0	1	11
				9	6	0	2	0	0	0	1	

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DIABETIC CLINIC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Dietitian-Intermediate	2	200	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Dietitian - Senior	2	210	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Program Coordinator (non-RN)	2	230	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	0	0	1	
Nurse Educator/Instructor (RN)	2	240	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Summary of DIABETIC CLINIC			6	0	0	0	0	0	0	0	0	3
				6	3	1	1	0	0	0	1	

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ECHOCARDIOLOGY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Cardiovascular Technician (Non-Invasive)-Intermediate	3	O	7	0	0	0	0	0	0	0	0	4
				7	3	0	2	1	1	0	0	
Summary of ECHOCARDIOLOGY			7	0	0	0	0	0	0	0	0	4
				7	3	0	2	1	1	0	0	

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EDUC ADMINISTRATIVE OFFICE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Educator	2	200	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Clinical Research Operations Coordinator	2	230	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Program Coordinator (non-RN)	2	230	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Patient Nurse Navigator	2	240	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Nurse Educator/Instructor (RN)	2	250	7	0	0	0	0	0	0	0	0	3
				7	4	1	1	1	0	0	0	
Clinical Nurse Specialist - Intermediate	2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of EDUC ADMINISTRATIVE OFFICE			12	1	1	0	0	0	0	0	0	4
				11	7	1	1	2	0	0	0	

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EHR ALLIANCE-FACIL ONGNG OPTIM

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Training Specialist (IT)	2	260	4	2	0	0	1	1	0	0	0	4
				2	0	2	0	0	0	0	0	
Clinical Informatics Nurse	2	260	3	1	0	0	0	1	0	0	0	2
				2	1	0	0	1	0	0	0	
Director of Clinical Informatics	1.2	300	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of EHR ALLIANCE-FACIL ONGNG OPTIM			8	4	1	0	1	2	0	0	0	6
				4	1	2	0	1	0	0	0	

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ELECTROCARDIOLOGY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Advanced General Clerk/Departmental Clerk	5	G	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	O	5	1	1	0	0	0	0	0	0	1
				4	3	0	0	1	0	0	0	
Summary of ELECTROCARDIOLOGY			7	1	1	0	0	0	0	0	0	2
				6	4	0	0	2	0	0	0	

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ELECTROPHYSIOLOGY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Cardiovascular Technician (Invasive)-Intermediate	3	O	2	2	2	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	2	1	0	0	0	1	0	0	0	2
				1	0	0	0	1	0	0	0	
Summary of ELECTROPHYSIOLOGY			4	3	2	0	0	1	0	0	0	2
				1	0	0	0	1	0	0	0	

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EMERGENCY SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Nurse Shift Manager	2	270	7	2	2	0	0	0	0	0	0	2
				5	3	0	0	1	0	0	1	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Nursing	1.2	290	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Unit Clerk - Senior	5	G	13	2	0	1	1	0	0	0	0	8
				11	5	0	4	2	0	0	0	
Emergency Services Technician - Intermediate	3	HO	14	8	3	0	0	5	0	0	0	10
				6	1	2	1	2	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	67	15	10	1	1	3	0	0	0	25
				52	32	2	6	10	0	1	1	
Registered Nurse - Level III (RN) (Acute)	2	P	9	2	2	0	0	0	0	0	0	2
				7	5	0	1	1	0	0	0	
Summary of EMERGENCY SERVICES			113	29	17	2	2	8	0	0	0	48
				84	48	5	12	16	0	1	2	

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EMPLOYEE HEALTH SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
General Clerk - Senior (Corp)	5	160	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Employee Health	1.2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of EMPLOYEE HEALTH SERVICES			2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	

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ENTERPRISE IDENTITY MANAGEMENT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Medical Records Coder - Senior	3	210	2	0	0	0	0	0	0	0	0	2
				2	0	0	1	1	0	0	0	
Summary of ENTERPRISE IDENTITY MANAGEMENT			2	0	0	0	0	0	0	0	0	2
				2	0	0	1	1	0	0	0	

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ENTERPRISE INTEGRATION APPS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Director of Service Line	1.2	300	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of ENTERPRISE INTEGRATION APPS			1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

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ENVIRONMENTAL SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Environmental Services	9	180	2	0	0	0	0	0	0	0	0	2
				2	0	1	0	0	1	0	0	
Manager of Environmental Services	1.2	210	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Director of Environmental Services	1.2	260	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Housekeeper - Intermediate	9	B	91	35	8	1	7	15	1	0	3	76
				56	7	3	24	20	1	0	1	
Housekeeper - Senior	9	B7	3	2	0	0	1	1	0	0	0	2
				1	1	0	0	0	0	0	0	
Housekeeper - Senior	9	C	7	7	0	2	2	3	0	0	0	7
				0	0	0	0	0	0	0	0	
Summary of ENVIRONMENTAL SERVICES			105	46	9	4	10	19	1	0	3	88
				59	8	4	24	20	2	0	1	

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FIELD SUPPORT SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
IT Analyst - Intermediate	2	190	4	3	1	0	1	1	0	0	0	2
				1	1	0	0	0	0	0	0	
IT Analyst - Intermediate	2	210	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
IT Analyst - Intermediate	2	230	2	1	1	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of FIELD SUPPORT SERVICES			7	5	2	1	1	1	0	0	0	3
				2	2	0	0	0	0	0	0	

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GASTRO-INTESTINAL SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
GI Technician - Intermediate	3	K	4	1	0	0	0	0	1	0	0	2
				3	2	1	0	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	O	5	2	1	0	0	1	0	0	0	2
				3	2	0	0	1	0	0	0	
Registered Nurse - Level III (RN) (Acute)	2	P7	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of GASTRO-INTESTINAL SERVICES			10	3	1	0	0	1	1	0	0	5
				7	4	1	0	2	0	0	0	

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GEN MED CLINIC-ADMINISTRATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Practitioner - Senior	2	260	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Nurse Practitioner - Intermediate	2	260	9	3	1	0	1	1	0	0	0	5
				6	3	1	0	2	0	0	0	
Senior Director of Operations	1.2	290	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Physician	2	SA	23	12	7	1	1	3	0	0	0	10
				11	6	0	0	5	0	0	0	
Summary of GEN MED CLINIC-ADMINISTRATION			34	15	8	1	2	4	0	0	0	16
				19	10	2	0	7	0	0	0	

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GEN MED CLINIC-DHMGN HENDERSO1

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Clerk Supervisor	5	200	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	1	0	0	
Summary of GEN MED CLINIC-DHMGN HENDERSO1			1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	1	0	0	

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Workforce Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

GENERAL ACCOUNTING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Finance/Budget Analyst - Senior	2	230	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Program Manager	2	240	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Director of Finance	1.2	260	2	1	0	0	1	0	0	0	0	2
				1	0	0	1	0	0	0	0	
CHIEF FINANC OFFICER	1.2	330	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of GENERAL ACCOUNTING			5	3	1	0	2	0	0	0	0	4
				2	0	0	1	1	0	0	0	

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Dignity Health

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HEALTH INFORMATION MGMT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
General Clerk - Intermediate	5	C	3	0	0	0	0	0	0	0	0	1
				3	2	1	0	0	0	0	0	
Charge Description Master Analyst - Senior	2	G	12	1	0	0	1	0	0	0	0	6
				11	6	1	2	1	1	0	0	
Summary of HEALTH INFORMATION MGMT			15	1	0	0	1	0	0	0	0	7
				14	8	2	2	1	1	0	0	

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Dignity Health

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HIM CODING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
General Clerk - Intermediate	5	C	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Medical Records Coder - Intermediate	3	H	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Medical Records Coder - Senior	3	K	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Summary of HIM CODING			4	0	0	0	0	0	0	0	0	3
				4	1	1	0	2	0	0	0	

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HOSPITAL ADMINISTRATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Executive Secretary	5	210	2	0	0	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Performance Engagement Coordinator	5	220	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
CHIEF NURSING EXEC OFFICER	1.2	320	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
CHIEF OPERATING OFFICER	1.2	330	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
CHIEF MEDICAL OFFICER	1.2	350	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of HOSPITAL ADMINISTRATION			6	3	2	1	0	0	0	0	0	2
				3	2	1	0	0	0	0	0	

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Workforce Analysis

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HOSPITAL PRESIDENTS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
HOSPITAL PRESIDENT	1.1	999	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of HOSPITAL PRESIDENTS			1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	

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HUMAN RESOURCES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Human Resource Generalist - Senior	2	230	4	1	1	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	
Director of Human Resources	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
MKT VP-HUMAN RESOURCES	1.2	320	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of HUMAN RESOURCES			6	1	1	0	0	0	0	0	0	1
				5	4	0	1	0	0	0	0	

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INFECTION CONTROL

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Infection Preventionist	2	240	2	0	0	0	0	0	0	0	0	0
				2	2	0	0	0	0	0	0	
Manager of Infection Preventionist	1.2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of INFECTION CONTROL			3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	

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INTERMEDIATE CARE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	5	2	0	1	0	1	0	0	0	4
				3	1	0	0	2	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	12	3	0	1	0	2	0	0	0	9
				9	3	4	1	1	0	0	0	
Unit Clerk - Intermediate	5	F	3	0	0	0	0	0	0	0	0	2
				3	1	0	1	0	0	0	1	
Registered Nurse - Level II (RN) (Acute)	2	N	2	1	0	0	0	1	0	0	0	2
				1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	O	45	8	5	0	0	2	0	0	1	28
				37	12	1	5	15	1	0	3	
Summary of INTERMEDIATE CARE			67	14	5	2	0	6	0	0	1	45
				53	17	5	7	19	1	0	4	

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IT ADMIN

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
IT Quality Analyst IV	2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of IT ADMIN			1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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IT ENGINEERING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
IT Engineer - Associate	2	230	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
IT Program Manager	2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of IT ENGINEERING			2	1	0	0	0	1	0	0	0	1
				1	1	0	0	0	0	0	0	

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IT SITE LEADERSHIP

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager I of IT Operations	1.2	250	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Manager II of IT Operations	1.2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Information Technology	1.2	270	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of IT SITE LEADERSHIP			3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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LABOR & EMPLOYEE RELATIONS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Director of Labor and Employee Relations	1.2	290	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
SYS VP EMPLOYEE-LABOR REL	1.2	999	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of LABOR & EMPLOYEE RELATIONS			2	1	1	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	

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LABOR AND DELIVERY SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Advanced General Clerk/Departmental Clerk	5	160	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Nurse Educator/Instructor (RN)	2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Nurse Shift Manager	2	270	10	0	0	0	0	0	0	0	0	1
				10	9	0	0	0	1	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
General Clerk - Intermediate	5	C	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Unit Clerk - Intermediate	5	F	5	0	0	0	0	0	0	0	0	4
				5	1	0	1	1	0	1	1	
Surgical Technician - Intermediate	3	K	2	1	0	0	1	0	0	0	0	2
				1	0	0	0	1	0	0	0	
Perinatal Tech	3	M	4	1	0	0	0	0	0	0	1	2
				3	2	0	1	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	28	0	0	0	0	0	0	0	0	16
				28	12	0	3	13	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	O	52	0	0	0	0	0	0	0	0	13
				52	39	3	4	3	0	0	3	
Summary of LABOR AND DELIVERY SERVICES			106	2	0	0	1	0	0	0	1	39
				104	67	3	9	19	1	1	4	

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Dignity Health

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LACTATION EDUCATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Lactation Consultant	2	210	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Lactation Consultant	2	220	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Health Education Instructor - Associate	2	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Nurse Educator/Instructor (RN)	2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of LACTATION EDUCATION			5	0	0	0	0	0	0	0	0	1
				5	4	0	1	0	0	0	0	

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MAGNETIC RESONANCE IMAGING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Imaging Support	3	250	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Radiologic Technologist - Senior	3	P	6	5	2	0	1	1	0	0	1	4
				1	0	0	0	1	0	0	0	
Summary of MAGNETIC RESONANCE IMAGING			7	6	2	1	1	1	0	0	1	5
				1	0	0	0	1	0	0	0	

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MANAGED CARE CONTRACTING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager of Managed Care (contracting)	1.2	260	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Summary of MANAGED CARE CONTRACTING			1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	

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MARKETING & ADVERTISING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager of Internal Communications	1.2	240	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Communications	1.2	250	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
VP MARKETING	1.2	320	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of MARKETING & ADVERTISING			3	2	2	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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MED/SURG-IMC TOWER 4TH FL

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	6	0	0	0	0	0	0	0	0	6
				6	0	0	0	6	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	10	1	0	0	0	1	0	0	0	7
				9	3	2	1	3	0	0	0	
Unit Clerk - Intermediate	5	F	3	0	0	0	0	0	0	0	0	3
				3	0	0	1	1	0	0	1	
Registered Nurse - Level II (RN) (Acute)	2	O	33	2	2	0	0	0	0	0	0	20
				31	11	1	1	17	0	0	1	
Summary of MED/SURG-IMC TOWER 4TH FL			53	3	2	0	0	1	0	0	0	37
				50	14	3	3	28	0	0	2	

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MEDICAL HOME DISEASE MGMT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Community Benefit Reporting Coordinator	2	140	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Community Outreach Program Specialist	2	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Educator	2	200	2	1	1	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Program Manager	2	210	1	1	0	0	0	0	1	0	0	1
				0	0	0	0	0	0	0	0	
Summary of MEDICAL HOME DISEASE MGMT			5	2	1	0	0	0	1	0	0	4
				3	0	0	3	0	0	0	0	

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MEDICAL INTENSVE CARE UNIT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Unit Clerk - Intermediate	5	F	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	38	3	1	0	0	2	0	0	0	27
				35	10	2	5	17	1	0	0	
Summary of MEDICAL INTENSVE CARE UNIT			40	3	1	0	0	2	0	0	0	29
				37	10	2	5	19	1	0	0	

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MEDICAL STAFF ADMINISTRATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Medical Staff Credential Coordinator	5	190	3	0	0	0	0	0	0	0	0	3
				3	0	0	2	1	0	0	0	
Medical Staff/Credentialing Specialist - Senior	5	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Medical Staff Services	1.2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of MEDICAL STAFF ADMINISTRATION			6	0	0	0	0	0	0	0	0	4
				6	2	0	2	2	0	0	0	

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MEDICAL/SURGICAL 3RD FLOOR

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	6	1	0	0	0	1	0	0	0	5
				5	1	0	0	4	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	11	1	0	1	0	0	0	0	0	8
				10	3	4	2	1	0	0	0	
Unit Clerk - Intermediate	5	F	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	36	8	1	1	1	3	1	0	1	32
				28	3	2	2	20	0	0	1	
Summary of MEDICAL/SURGICAL 3RD FLOOR			55	10	1	2	1	4	1	0	1	46
				45	8	6	4	26	0	0	1	

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MEDICAL/SURGICAL 4 EAST

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	6	1	1	0	0	0	0	0	0	3
				5	2	1	0	2	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	11	1	0	0	1	0	0	0	0	11
				10	0	1	2	7	0	0	0	
Unit Clerk - Intermediate	5	F	2	0	0	0	0	0	0	0	0	2
				2	0	0	0	2	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	41	8	1	1	0	6	0	0	0	35
				33	5	2	1	24	0	0	1	
Registered Nurse - Level II (RN) (Acute)	2	NO	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of MEDICAL/SURGICAL 4 EAST			62	10	2	1	1	6	0	0	0	53
				52	7	4	3	37	0	0	1	

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Workforce Analysis

Dignity Health

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MISSION SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Director of Mission Integration	1.2	260	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of MISSION SERVICES			1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	

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NEIGHBORHOOD HOSPITAL WELLNESS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Educator	2	200	5	0	0	0	0	0	0	0	0	1
				5	4	0	0	1	0	0	0	
Manager of Community Health	1.2	210	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of NEIGHBORHOOD HOSPITAL WELLNESS			6	0	0	0	0	0	0	0	0	1
				6	5	0	0	1	0	0	0	

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NEONATAL INTENSIVE CARE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	5	0	0	0	0	0	0	0	0	2
				5	3	0	0	2	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Unit Clerk - Intermediate	5	F	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	66	0	0	0	0	0	0	0	0	37
				66	29	0	4	31	0	0	2	
Summary of NEONATAL INTENSIVE CARE			74	0	0	0	0	0	0	0	0	40
				74	34	0	4	34	0	0	2	

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NEUROSURGERY CLINIC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Physician - Faculty	2	SA	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of NEUROSURGERY CLINIC			1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	

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NUCLEAR MEDICINE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Imaging Support	3	250	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Nuclear Medicine Technologist - Intermediate	3	R	3	2	2	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Nuclear Medicine Technologist - Intermediate	3	T	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Nuclear Medicine Technologist - Intermediate	3	TO	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of NUCLEAR MEDICINE			7	6	5	0	1	0	0	0	0	2
				1	0	0	1	0	0	0	0	

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NURSING ADMIN FACIL SPC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Data Analyst - Senior	2	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Nurse Clinician	2	240	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Patient Experience	1.2	240	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Clinical Nurse Specialist - Intermediate	2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Supervisor of House	2	270	7	2	2	0	0	0	0	0	0	2
				5	3	0	0	2	0	0	0	
Summary of NURSING ADMIN FACIL SPC			11	2	2	0	0	0	0	0	0	2
				9	7	0	0	2	0	0	0	

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NURSING ADMINISTRATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Staffing Coordinator	5	190	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Finance/Budget Analyst - Associate	2	200	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Nursing	1.2	290	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Senior Director of Nursing	1.2	290	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	0	1	0	
Nurse Staffing Coordinator	5	I	8	0	0	0	0	0	0	0	0	3
				8	5	2	0	1	0	0	0	
Summary of NURSING ADMINISTRATION			12	1	0	1	0	0	0	0	0	5
				11	7	2	0	1	0	1	0	

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NURSING FLOAT PERSONNEL

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Certified Nursing Assistant (CNA) (Acute)	9	FP	25	5	1	2	0	1	0	0	1	21
				20	3	6	6	4	0	0	1	
Registered Nurse - Level II (RN) (Acute)	2	N	6	1	0	0	0	1	0	0	0	4
				5	2	1	1	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N3	3	0	0	0	0	0	0	0	0	3
				3	0	1	0	2	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	9	4	1	0	0	3	0	0	0	5
				5	3	0	0	2	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P3	8	2	1	0	0	1	0	0	0	4
				6	3	1	0	1	1	0	0	
Summary of NURSING FLOAT PERSONNEL			51	12	3	2	0	6	0	0	1	37
				39	11	9	7	10	1	0	1	

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NUTRITION SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male	Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Nutritional Services	2	190	1	0	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	0	
Dietitian-Intermediate	2	200	4	0	0	0	0	0	0	0	0	0	2
				4	2	0	0	2	0	0	0	0	
Dietitian-Intermediate	2	210	1	0	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	0	
Manager of Nutritional Services - Patient Services	1.2	230	1	1	1	0	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	0	
Director of Nutritional Services	1.2	270	1	1	0	0	0	0	0	0	0	1	1
				0	0	0	0	0	0	0	0	0	
Food Service Worker - Intermediate	9	B	11	8	0	1	0	6	1	0	0	10	
				3	1	0	0	2	0	0	0		
Food Service Worker - Intermediate	9	C	19	8	1	0	2	3	1	0	1	18	
				11	0	2	2	7	0	0	0		
Food Service Worker - Intermediate	9	D	14	6	0	0	2	3	1	0	0	14	
				8	0	2	3	2	0	0	1		
Diet Clerk - Intermediate	9	D	5	1	0	1	0	0	0	0	0	4	
				4	1	1	2	0	0	0	0		
Cook - Intermediate	9	D	11	9	0	0	6	2	0	1	0	10	
				2	1	0	0	1	0	0	0		
Storekeeper	5	D	3	3	0	0	1	2	0	0	0	3	
				0	0	0	0	0	0	0	0		

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NUTRITION SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Cook - Senior	9	D7	2	2	1	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Food Service Worker - Senior	9	D7	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of NUTRITION SERVICES			74	39	3	2	12	16	3	1	2	64
				35	7	5	7	15	0	0	1	

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OBSERVATION CARE-SHORT STAY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	6	0	0	0	0	0	0	0	0	5
				6	1	0	0	5	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	8	2	0	0	1	1	0	0	0	7
				6	1	2	0	3	0	0	0	
Unit Clerk - Intermediate	5	F	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	33	5	0	0	0	5	0	0	0	31
				28	2	2	0	24	0	0	0	
Summary of OBSERVATION CARE-SHORT STAY			48	7	0	0	1	6	0	0	0	44
				41	4	4	0	33	0	0	0	

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OCCUPATIONAL THERAPY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Occupational Therapist - Intermediate	2	260	16	3	3	0	0	0	0	0	0	5
				13	8	0	2	3	0	0	0	
Occupational Therapist - Senior	2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Certified Occ Therapy Assistant (COTA) - Intermediate	9	L	2	1	0	0	1	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Summary of OCCUPATIONAL THERAPY			19	4	3	0	1	0	0	0	0	6
				15	10	0	2	3	0	0	0	

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ONCOLOGY ACUTE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	18	2	0	0	0	1	1	0	0	12
				16	6	1	1	8	0	0	0	
Summary of ONCOLOGY ACUTE			20	2	0	0	0	1	1	0	0	13
				18	7	1	1	9	0	0	0	

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ORTHOPEDIC ACUTE-JRU

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	5	1	0	0	0	1	0	0	0	4
				4	1	0	1	2	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	9	F	17	1	1	0	0	0	0	0	0	13
				16	3	3	1	7	1	0	1	
Unit Clerk - Intermediate	5	F	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	45	3	1	1	1	0	0	0	0	30
				42	14	2	2	23	0	0	1	
Summary of ORTHOPEDIC ACUTE-JRU			69	5	2	1	1	1	0	0	0	47
				64	20	5	4	32	1	0	2	

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PALLIATIVE CARE IP PROGRAM

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Hospice RN	2	230	3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of PALLIATIVE CARE IP PROGRAM			4	0	0	0	0	0	0	0	0	0
				4	4	0	0	0	0	0	0	

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PATIENT EXPERIENCE IMPROVEMENT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
SYS VP-PT EXP IMPROVEMENT	1.2	999	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of PATIENT EXPERIENCE IMPROVEMENT			1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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PATIENT REGISTRATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Access Care Representative - Intermediate	5	E2	39	3	0	2	1	0	0	0	0	25
				36	14	7	8	6	1	0	0	
Access Care Representative Lead	5	E9	6	0	0	0	0	0	0	0	0	6
				6	0	2	3	1	0	0	0	
Access Care Representative - Intermediate	5	G	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Patient Financial Services Systems Coordinator	5	G2	3	0	0	0	0	0	0	0	0	3
				3	0	0	1	1	0	1	0	
Summary of PATIENT REGISTRATION			49	3	0	2	1	0	0	0	0	35
				46	14	10	12	8	1	1	0	

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PATIENT TRANSPORTATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Patient Transport	9	B	6	5	2	0	0	3	0	0	0	3
				1	1	0	0	0	0	0	0	
Office Services Assistant	5	C	1	1	0	0	1	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Summary of PATIENT TRANSPORTATION			7	6	2	0	1	3	0	0	0	4
				1	1	0	0	0	0	0	0	

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PEDIATRIC ACUTE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Child Life Specialist - Intermediate	2	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	N	7	0	0	0	0	0	0	0	0	7
				7	0	0	0	7	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	18	2	1	1	0	0	0	0	0	9
				16	8	1	0	5	1	0	1	
Home Health RN - Level II	2	P7	4	1	0	0	0	1	0	0	0	2
				3	2	0	0	1	0	0	0	
Summary of PEDIATRIC ACUTE			31	3	1	1	0	1	0	0	0	19
				28	11	1	0	14	1	0	1	

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PHARMACY

Lines of Progression: NO

Title	EEO	Salary	Total	Male / Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Resident Clinical Pharmacist	2	170	3	1	0	0	0	1	0	0	0	2
				2	1	0	0	1	0	0	0	
Pharmacy Technician - Senior	9	200	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Clinical Pharmacist	2	280	38	15	7	1	0	7	0	0	0	19
				23	12	1	3	7	0	0	0	
Pharmacist - Intermediate	2	280	3	1	0	0	0	1	0	0	0	2
				2	1	0	0	1	0	0	0	
Clinical Pharmacist - Senior	2	290	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Manager of Pharmacy	1.2	300	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Director of Pharmacy	1.2	310	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Pharmacy Technician - Intermediate	9	H	25	10	0	1	0	9	0	0	0	20
				15	5	1	2	6	1	0	0	
Clinical Pharmacist	2	X	5	2	1	0	0	1	0	0	0	3
				3	1	0	0	2	0	0	0	
Summary of PHARMACY			79	31	10	2	0	19	0	0	0	49
				48	20	2	7	18	1	0	0	

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PHILANTHROPY/FOUNDATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Fund Raising Specialist - Associate	2	170	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	0	0	1	0	
Fund Raising Specialist - Senior	2	200	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Fund Raising Specialist - Intermediate	2	200	1	1	0	1	0	0	0	0	0	1
				0	0	0	0	0	0	0	0	
Manager of Philanthropy - Annual Support Gifts	1.2	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Philanthropy - Fdn/Corp/Govt Gifts	1.2	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Philanthropy - Special Event Gifts	1.2	230	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Director of Philanthropy	1.2	270	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Philanthropy Operations	1.2	270	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
CHIEF PHILANTHRPY OFF-SVC AREA	1.2	330	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of PHILANTHROPY/FOUNDATION			9	2	1	1	0	0	0	0	0	3
				7	5	1	0	0	0	1	0	

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Workforce Analysis

Dignity Health

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PHYSICAL THERAPY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Acute Rehab Aide - Intermediate	3	160	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Physical Therapist - Intermediate	2	260	26	8	6	0	1	1	0	0	0	6
				18	14	0	1	3	0	0	0	
Manager of Rehabilitation Services	1.2	270	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Physical Therapy Assistant - Intermediate	9	L	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Summary of PHYSICAL THERAPY			29	9	6	0	1	2	0	0	0	9
				20	14	0	2	4	0	0	0	

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PHYSICIAN INTEGRATION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Senior (Corp)	5	210	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of PHYSICIAN INTEGRATION			1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	

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PLANT MAINTENANCE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
General Maintenance Worker - Intermediate	6	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
General Maintenance Worker - Senior	6	200	8	8	2	0	2	3	0	0	1	6
				0	0	0	0	0	0	0	0	
Supervisor of Facilities Management	6	210	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Director of Facilities Management	1.2	270	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of PLANT MAINTENANCE			12	10	3	0	2	4	0	0	1	9
				2	0	0	2	0	0	0	0	

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POST ANESTHESIA CARE UNIT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Patient Transport	9	B	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Unit Clerk - Intermediate	5	F	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	16	1	1	0	0	0	0	0	0	6
				15	9	0	1	5	0	0	0	
Home Health RN - Level II	2	P7	2	1	1	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Summary of POST ANESTHESIA CARE UNIT			20	3	3	0	0	0	0	0	0	7
				17	10	0	1	6	0	0	0	

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PUBLIC RELATIONS

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
DIR COMMUNICATIONS & PR	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of PUBLIC RELATIONS			1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	

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PURCHASING AND STORES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Materials Coordinator	5	170	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Supervisor of Materials Management	2	180	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Manager of Central Services	1.2	230	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Manager of Materials Management	1.2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Courier/Handler	5	D	12	12	2	3	1	6	0	0	0	10
				0	0	0	0	0	0	0	0	
Summary of PURCHASING AND STORES			16	13	3	3	1	6	0	0	0	11
				3	2	0	0	1	0	0	0	

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QUALITY MANAGEMENT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Data Analyst - Senior	2	210	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Program Coordinator (RN)	2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Quality	1.2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Quality Analyst - Associate	2	L	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Quality Systems Coordinator	5	P	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Quality & Patient Safety Program Mgr.	2	P	3	0	0	0	0	0	0	0	0	1
				3	2	0	0	1	0	0	0	
Summary of QUALITY MANAGEMENT			8	0	0	0	0	0	0	0	0	1
				8	7	0	0	1	0	0	0	

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RADIOLOGY-DIAGNOSTIC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Office	5	180	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
PACS Imaging Tech	3	230	3	2	1	1	0	0	0	0	0	1
				1	1	0	0	0	0	0	0	
Supervisor of Imaging Support	3	250	3	1	1	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Director of Diagnostic Imaging	1.2	290	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
General Clerk - Senior	5	F2	5	2	1	0	0	1	0	0	0	4
				3	0	0	2	1	0	0	0	
Radiologic Technologist - Senior	3	P	35	17	4	3	1	8	1	0	0	19
				18	12	1	1	2	0	1	1	
Summary of RADIOLOGY-DIAGNOSTIC			48	22	7	4	1	9	1	0	0	26
				26	15	1	5	3	0	1	1	

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RED ROSE OUTREACH PROGRAM

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Community Outreach Program Specialist	2	190	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Summary of RED ROSE OUTREACH PROGRAM			1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	

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RESPIRATORY THERAPY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Respiratory Therapy	2	240	3	1	1	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Manager of Respiratory Therapy	1.2	260	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
EEG Technician - Associate	3	F	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Respiratory Therapist (RCP) - Senior	2	N	48	24	5	3	1	11	1	0	3	32
				24	11	2	1	8	1	0	1	
Respiratory Therapist (RCP) - Senior	2	N7	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Respiratory Therapist (RCP) - Senior	2	NO	6	3	1	0	1	0	1	0	0	3
				3	2	1	0	0	0	0	0	
Respiratory Therapist (RCP) - Senior	2	O	25	12	5	1	2	4	0	0	0	17
				13	3	0	1	7	0	1	1	
Respiratory Therapist (RCP) - Senior	2	O7	3	1	1	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Summary of RESPIRATORY THERAPY			89	43	15	4	4	15	2	0	3	55
				46	19	5	3	15	1	1	2	

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REVENUE INTEGRITY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Accounting Clerk - Intermediate	5	160	5	0	0	0	0	0	0	0	0	5
				5	0	0	4	1	0	0	0	
Finance/Budget Analyst - Intermediate	2	220	2	0	0	0	0	0	0	0	0	2
				2	0	1	0	1	0	0	0	
Summary of REVENUE INTEGRITY			7	0	0	0	0	0	0	0	0	7
				7	0	1	4	2	0	0	0	

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RISK MANAGEMENT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Risk Management Representative - Associate	2	210	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Quality & Patient Safety Program Mgr.	2	250	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Manager of Patient Safety	1.2	260	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Dir of Quality&Patient Safety	1.2	290	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Summary of RISK MANAGEMENT			5	1	1	0	0	0	0	0	0	3
				4	1	0	3	0	0	0	0	

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SALES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Physician Liaison	2	230	3	1	1	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	
Director of Service Line	1.2	290	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Executive Director of Market Development	1.2	290	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of SALES			5	3	3	0	0	0	0	0	0	1
				2	1	1	0	0	0	0	0	

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SECURITY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Security Guard - Intermediate	9	150	11	10	6	2	0	2	0	0	0	5
				1	0	1	0	0	0	0	0	
Security Guard - Senior	9	160	19	18	11	2	2	2	1	0	0	8
				1	0	1	0	0	0	0	0	
Security Dispatch Coordinator	5	160	5	2	0	0	1	0	0	0	1	4
				3	1	0	1	0	0	0	1	
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Security Dispatch Coordinator	5	180	5	4	3	1	0	0	0	0	0	2
				1	0	0	0	0	0	0	1	
Manager of Security	1.2	230	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of SECURITY			42	35	21	5	3	4	1	0	1	20
				7	1	2	2	0	0	0	2	

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SOCIAL SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Social Worker (MSW)	2	220	7	3	1	0	1	0	0	0	1	2
				4	4	0	0	0	0	0	0	
Manager of Care Coordination SW	1.2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of SOCIAL SERVICES			8	3	1	0	1	0	0	0	1	2
				5	5	0	0	0	0	0	0	

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SPEECH-LANGUAGE PATHOLOGY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Rehab Coordinator	2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Speech/Language Pathologist - Intermediate	2	260	5	0	0	0	0	0	0	0	0	0
				5	5	0	0	0	0	0	0	
Summary of SPEECH-LANGUAGE PATHOLOGY			6	0	0	0	0	0	0	0	0	0
				6	6	0	0	0	0	0	0	

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STRATEGIC PLANNING

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Director of Business Development	1.2	290	2	1	0	1	0	0	0	0	0	2
				1	0	1	0	0	0	0	0	
Summary of STRATEGIC PLANNING			2	1	0	1	0	0	0	0	0	2
				1	0	1	0	0	0	0	0	

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SUPPLY & SERVICE RESOURCE MGMT

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Data Analyst	2	270	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Service Line Manager	1.2	270	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Director of Materials Management - Service Area	1.2	290	1	1	1	0	0	0	0	0	0	0
				0	0	0	0	0	0	0	0	
Summary of SUPPLY & SERVICE RESOURCE MGMT			3	2	2	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	

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SURG INTENSIVE CARE-TOWER 2 FL

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Shift Manager	2	270	9	2	1	0	0	1	0	0	0	6
				7	2	0	1	3	0	0	1	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Unit Clerk - Intermediate	5	F	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Unit Clerk - Senior	5	G	22	8	3	0	1	3	0	0	1	14
				14	5	1	5	3	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	87	19	10	2	1	6	0	0	0	42
				68	35	4	1	25	1	1	1	
Summary of SURG INTENSIVE CARE-TOWER 2 FL			121	29	14	2	2	10	0	0	1	63
				92	44	5	7	32	1	1	2	

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SURGERY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Administrative Secretary - Intermediate	5	160	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Nurse Shift Manager	2	270	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Manager of Nursing	1.2	280	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Nursing	1.2	290	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Patient Transport Coordinator	9	D	8	4	1	0	0	3	0	0	0	7
				4	0	0	2	2	0	0	0	
Unit Clerk - Senior	5	G	1	0	0	0	0	0	0	0	0	1
				1	0	0	0	1	0	0	0	
Medical Receptionist/Scheduler - Senior	5	G	3	0	0	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	
Unit Clerk - Senior	5	G7	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Anesthesia OR Technician	3	I	8	4	0	0	3	1	0	0	0	5
				4	3	1	0	0	0	0	0	
Buyer - Intermediate	2	I	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Surgical Technician - Senior	3	M	29	9	3	1	2	3	0	0	0	15
				20	11	0	4	3	1	0	1	

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SURGERY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Surgical Technician - Senior	3	M7	4	2	1	1	0	0	0	0	0	1
				2	2	0	0	0	0	0	0	
Surgical Technician - Senior	3	N	3	2	1	0	0	1	0	0	0	1
				1	1	0	0	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	P	31	5	1	0	0	3	0	0	1	20
				26	10	0	1	15	0	0	0	
Registered Nurse - Level III (RN) (Acute)	2	P7	3	1	0	0	0	1	0	0	0	3
				2	0	0	0	1	0	1	0	
Nurse Clinician	2	P7	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of SURGERY			99	27	7	2	5	12	0	0	1	58
				72	34	2	9	24	1	1	1	

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Workforce Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

SYSTEM DIRECT ALLOCATION 3

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Purchasing Agent	2	210	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Psychologist (PhD)	2	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
SYS DIR I-GRASSRTS ADV-GOV REL	1.2	290	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of SYSTEM DIRECT ALLOCATION 3			3	0	0	0	0	0	0	0	0	1
				3	2	0	1	0	0	0	0	

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Workforce Analysis

Dignity Health

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TALENT ACQUISITION

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Recruiter - Intermediate	2	210	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	0	1	0	0	
Summary of TALENT ACQUISITION			2	0	0	0	0	0	0	0	0	1
				2	1	0	0	0	1	0	0	

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Workforce Analysis

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TELECOMMUNICATION - PBX

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Telephone (Switchboard) Operator - Intermediate	5	C	10	3	1	0	1	0	0	0	1	6
				7	3	2	1	0	0	1	0	
Summary of TELECOMMUNICATION - PBX			10	3	1	0	1	0	0	0	1	6
				7	3	2	1	0	0	1	0	

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TRAUMA CENTER

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Clinician	2	230	2	0	0	0	0	0	0	0	0	2
				2	0	0	1	1	0	0	0	
Quality Nurse	2	260	2	0	0	0	0	0	0	0	0	1
				2	1	0	0	1	0	0	0	
Director of Service Line	1.2	270	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of TRAUMA CENTER			5	0	0	0	0	0	0	0	0	3
				5	2	0	1	2	0	0	0	

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ULTRASONOGRAPHY

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Supervisor of Imaging Support	3	250	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Radiologic Technologist - Senior	3	P	11	0	0	0	0	0	0	0	0	5
				11	6	2	1	2	0	0	0	
Summary of ULTRASONOGRAPHY			12	0	0	0	0	0	0	0	0	5
				12	7	2	1	2	0	0	0	

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Workforce Analysis

Dignity Health

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VOLUNTEER SERVICES

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Volunteer Services Coordinator	5	160	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Supervisor of Volunteer Services	2	170	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Volunteer Services	1.2	230	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of VOLUNTEER SERVICES			3	0	0	0	0	0	0	0	0	0
				3	3	0	0	0	0	0	0	

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Workforce Analysis

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WIC NUTRITION CLINIC

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
General Clerk - Intermediate	5	140	1	0	0	0	0	0	0	0	0	1
				1	0	0	1	0	0	0	0	
Community Outreach Program Specialist	2	160	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Community Benefit Reporting Coordinator	2	160	7	0	0	0	0	0	0	0	0	4
				7	3	0	4	0	0	0	0	
Educator	2	170	1	0	0	0	0	0	0	0	0	1
				1	0	1	0	0	0	0	0	
Dietitian - Senior	2	210	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Manager of Community Health	1.2	210	2	0	0	0	0	0	0	0	0	1
				2	1	0	1	0	0	0	0	
Summary of WIC NUTRITION CLINIC			14	0	0	0	0	0	0	0	0	8
				14	6	1	7	0	0	0	0	

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Workforce Analysis

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WOMEN'S HEALTH CENTER

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Women's/Children's Services Supervisor	2	170	2	0	0	0	0	0	0	0	0	2
				2	0	1	0	0	0	0	1	
Community Outreach Program Specialist	2	190	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Educator	2	200	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Director of Community Health	1.2	260	1	0	0	0	0	0	0	0	0	0
				1	1	0	0	0	0	0	0	
Summary of WOMEN'S HEALTH CENTER			5	0	0	0	0	0	0	0	0	2
				5	3	1	0	0	0	0	1	

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Workforce Analysis

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WOUND CARE

Lines of Progression: NO

Title	EEO	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Licensed Vocational Nurse (LVN) - Intermediate	3	170	1	1	0	0	0	1	0	0	0	1
				0	0	0	0	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	2	220	3	0	0	0	0	0	0	0	0	1
				3	2	0	0	1	0	0	0	
Summary of WOUND CARE			4	1	0	0	0	1	0	0	0	2
				3	2	0	0	1	0	0	0	

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Title	Total	Male Female	White	Black	Hispanic	Asian	NatPacific Islander	Native American	Two or More	Minority
Summary	2264	585	219	56	73	202	13	1	21	1351
		1679	694	130	207	575	23	13	37	

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Job Group Analysis

Contractors and subcontractors are required to include in their AAPs a "job group analysis" by combining jobs at the establishment with similar content, wage rates, and opportunities to form job groups. 41 C.F.R. § 60-2.12. The job group analysis is a contractor's first comparison of the representation of minorities and women in its workforce with the estimated availability of minorities and women to be employed. The job group is created by first sorting the various jobs at the establishment into job groups, which is a collection of jobs in an organization with similar job content (field of work and/or skill level), similar promotional opportunities, and similar compensation. The job groups then are developed to fit the unique characteristics of each organizational unit, taking into account the size, type, and complexity of the work performed. Contractors, after combining the job titles for the job group analysis, must then separately provide the percentage of minorities and the percentage of women they employ in each job group.

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Job Group Analysis

Dignity Health

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St Rose Dominican Hospital Siena Campus

11 - Exec Offs & Mgrs

EEO: Executives/Senior Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
HOSPITAL PRESIDENT	999	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Summary of 11 - Exec Offs & Mgrs		1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	

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Job Group Analysis

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14 - Clinical - Mid Offs & Mgrs

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Director of Nutritional Services	270	1	1	0	0	0	0	0	0	1	1
			0	0	0	0	0	0	0	0	
Director of Service Line	270	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Service Line	290	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Nursing	290	3	0	0	0	0	0	0	0	0	1
			3	2	1	0	0	0	0	0	
Senior Director of Nursing	290	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	0	0	1	0	
Director of Laboratory	290	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Dir of Quality&Patient Safety	290	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Director of Diagnostic Imaging	290	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Senior Director Cardiovascular Services	290	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Clinical Informatics	300	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Service Line	300	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Pharmacy	310	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	

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Job Group Analysis

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14 - Clinical - Mid Offs & Mgrs

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
CHIEF NURSING EXEC OFFICER	320	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
CHIEF MEDICAL OFFICER	350	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 14 - Clinical - Mid Offs & Mgrs		16	7	6	0	0	0	0	0	1	4
			9	6	1	1	0	0	1	0	

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Job Group Analysis

Dignity Health

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15 - Non-Clinical - Mid Offs & Mgrs

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Director of Volunteer Services	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Finance	260	2	1	0	0	1	0	0	0	0	2
			1	0	0	1	0	0	0	0	
Director of Medical Staff Services	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Community Health	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Mission Integration	260	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Director of Environmental Services	260	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Philanthropy	270	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Philanthropy Operations	270	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Facilities Management	270	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Information Technology	270	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
DIR COMMUNICATIONS & PR	280	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Human Resources	280	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

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15 - Non-Clinical - Mid Offs & Mgrs

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
SYS DIR I-GRASSRTS ADV-GOV REL	290	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Director of Business Development	290	2	1	0	1	0	0	0	0	0	2
			1	0	1	0	0	0	0	0	
Director of Labor and Employee Relations	290	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Senior Director of Operations	290	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Executive Director of Market Development	290	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Director of Materials Management - Service Area	290	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
VP MARKETING	320	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
MKT VP-HUMAN RESOURCES	320	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
CHIEF OPERATING OFFICER	330	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
CHIEF FINANC OFFICER	330	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
CHIEF PHILANTHRPY OFF-SVC AREA	330	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
SYS VP EMPLOYEE-LABOR REL	999	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	

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15 - Non-Clinical - Mid Offs & Mgrs

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
SYS VP-PROF PRACT-RESRCH-INNOV	999	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
SYS VP-PT EXP IMPROVEMENT	999	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Summary of 15 - Non-Clinical - Mid Offs & Mgrs		28	13	10	2	1	0	0	0	0	6
			15	12	2	1	0	0	0	0	

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Job Group Analysis

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16 - Clinical - First Managers

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager of Nutritional Services - Patient Services	230	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Patient Experience	240	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Service Line Manager	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Respiratory Therapy	260	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Care Coordination SW	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Laboratory	260	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Infection Preventionist	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Employee Health	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Quality	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Service Line Manager	270	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Rehabilitation Services	270	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Manager of Nursing	280	11	0	0	0	0	0	0	0	0	4
			11	7	0	0	3	0	0	1	

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Job Group Analysis

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16 - Clinical - First Managers

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager of Pharmacy	300	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Summary of 16 - Clinical - First Managers		23	4	4	0	0	0	0	0	0	6
			19	13	0	1	4	0	0	1	

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Job Group Analysis

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17 - Non-clinical - First Managers

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager of Community Health	210	3	0	0	0	0	0	0	0	0	1
			3	2	0	1	0	0	0	0	
Manager of Environmental Services	210	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Manager of Security	230	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Philanthropy - Annual Support Gifts	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Philanthropy - Fdn/Corp/Govt Gifts	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Central Services	230	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Philanthropy - Special Event Gifts	230	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Manager of Central Services	240	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Manager of Internal Communications	240	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager I of IT Operations	250	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager II of IT Operations	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Manager of Materials Management	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

17 - Non-clinical - First Managers

EEO: First/Mid-Level Officials and Managers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Manager of Communications	250	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Manager of Managed Care (contracting)	260	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Manager of Patient Safety	260	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Summary of 17 - Non-clinical - First Managers		17	5	4	1	0	0	0	0	0	6
			12	7	2	3	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

21 - Registered Nurses

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Women's/Children's Services Supervisor	170	2	0	0	0	0	0	0	0	0	2
			2	0	1	0	0	0	0	1	
Lactation Consultant	210	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Lactation Consultant	220	2	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	
Registered Nurse - Level II (RN) (Acute)	220	3	0	0	0	0	0	0	0	0	1
			3	2	0	0	1	0	0	0	
Nurse Clinician	230	2	0	0	0	0	0	0	0	0	2
			2	0	0	1	1	0	0	0	
Clinical Research Operations Coordinator	230	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Hospice RN	230	3	0	0	0	0	0	0	0	0	0
			3	3	0	0	0	0	0	0	
Nurse Educator/Instructor (RN)	240	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Infection Preventionist	240	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Patient Nurse Navigator	240	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Nurse Clinician	240	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Nurse Educator/Instructor (RN)	250	9	0	0	0	0	0	0	0	0	3
			9	6	1	1	1	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

21 - Registered Nurses

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Program Coordinator (RN)	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Clinical Informatics Nurse	250	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Quality Nurse	260	2	0	0	0	0	0	0	0	0	1
			2	1	0	0	1	0	0	0	
Clinical Informatics Nurse	260	3	1	0	0	0	1	0	0	0	2
			2	1	0	0	1	0	0	0	
Nurse Practitioner - Senior	260	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Nurse Practitioner - Intermediate	260	10	3	1	0	1	1	0	0	0	6
			7	3	1	0	3	0	0	0	
Clinical Nurse Specialist - Intermediate	260	2	0	0	0	0	0	0	0	0	0
			2	2	0	0	0	0	0	0	
Nurse Shift Manager	270	77	10	5	1	0	4	0	0	0	47
			67	25	1	2	36	1	0	2	
Supervisor of House	270	7	2	2	0	0	0	0	0	0	2
			5	3	0	0	2	0	0	0	
Registered Nurse - Level II (RN) (Acute)	N	265	33	4	3	2	21	2	0	1	201
			232	60	13	11	144	0	1	3	
Registered Nurse - Level II (RN) (Acute)	N3	3	0	0	0	0	0	0	0	0	3
			3	0	1	0	2	0	0	0	
Home Health RN - Level II	N7	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

21 - Registered Nurses

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Registered Nurse - Level II (RN) (Acute)	NO	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	O	158	17	10	1	0	5	0	0	1	80
			141	68	5	10	49	1	0	8	
Registered Nurse - Level III (RN) (Acute)	P	9	2	2	0	0	0	0	0	0	2
			7	5	0	1	1	0	0	0	
Registered Nurse - Level II (RN) (Acute)	P	358	59	29	5	2	22	0	0	1	187
			299	142	9	19	117	3	2	7	
Case Manager (RN) (Acute)	P	33	1	1	0	0	0	0	0	0	13
			32	19	3	0	9	1	0	0	
Registered Nurse - Level II (RN) (Acute)	P3	8	2	1	0	0	1	0	0	0	4
			6	3	1	0	1	1	0	0	
Registered Nurse - Level III (RN) (Acute)	P7	4	1	0	0	0	1	0	0	0	4
			3	0	0	0	2	0	1	0	
Home Health RN - Level II	P7	6	2	1	0	0	1	0	0	0	3
			4	2	0	0	2	0	0	0	
Nurse Clinician	P7	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Summary of 21 - Registered Nurses		979	134	57	10	5	57	2	0	3	569
			845	353	38	47	375	7	4	21	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

22 - Physicians

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Physician	SA	23	12	7	1	1	3	0	0	0	10
			11	6	0	0	5	0	0	0	
Physician - Faculty	SA	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 22 - Physicians		24	13	8	1	1	3	0	0	0	10
			11	6	0	0	5	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

23 - Other Clinical Professional

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Resident Clinical Pharmacist	170	3	1	0	0	0	1	0	0	0	2
			2	1	0	0	1	0	0	0	
Supervisor of Volunteer Services	170	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Educator	170	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Supervisor of Nutritional Services	190	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Educator	200	9	1	1	0	0	0	0	0	0	2
			8	6	0	1	1	0	0	0	
Dietitian-Intermediate	200	5	0	0	0	0	0	0	0	0	3
			5	2	0	1	2	0	0	0	
Marriage and Family Therapist	210	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Dietitian-Intermediate	210	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Dietitian - Senior	210	3	0	0	0	0	0	0	0	0	0
			3	3	0	0	0	0	0	0	
Social Worker (MSW)	220	8	3	1	0	1	0	0	0	1	2
			5	5	0	0	0	0	0	0	
Clinical Lab Scientist - Intermediate	220	34	7	0	1	2	4	0	0	0	27
			27	7	0	5	15	0	0	0	
Child Life Specialist - Intermediate	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

23 - Other Clinical Professional

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Health Education Instructor - Associate	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Clinical Lab Scientist - Senior	230	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Supervisor of Respiratory Therapy	240	3	1	1	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Psychologist (PhD)	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Rehab Coordinator	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Physical Therapist - Intermediate	260	26	8	6	0	1	1	0	0	0	6
			18	14	0	1	3	0	0	0	
Occupational Therapist - Intermediate	260	16	3	3	0	0	0	0	0	0	5
			13	8	0	2	3	0	0	0	
Speech/Language Pathologist - Intermediate	260	5	0	0	0	0	0	0	0	0	0
			5	5	0	0	0	0	0	0	
Occupational Therapist - Senior	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Clinical Pharmacist	280	38	15	7	1	0	7	0	0	0	19
			23	12	1	3	7	0	0	0	
Pharmacist - Intermediate	280	3	1	0	0	0	1	0	0	0	2
			2	1	0	0	1	0	0	0	
Clinical Pharmacist - Senior	290	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

23 - Other Clinical Professional

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Respiratory Therapist (RCP) - Senior	N	48	24	5	3	1	11	1	0	3	32
			24	11	2	1	8	1	0	1	
Respiratory Therapist (RCP) - Senior	N7	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Respiratory Therapist (RCP) - Senior	NO	6	3	1	0	1	0	1	0	0	3
			3	2	1	0	0	0	0	0	
Respiratory Therapist (RCP) - Senior	O	25	12	5	1	2	4	0	0	0	17
			13	3	0	1	7	0	1	1	
Respiratory Therapist (RCP) - Senior	O7	3	1	1	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Clinical Pharmacist	X	5	2	1	0	0	1	0	0	0	3
			3	1	0	0	2	0	0	0	
Summary of 23 - Other Clinical Professional		253	85	35	6	8	30	2	0	4	127
			168	91	7	16	50	1	1	2	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

24 - Staff & Operations Professionals

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Community Benefit Reporting Coordinator	140	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Community Outreach Program Specialist	160	3	0	0	0	0	0	0	0	0	2
			3	1	0	2	0	0	0	0	
Community Benefit Reporting Coordinator	160	7	0	0	0	0	0	0	0	0	4
			7	3	0	4	0	0	0	0	
Fund Raising Specialist - Associate	170	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	0	0	1	0	
Chaplain - Senior	180	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Supervisor of Materials Management	180	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Chaplain - Intermediate	180	6	3	3	0	0	0	0	0	0	2
			3	1	1	0	1	0	0	0	
IT Analyst - Intermediate	190	4	3	1	0	1	1	0	0	0	2
			1	1	0	0	0	0	0	0	
Community Outreach Program Specialist	190	2	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	
Systems Analyst - Associate	200	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Fund Raising Specialist - Senior	200	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Fund Raising Specialist - Intermediate	200	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

24 - Staff & Operations Professionals

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Finance/Budget Analyst - Associate	200	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Program Manager	210	3	1	0	0	0	0	1	0	0	3
			2	0	2	0	0	0	0	0	
IT Analyst - Intermediate	210	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Purchasing Agent	210	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Recruiter - Intermediate	210	2	0	0	0	0	0	0	0	0	1
			2	1	0	0	0	1	0	0	
Risk Management Representative - Associate	210	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Data Analyst - Senior	210	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Finance/Budget Analyst - Intermediate	220	2	0	0	0	0	0	0	0	0	2
			2	0	1	0	1	0	0	0	
IT Engineer - Associate	230	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Program Coordinator (non-RN)	230	2	0	0	0	0	0	0	0	0	2
			2	0	0	0	1	0	0	1	
IT Analyst - Intermediate	230	2	1	1	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Finance/Budget Analyst - Senior	230	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

24 - Staff & Operations Professionals

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Physician Liaison	230	3	1	1	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Human Resource Generalist - Senior	230	4	1	1	0	0	0	0	0	0	1
			3	2	0	1	0	0	0	0	
Data Analyst - Senior	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Program Manager	240	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Applications Analyst	240	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
IT Quality Analyst IV	250	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Quality & Patient Safety Program Mgr.	250	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Training Specialist (IT)	260	4	2	0	0	1	1	0	0	0	4
			2	0	2	0	0	0	0	0	
Program Manager of Care Coordination	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Clinical Informaticist II	260	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Nurse Data Analyst	270	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
IT Program Manager	280	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

24 - Staff & Operations Professionals

EEO: Professionals

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Charge Description Master Analyst - Senior	G	12	1	0	0	1	0	0	0	0	6
			11	6	1	2	1	1	0	0	
Buyer - Intermediate	I	2	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	
Quality Analyst - Associate	L	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Quality & Patient Safety Program Mgr.	P	3	0	0	0	0	0	0	0	0	1
			3	2	0	0	1	0	0	0	
Summary of 24 - Staff & Operations Professionals		85	19	8	3	4	3	1	0	0	46
			66	31	8	16	7	2	1	1	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

30 - Technicians

EEO: Technicians

Title	Salary	Total	Male	Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Acute Rehab Aide - Intermediate	160	1	1	0	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	0	
Supervisor of Sterile Processing	190	1	1	0	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	0	
Lab Coordinator	210	1	1	1	0	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	0	
Medical Records Coder - Senior	210	3	1	0	0	0	0	1	0	0	0	3
			2	0	0	1	1	0	0	0	0	
PACS Imaging Tech	230	3	2	1	1	0	0	0	0	0	0	1
			1	1	0	0	0	0	0	0	0	
Supervisor of Laboratory	240	2	0	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	0	
Supervisor of Imaging Support	250	7	3	2	1	0	0	0	0	0	0	2
			4	3	0	1	0	0	0	0	0	
Central Supply Technician - Senior	E	13	6	0	2	0	4	0	0	0	0	11
			7	2	1	1	3	0	0	0	0	
Central Supply Technician - Senior	E7	2	1	0	0	0	1	0	0	0	0	2
			1	0	0	1	0	0	0	0	0	
EEG Technician - Associate	F	2	0	0	0	0	0	0	0	0	0	1
			2	1	0	1	0	0	0	0	0	
Medical Records Coder - Intermediate	H	1	0	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	0	
Emergency Services Technician - Intermediate	HO	14	8	3	0	0	5	0	0	0	0	10
			6	1	2	1	2	0	0	0	0	

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Job Group Analysis

Dignity Health

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St Rose Dominican Hospital Siena Campus

30 - Technicians

EEO: Technicians

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Anesthesia OR Technician	I	8	4	0	0	3	1	0	0	0	5
			4	3	1	0	0	0	0	0	
GI Technician - Intermediate	K	4	1	0	0	0	0	1	0	0	2
			3	2	1	0	0	0	0	0	
Medical Records Coder - Senior	K	2	0	0	0	0	0	0	0	0	1
			2	1	0	0	1	0	0	0	
Surgical Technician - Intermediate	K	2	1	0	0	1	0	0	0	0	2
			1	0	0	0	1	0	0	0	
Exercise Physiologist - Associate	M	4	1	1	0	0	0	0	0	0	1
			3	2	0	1	0	0	0	0	
Perinatal Tech	M	4	1	0	0	0	0	0	0	1	2
			3	2	0	1	0	0	0	0	
Surgical Technician - Senior	M	29	9	3	1	2	3	0	0	0	15
			20	11	0	4	3	1	0	1	
Surgical Technician - Senior	M7	4	2	1	1	0	0	0	0	0	1
			2	2	0	0	0	0	0	0	
Surgical Technician - Senior	N	3	2	1	0	0	1	0	0	0	1
			1	1	0	0	0	0	0	0	
Cardiovascular Technician (Non-Invasive)- Intermediate	O	7	0	0	0	0	0	0	0	0	4
			7	3	0	2	1	1	0	0	
Cardiovascular Technician (Invasive)- Intermediate	O	4	3	3	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Radiologic Technologist - Senior	P	85	43	17	3	6	12	2	0	3	44
			42	24	3	5	7	0	1	2	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

30 - Technicians

EEO: Technicians

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Cardiovascular Technician (Invasive) - Senior	P7	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Nuclear Medicine Technologist - Intermediate	R	3	2	2	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Nuclear Medicine Technologist - Intermediate	T	2	2	1	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Nuclear Medicine Technologist - Intermediate	TO	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Summary of 30 - Technicians		213	97	38	9	14	29	3	0	4	114
			116	61	9	21	19	2	1	3	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

31 - Licensed Vocational Nurses

EEO: Technicians

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Licensed Vocational Nurse (LVN) - Intermediate	170	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Case Manager (LVN)	210	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Summary of 31 - Licensed Vocational Nurses		2	1	0	0	0	1	0	0	0	2
			1	0	1	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

EEO: Administrative Support Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Driver/Courier	120	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
General Clerk - Intermediate	140	2	0	0	0	0	0	0	0	0	2
			2	0	1	1	0	0	0	0	
Security Dispatch Coordinator	160	5	2	0	0	1	0	0	0	1	4
			3	1	0	1	0	0	0	1	
Volunteer Services Coordinator	160	3	0	0	0	0	0	0	0	0	1
			3	2	1	0	0	0	0	0	
Accounting Clerk - Intermediate	160	5	0	0	0	0	0	0	0	0	5
			5	0	0	4	1	0	0	0	
Administrative Secretary - Intermediate	160	9	0	0	0	0	0	0	0	0	7
			9	2	1	2	4	0	0	0	
General Clerk - Senior (Corp)	160	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Advanced General Clerk/Departmental Clerk	160	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Materials Coordinator	170	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Security Dispatch Coordinator	180	5	4	3	1	0	0	0	0	0	2
			1	0	0	0	0	0	0	1	
Supervisor of Office	180	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Medical Staff Credential Coordinator	190	3	0	0	0	0	0	0	0	0	3
			3	0	0	2	1	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

EEO: Administrative Support Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Staffing Coordinator	190	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Clerk Supervisor	200	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	0	1	0	0	
Administrative Secretary - Senior (Corp)	210	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Executive Secretary	210	2	0	0	0	0	0	0	0	0	1
			2	1	1	0	0	0	0	0	
Performance Engagement Coordinator	220	1	1	0	1	0	0	0	0	0	1
			0	0	0	0	0	0	0	0	
Medical Staff/Credentialing Specialist - Senior	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Office Services Assistant	C	1	1	0	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	
General Clerk - Intermediate	C	6	0	0	0	0	0	0	0	0	3
			6	3	1	0	2	0	0	0	
Telephone (Switchboard) Operator - Intermediate	C	10	3	1	0	1	0	0	0	1	6
			7	3	2	1	0	0	1	0	
Courier/Handler	D	12	12	2	3	1	6	0	0	0	10
			0	0	0	0	0	0	0	0	
Storekeeper	D	3	3	0	0	1	2	0	0	0	3
			0	0	0	0	0	0	0	0	
Access Care Representative - Intermediate	E2	39	3	0	2	1	0	0	0	0	25
			36	14	7	8	6	1	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

EEO: Administrative Support Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Access Care Representative Lead	E9	6	0	0	0	0	0	0	0	0	6
			6	0	2	3	1	0	0	0	
Unit Clerk - Intermediate	F	23	0	0	0	0	0	0	0	0	16
			23	7	0	3	9	0	1	3	
General Clerk - Senior	F2	5	2	1	0	0	1	0	0	0	4
			3	0	0	2	1	0	0	0	
Member Services Rep. Health Plans	F2	15	0	0	0	0	0	0	0	0	5
			15	10	0	1	3	0	1	0	
Member Services Rep. Health Plans	F9	1	1	1	0	0	0	0	0	0	0
			0	0	0	0	0	0	0	0	
Unit Clerk - Senior	G	38	10	3	1	2	3	0	0	1	24
			28	11	1	9	6	1	0	0	
Medical Receptionist/Scheduler - Senior	G	3	0	0	0	0	0	0	0	0	1
			3	2	0	1	0	0	0	0	
Advanced General Clerk/Departmental Clerk	G	2	0	0	0	0	0	0	0	0	1
			2	1	0	0	1	0	0	0	
Access Care Representative - Intermediate	G	1	0	0	0	0	0	0	0	0	1
			1	0	1	0	0	0	0	0	
Patient Financial Services Systems Coordinator	G2	3	0	0	0	0	0	0	0	0	3
			3	0	0	1	1	0	1	0	
Unit Clerk - Senior	G7	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Administrative Secretary - Intermediate	H	6	1	0	0	1	0	0	0	0	5
			5	1	0	3	1	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

EEO: Administrative Support Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Nurse Staffing Coordinator	I	8	0	0	0	0	0	0	0	0	3
			8	5	2	0	1	0	0	0	
Quality Systems Coordinator	P	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Summary of 50 - Administrative Support Workers		228	44	11	9	9	12	0	0	3	147
			184	70	20	43	39	3	4	5	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

60 - Craft Workers

EEO: Craft Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
General Maintenance Worker - Intermediate	160	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
General Maintenance Worker - Senior	200	8	8	2	0	2	3	0	0	1	6
			0	0	0	0	0	0	0	0	
Supervisor of Facilities Management	210	1	1	0	0	0	1	0	0	0	1
			0	0	0	0	0	0	0	0	
Summary of 60 - Craft Workers		10	9	2	0	2	4	0	0	1	8
			1	0	0	1	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

91 - Service Workers - Patient Care

EEO: Service Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Medical Assistant - Intermediate	130	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Pharmacy Technician - Senior	200	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Point of Care Testing Coordinator	230	1	0	0	0	0	0	0	0	0	0
			1	1	0	0	0	0	0	0	
Patient Transport	B	7	6	3	0	0	3	0	0	0	3
			1	1	0	0	0	0	0	0	
Patient Transport Coordinator	D	8	4	1	0	0	3	0	0	0	7
			4	0	0	2	2	0	0	0	
Certified Nursing Assistant (CNA) (Acute)	F	70	9	1	2	2	4	0	0	0	56
			61	13	16	7	23	1	0	1	
Certified Nursing Assistant (CNA) (Acute)	FP	25	5	1	2	0	1	0	0	1	21
			20	3	6	6	4	0	0	1	
Phlebotomist/Lab Assistant - Associate	G	24	7	1	1	1	4	0	0	0	18
			17	5	2	4	4	2	0	0	
Pharmacy Technician - Intermediate	H	25	10	0	1	0	9	0	0	0	20
			15	5	1	2	6	1	0	0	
Phlebotomist/Lab Assistant - Intermediate	HO	22	5	2	0	2	1	0	0	0	17
			17	3	5	3	4	1	1	0	
Phlebotomist/Lab Assistant - Senior	I	2	0	0	0	0	0	0	0	0	2
			2	0	1	0	0	1	0	0	
Certified Occ Therapy Assistant (COTA) - Intermediate	L	2	1	0	0	1	0	0	0	0	1
			1	1	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

91 - Service Workers - Patient Care

EEO: Service Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Physical Therapy Assistant - Intermediate	L	1	0	0	0	0	0	0	0	0	1
			1	0	0	1	0	0	0	0	
Summary of 91 - Service Workers - Patient Care		189	47	9	6	6	25	0	0	1	147
			142	33	31	26	43	6	1	2	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

92 - Service Workers - Non Pt Care

EEO: Service Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Security Guard - Intermediate	150	11	10	6	2	0	2	0	0	0	5
			1	0	1	0	0	0	0	0	
Security Guard - Senior	160	19	18	11	2	2	2	1	0	0	8
			1	0	1	0	0	0	0	0	
Supervisor of Environmental Services	180	2	0	0	0	0	0	0	0	0	2
			2	0	1	0	0	1	0	0	
Food Service Worker - Intermediate	B	11	8	0	1	0	6	1	0	0	10
			3	1	0	0	2	0	0	0	
Housekeeper - Intermediate	B	91	35	8	1	7	15	1	0	3	76
			56	7	3	24	20	1	0	1	
Housekeeper - Senior	B7	3	2	0	0	1	1	0	0	0	2
			1	1	0	0	0	0	0	0	
Food Service Worker - Intermediate	C	19	8	1	0	2	3	1	0	1	18
			11	0	2	2	7	0	0	0	
Housekeeper - Senior	C	7	7	0	2	2	3	0	0	0	7
			0	0	0	0	0	0	0	0	
Food Service Worker - Intermediate	D	14	6	0	0	2	3	1	0	0	14
			8	0	2	3	2	0	0	1	
Diet Clerk - Intermediate	D	5	1	0	1	0	0	0	0	0	4
			4	1	1	2	0	0	0	0	
Cook - Intermediate	D	11	9	0	0	6	2	0	1	0	10
			2	1	0	0	1	0	0	0	
Cook - Senior	D7	2	2	1	0	1	0	0	0	0	1
			0	0	0	0	0	0	0	0	

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Job Group Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

92 - Service Workers - Non Pt Care

EEO: Service Workers

Title	Salary	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Food Service Worker - Senior	D7	1	0	0	0	0	0	0	0	0	1
			1	0	0	0	1	0	0	0	
Summary of 92 - Service Workers - Non Pt Care		196	106	27	9	23	37	5	1	4	158
			90	11	11	31	33	2	0	2	

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Job Group Analysis

Dignity Health

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Title	Total	Male Female	White	Black	Hispanic	Asian	Pacific Islander	Native American	Two or More	Minority
Summary	2264	585	219	56	73	202	13	1	21	1351
		1679	694	130	207	575	23	13	37	

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Availability Analysis

Contractors and covered Federal subcontractors, after aggregating individual jobs into job groups, are then required to determine the availability of women and minorities for those job groups. 41 C.F.R. § 60-2.14. "Availability" is a percentage estimate of the women and minorities who have the skills required to perform the jobs within the job groups. To determine the availability percentages, contractors are required to consider two factors: 1) factors reflecting the availability outside the contractor's workforce (such as people in the immediate labor area or reasonable recruitment area); and, 2) factors affecting the availability inside the contractor's own workforce (such as people who are qualified and available by transfer, promotion, or training). Contractors typically rely on the most current U.S. Census data to develop their external availability factors, and on their own workforce numbers to develop their internal availability factors. Both external and internal factors must be considered, but contractors may "weight" each of the two factors according to each factor's relevance to the job group in question. Such weighting is included in the following availability statistics for each job group.

After a contractor has formulated job groups and determined the minority and female availability percentages for each job group, it must then compare the actual utilization of minorities and women in each job group with their estimated availability, and identify those job groups where the percentage of women and/or minorities employed is less than would reasonably be expected given their availability. 41 C.F.R. § 60-2.15.

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Availability Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

11 - Exec Offs & Mgrs

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	14.90	25.00	100	14.90	25.00	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 1				**Final Availability (%)**	14.90	25.00		

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

11 - Exec Offs & Mgrs

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	1

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
0010 Chief executives and legislators	14.90	25.00	1

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	14.90	25.00	100	14.90	25.00

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

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St Rose Dominican Hospital Siena Campus

14 - Clinical - Mid Offs & Mgrs

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	36.30	66.10	100	36.30	66.10	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 16				**Final Availability (%)**	36.30	66.10		

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

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14 - Clinical - Mid Offs & Mgrs

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	16

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
0350 Medical and health services managers	36.30	66.10	16

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	36.30	66.10	100	36.30	66.10

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

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15 - Non-Clinical - Mid Offs & Mgrs

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	31.50	51.98	50	15.75	25.99	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	21.43	53.57	50	10.71	26.79	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 28				**Final Availability (%)**	26.46	52.78		

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

Plan Date: 07/01/2020 **St Rose Dominican Hospital Siena Campus**

15 - Non-Clinical - Mid Offs & Mgrs

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	28

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
0040 Advertising and promotions managers	7.30	56.40	1
0050 Marketing and sales managers	32.50	43.20	4
0060 Public relations and fundraising managers	36.60	56.10	4
0100 Administrative services managers	12.20	37.80	1
0110 Computer and information systems managers	18.50	26.30	1
0120 Financial managers	41.60	60.40	3
0136 Human resources managers	30.20	54.10	4
0150 Purchasing managers	30.60	45.60	1
0350 Medical and health services managers	36.30	66.10	2
0410 Property, real estate, and community association managers	31.20	61.20	1
0420 Social and community service managers	37.90	66.20	3
0430 Miscellaneous managers, including funeral service managers a	24.60	34.20	3

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	31.50	51.98	50	15.75	25.99

RRA = Reasonable Recruitment Area

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15 - Non-Clinical - Mid Offs & Mgrs

Factor 2: Internal Availability

Source Description	Raw Statistics (%) Minority	Female	Value
15 - Non-Clinical - Mid Offs & Mgrs	21.43	53.57	1

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for Internal Availability	**21.43**	**53.57**	**50**	**10.71**	**26.79**

RRA = Reasonable Recruitment Area

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16 - Clinical - First Managers

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	35.25	64.87	60	21.15	38.92	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	58.12	86.31	40	23.25	34.53	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 23				**Final Availability (%)**	44.40	73.45		

RRA = Reasonable Recruitment Area

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16 - Clinical - First Managers

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	23

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
0100 Administrative services managers	12.20	37.80	1
0350 Medical and health services managers	36.30	66.10	22

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	35.25	64.87	60	21.15	38.92

Factor 2: Internal Availability

Source Description	Raw Statistics (%) Minority	Female	Value
21 - Registered Nurses	58.12	86.31	2

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for Internal Availability	58.12	86.31	40	23.25	34.53

RRA = Reasonable Recruitment Area

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17 - Non-clinical - First Managers

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	0.00	0.00	0	0.00	0.00	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	64.47	80.70	100	64.47	80.70	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 17				**Final Availability (%)**	64.47	80.70		

RRA = Reasonable Recruitment Area

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17 - Non-clinical - First Managers

Factor 2: Internal Availability

Source Description	Raw Statistics (%) Minority	Female	Value	
50 - Administrative Support Workers	64.47	80.70	1	

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for Internal Availability	**64.47**	**80.70**	**100**	**64.47**	**80.70**

RRA = Reasonable Recruitment Area

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21 - Registered Nurses

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	45.60	89.27	98	44.69	87.49	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	58.12	86.31	2	1.16	1.73	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 979			**Final Availability (%)**		45.85	89.21		

RRA = Reasonable Recruitment Area

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21 - Registered Nurses

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Los Angeles-Long Beach-Santa Ana CA	1

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3255 Registered nurses	65.60	87.60	968
3258 Nurse practitioners and nurse midwives	49.20	95.90	11

Census Areas for RRA	Value
Sioux Falls SD	1

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3255 Registered nurses	2.00	90.90	968
3258 Nurse practitioners and nurse midwives	0.00	86.20	11

Census Areas for RRA	Value
Las Vegas-Paradise NV	975

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3255 Registered nurses	45.80	89.30	968
3258 Nurse practitioners and nurse midwives	30.00	86.70	11

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	**45.60**	**89.27**	**98**	**44.69**	**87.49**

RRA = Reasonable Recruitment Area

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21 - Registered Nurses

Factor 2: Internal Availability

Source Description	Raw Statistics (%) Minority	Female	Value	
21 - Registered Nurses	58.12	86.31	2	

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for Internal Availability	**58.12**	**86.31**	**2**	**1.16**	**1.73**

RRA = Reasonable Recruitment Area

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22 - Physicians

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	49.60	33.20	100	49.60	33.20	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 24			**Final Availability (%)**		49.60	33.20		

RRA = Reasonable Recruitment Area

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22 - Physicians

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	24

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3060 Physicians and surgeons	49.60	33.20	24

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	49.60	33.20	100	49.60	33.20

RRA = Reasonable Recruitment Area

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23 - Other Clinical Professional

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	40.36	53.80	100	40.36	53.80	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 253				**Final Availability (%)**	40.36	53.80		

RRA = Reasonable Recruitment Area

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23 - Other Clinical Professional

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	253

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
1650 Medical scientists, and life scientists, all other	50.00	36.00	35
1820 Psychologists	9.90	56.80	2
2010 Social workers	52.70	85.10	8
2025 Miscellaneous community and social service specialists, incl	44.10	59.30	2
2200 Postsecondary teachers	28.70	49.80	10
3030 Dietitians and nutritionists	43.40	85.50	10
3050 Pharmacists	46.20	51.50	50
3150 Occupational therapists	21.80	89.10	17
3160 Physical therapists	42.50	46.60	26
3220 Respiratory therapists	38.30	48.10	86
3230 Speech-language pathologists	14.70	91.20	5
3245 Other therapists, including exercise physiologists	28.70	96.30	2

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	40.36	53.80	100	40.36	53.80

RRA = Reasonable Recruitment Area

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24 - Staff & Operations Professionals

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	35.23	52.96	100	35.23	52.96	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 85				**Final Availability (%)**	35.23	52.96		

RRA = Reasonable Recruitment Area

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24 - Staff & Operations Professionals

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	85

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
0350 Medical and health services managers	36.30	66.10	4
0520 Wholesale and retail buyers, except farm products	27.50	46.50	2
0530 Purchasing agents, except wholesale, retail, and farm produc	39.80	55.90	2
0630 Human resources workers	36.80	64.80	6
0710 Management analysts	22.50	36.90	16
0726 Fundraisers	18.10	79.20	3
0740 Business operations specialists, all other	41.20	70.60	10
0840 Financial analysts	15.10	31.50	4
1006 Computer systems analysts	29.00	40.90	10
1010 Computer programmers	34.40	12.10	1
1050 Computer support specialists	43.00	28.00	4
1060 Database administrators	49.40	40.50	1
1220 Operations research analysts	56.10	29.30	2
2025 Miscellaneous community and social service specialists, incl	44.10	59.30	13
2060 Religious workers, all other	53.70	82.90	7

RRA = Reasonable Recruitment Area

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24 - Staff & Operations Professionals

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for External Availability	35.23	52.96	100	35.23	52.96

RRA = Reasonable Recruitment Area

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30 - Technicians

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	46.31	62.27	82	37.98	51.06	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	53.52	54.46	18	9.63	9.80	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 213				**Final Availability (%)**	47.61	60.87		

RRA = Reasonable Recruitment Area

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30 - Technicians

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	211

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3300 Clinical laboratory technologists and technicians	62.20	72.80	2
3320 Diagnostic related technologists and technicians	44.90	61.90	124
3400 Emergency medical technicians and paramedics	30.50	23.50	14
3420 Health practitioner support technologists and technicians	51.90	70.00	43
3510 Medical records and health information technicians	51.10	85.90	6
3535 Miscellaneous health technologists and technicians	51.60	68.10	23
3540 Other healthcare practitioners and technical occupations	20.30	22.00	1

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	46.31	62.27	82	37.98	51.06

Factor 2: Internal Availability

Source Description	Raw Statistics (%) Minority	Female	Value
30 - Technicians	53.52	54.46	3

RRA = Reasonable Recruitment Area

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30 - Technicians

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for Internal Availability	53.52	54.46	18	9.63	9.80

RRA = Reasonable Recruitment Area

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31 - Licensed Vocational Nurses

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	48.30	91.00	100	48.30	91.00	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 2			**Final Availability (%)**		48.30	91.00		

RRA = Reasonable Recruitment Area

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31 - Licensed Vocational Nurses

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	2

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3500 Licensed practical and licensed vocational nurses	48.30	91.00	2

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	48.30	91.00	100	48.30	91.00

RRA = Reasonable Recruitment Area

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50 - Administrative Support Workers

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	43.10	69.94	100	43.10	69.94	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 228			**Final Availability (%)**		43.10	69.94		

RRA = Reasonable Recruitment Area

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50 - Administrative Support Workers

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	228

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
5000 First-line supervisors of office and administrative support	33.20	65.30	11
5020 Telephone operators	41.70	86.90	10
5120 Bookkeeping, accounting, and auditing clerks	32.90	87.20	5
5240 Customer service representatives	48.50	65.60	65
5400 Receptionists and information clerks	45.20	93.10	3
5420 Information and record clerks, all other	61.70	86.70	4
5510 Couriers and messengers	41.00	22.50	13
5520 Dispatchers	47.40	74.30	10
5620 Stock clerks and order fillers	58.70	35.10	4
5700 Secretaries and administrative assistants	33.90	95.50	18
5860 Office clerks, general	48.50	81.60	17
5920 Statistical assistants	34.60	34.60	1
5940 Miscellaneous office and administrative support workers, inc	39.30	70.40	67

RRA = Reasonable Recruitment Area

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50 - Administrative Support Workers

	Raw Statistics (%)			Weighted Factor (%)	
	Minority	Female	Value	Minority	Female
Final Statistics for External Availability	43.10	69.94	100	43.10	69.94

RRA = Reasonable Recruitment Area

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60 - Craft Workers

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	40.04	2.08	100	40.04	2.08	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 10			**Final Availability (%)**		40.04	2.08		

RRA = Reasonable Recruitment Area

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60 - Craft Workers

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	10

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
7000 First-line supervisors of mechanics, installers, and repaire	34.10	5.50	1
7340 Maintenance and repair workers, general	40.70	1.70	9

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	40.04	2.08	100	40.04	2.08

RRA = Reasonable Recruitment Area

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91 - Service Workers - Patient Care

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	64.74	68.90	100	64.74	68.90	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	0.00	0.00	0	0.00	0.00	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 189				**Final Availability (%)**	64.74	68.90		

RRA = Reasonable Recruitment Area

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91 - Service Workers - Patient Care

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	189

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3600 Nursing, psychiatric, and home health aides	66.90	80.10	96
3610 Occupational therapy assistants and aides	12.50	100	2
3620 Physical therapist assistants and aides	25.40	60.60	1
3645 Medical assistants	53.70	94.00	1
3647 Pharmacy aides	63.60	0.00	26
3649 Phlebotomists	64.70	85.00	48
3655 Healthcare support workers, all other, including medical equ	63.40	59.80	15

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	**64.74**	**68.90**	**100**	**64.74**	**68.90**

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

92 - Service Workers - Non Pt Care

Factor	Description	Raw Statistics Minority	Raw Statistics Female	Weight	Weighted Factor Minority	Weighted Factor Female	Source of Statistics	Reason for Weighting
1	The percentage of minorities or women with requisite skills in the RRA. The RRA is defined as the geographical area from which the contractor usually seeks or reasonably could seek workers to fill the positions in question.	79.06	60.45	96	75.89	58.03	2010 Census EEO Special File for appropriate Occupational Titles. See supporting documents.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
2	The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization. Trainable refers to those employees that, with reasonably provided training, become qualified during the AAP year.	80.61	45.92	4	3.22	1.84	Incumbent work force for those Job Groups that constitute "feeders" to this Job Group.	Reasonable recruiting practices and business necessity. Consideration given to past practices and current demands.
				100				
Job Group Size: 196				**Final Availability (%)**	79.12	59.87		

RRA = Reasonable Recruitment Area

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Availability Analysis

Dignity Health

Plan Date: 07/01/2020 **St Rose Dominican Hospital Siena Campus**

92 - Service Workers - Non Pt Care

Factor 1: External Availability

External Availability from the RRA

Census Areas for RRA	Value
Las Vegas-Paradise NV	196

Census Codes used for RRA	Raw Statistics (%) Minority	Female	Value
3930 Security guards and gaming surveillance officers	44.80	18.40	30
4020 Cooks	81.60	30.70	13
4030 Food preparation workers	85.70	51.10	45
4120 Food servers, nonrestaurant	64.50	50.00	5
4200 First-line supervisors of housekeeping and janitorial worker	62.20	43.20	2
4230 Maids and housekeeping cleaners	87.00	81.80	101

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for External Availability	79.06	60.45	96	75.89	58.03

Factor 2: Internal Availability

Source Description	Raw Statistics (%) Minority	Female	Value
92 - Service Workers - Non Pt Care	80.61	45.92	1

	Raw Statistics (%) Minority	Female	Value	Weighted Factor (%) Minority	Female
Final Statistics for Internal Availability	80.61	45.92	4	3.22	1.84

RRA = Reasonable Recruitment Area

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Placement Goals

Contractors and subcontractors must compare the percentage of minorities and women in each job group with the availability for those job groups as calculated in this AAP. 41 C.F.R. § 60-2.13 to 60.2.15. When the percentage of minorities or women in a job group is less than would be reasonably expected given their availability, contractors are required to establish placement goals, which also serve as reasonably attainable objectives to measure progress toward achieving equal employment opportunity. 41 C.F.R. § 60-2.16.

Contractors may use a number of methods to determine whether their actual employment percentage of minorities and/or females is lower than would reasonably be expected, including the need to set a placement goal when: 1) there is "any difference" between the availability percentage and the employment percentage; 2) actual employment is less than 80 percent of calculated availability (which is the expected representation); or, 3) the difference between the actual and expected employment is statistically significant. Any reasonable method, as long as it is uniformly applied, is acceptable to the OFCCP.

Placement goals are established as a percentage equal to the calculated availability and serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. 41 C.F.R. § 60-2.16. **Although a contractor is required to make good faith efforts to meet its goals, the goals are not allowed under law to be quotas (with the exception of a few circumstances, such as when there is a court order to remedy prior unlawful discrimination.)**

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Placement Goals

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

Job Group	Group Size	Employment (%)		Availability (%)		Placement Goals* Needed		Annual Goal (%)	
		Minority	Female	Minority	Female	Minority	Female	Minority	Female
11 - Exec Offs & Mgrs	1	100	0.00	14.90	25.00	No [1]	No [1]		
14 - Clinical - Mid Offs & Mgrs	16	25.00	56.25	36.30	66.10	No [1]	No [1]		
15 - Non-Clinical - Mid Offs & Mgrs	28	21.43	53.57	26.46	52.78	No [1]	No [1]		
16 - Clinical - First Managers	23	26.09	82.61	44.40	73.45	No [1]	No [1]		
17 - Non-clinical - First Managers	17	35.29	70.59	64.47	80.70	**Yes** [1]	No [1]	64.47	
21 - Registered Nurses	979	58.12	86.31	45.85	89.21	No [2]	**Yes** [2]		89.21
22 - Physicians	24	41.67	45.83	49.60	33.20	No [1]	No [1]		
23 - Other Clinical Professional	253	50.20	66.40	40.36	53.80	No [2]	No [2]		
24 - Staff & Operations Professionals	85	54.12	77.65	35.23	52.96	No [2]	No [2]		
30 - Technicians	213	53.52	54.46	47.61	60.87	No [2]	No [2]		
31 - Licensed Vocational Nurses	2	100	50.00	48.30	91.00	No [1]	No [1]		
50 - Administrative Support Workers	228	64.47	80.70	43.10	69.94	No [2]	No [2]		
60 - Craft Workers	10	80.00	10.00	40.04	2.08	No [1]	No [1]		
91 - Service Workers - Patient Care	189	77.78	75.13	64.74	68.90	No [2]	No [2]		
92 - Service Workers - Non Pt Care	196	80.61	45.92	79.12	59.87	No [2]	**Yes** [2]		59.87

1 - Binomial Distribution
2 - Two Standard Deviations

*The establishment of a "Placement Goal" does not amount to an admission of impermissible conduct. It is neither a finding of lawful discrimination nor a finding of a lack of a good faith affirmative action efforts. Nor does the establishment of a Placement Goal permit unlawful discrimination. Rather the establishment of a "Placement Goal" is a technical targeting term used exclusively by affirmative action planners who seek to apply good faith efforts to increase in the future the percentage employment of minorities and women in the workforce.

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Progress Toward Goals Report

Contractors and subcontractors must maintain its current affirmative action plan (AAP) and documentation of good faith efforts, and must preserve its AAP and documentation of good faith efforts for the immediately preceding AAP year. 41 C.F.R. § 60-1.12 (b).

One of the key components to the effective implementation of an AAP is the acknowledgement of progress toward the goals established in the utilization analysis of the preceding year. As such, this is one of the items requested by OFCCP during a routine compliance evaluation.

To compare progress toward goals, the contractor must measure the employment activity that has occurred during the plan year. The variable here is opportunities which are defined by OFCCP as total placements (hires plus promotions) into the job group.

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Progress Toward Goals Report

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

Job Group	Prior Year - 2019			Prior Year Goals (%)		Number of Opportunities (#)			Actual Placement		Goal Met?	
	Total	Minority	Female	Minority	Female	Total	Minority	Female	Minority %	Female %	Minority	Female
13 - Clinical - Mid Level Officials & Ma	18	5	12	N/A	N/A	0	0	0	--	--	N/A	N/A
14 - Non-Clinical - Mid Level Officials	33	6	18	N/A	N/A	2	1	1	50.00	50.00	N/A	N/A
15 - Clinical - First Level Managers	24	6	22	N/A	N/A	2	0	0	0.00	0.00	N/A	N/A
16 - Non-clinical - First Level Managers	20	6	14	N/A	N/A	5	3	5	60.00	100	N/A	N/A
21 - Registered Nurses	971	553	841	N/A	89.29	106	69	88	65.09	83.02	N/A	N
22 - Physicians	27	11	16	N/A	N/A	3	1	1	33.33	33.33	N/A	N/A
23 - Other Clinical Professional	246	116	163	N/A	N/A	20	8	13	40.00	65.00	N/A	N/A
24 - Staff & Operations Professionals	91	46	68	N/A	N/A	4	3	3	75.00	75.00	N/A	N/A
30 - Technicians	210	108	117	N/A	66.47	17	11	10	64.71	58.82	N/A	N
31 - Licensed Vocational Nurses	2	2	1	N/A	N/A	1	1	1	100	100	N/A	N/A
50 - Administrative Support Workers	244	151	196	N/A	N/A	14	11	11	78.57	78.57	N/A	N/A
60 - Craft Workers	10	8	1	N/A	N/A	0	0	0	--	--	N/A	N/A
91 - Service Workers - Patient Care	190	147	143	N/A	N/A	16	11	13	68.75	81.25	N/A	N/A
92 - Service Workers - Non Patient Care	206	161	96	N/A	59.98	23	21	8	91.30	34.78	N/A	N

In the case where goals were not met, it was due to a limited number of openings and a lack of qualified applicants. The company will continue to monitor its activity and apply good faith measures designed to alleviate these goals.

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Disparity Analysis

Contractors and subcontractors are required to include personnel activity (applicant flow, hires, terminations, promotions, and any other personnel actions) to determine whether there are selection disparities. 41 C.F.R. § 60-2.17 (b) (2).

The Disparity Analysis is a tool to measure the statistical relationship between two selected groups. The following report identifies whether the rates of those hired, promoted, or terminated are similar without regard to race or gender.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

14 - Non-Clinical - Mid Level Officials & M

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	2	85	8	1	52	1	33	1.92%	3.03%	0.33	No
Black vs Hispanic	1	18	11	0	11	1	7	0.00%	14.29%	1.29	No
Asian vs Hispanic	1	20	11	0	13	1	7	0.00%	14.29%	1.40	No
Native American vs Hispanic	1	7	11	0	0 *	1	7	N/A	14.29%	N/A	No
Pacific Islander vs Hispanic	1	7	11	0	0 *	1	7	N/A	14.29%	N/A	No
Two or More vs Hispanic	1	9	11	0	2	1	7	0.00%	14.29%	0.57	No
White vs Hispanic	2	56	11	1	49	1	7	2.04%	14.29%	1.63	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

15 - Clinical - First Level Managers

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	1	30	2	0	2	1	28	0.00%	3.57%	0.27	No
Black vs White	1	26	3	0	1	1	25	0.00%	4.00%	0.20	No
Hispanic vs White	1	26	3	0	1	1	25	0.00%	4.00%	0.20	No
Asian vs White	1	26	3	0	1	1	25	0.00%	4.00%	0.20	No
Native American vs White	1	25	3	0	0 *	1	25	N/A	4.00%	N/A	No
Pacific Islander vs White	1	26	3	0	1	1	25	0.00%	4.00%	0.20	No
Two or More vs White	1	25	3	0	0 *	1	25	N/A	4.00%	N/A	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

16 - Non-clinical - First Level Managers

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	3	37	14	0	15	3	22	0.00%	13.64%	1.49	No
Black vs Two or More	1	4	14	0	2	1	2	0.00%	50.00%	1.15	No
Hispanic vs Two or More	1	2	14	0	0 *	1	2	N/A	50.00%	N/A	No
Asian vs Two or More	1	5	14	0	3	1	2	0.00%	50.00%	1.37	No
Native American vs Two or More	1	2	14	0	0 *	1	2	N/A	50.00%	N/A	No
Pacific Islander vs Two or More	1	2	14	0	0 *	1	2	N/A	50.00%	N/A	No
White vs Two or More	3	32	14	2	30	1	2	6.67%	50.00%	**2.04**	**Yes**

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

21 - Registered Nurses

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	104	1167	209	86	971	18	196	8.86%	9.18%	0.15	No
Black vs Two or More	13	148	225	6	89	7	59	6.74%	11.86%	1.08	No
Hispanic vs Two or More	14	187	225	7	128	7	59	5.47%	11.86%	1.54	No
Asian vs Two or More	51	496	225	44	437	7	59	10.07%	11.86%	0.43	No
Native American vs Two or More	7	59	225	0	0 *	7	59	N/A	11.86%	N/A	No
Pacific Islander vs Two or More	10	81	225	3	22 *	7	59	13.64%	11.86%	-0.22	No
White vs Two or More	44	475	225	37	416	7	59	8.89%	11.86%	0.74	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

22 - Physicians

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	3	14	1	1	5	2	9	20.00%	22.22%	0.10	No
Black vs Hispanic	1	1	1	0	0 *	1	1	N/A	100.00%	N/A	No
Asian vs Hispanic	1	6	1	0	5	1	1	0.00%	100.00%	**2.45**	**Yes**
Native American vs Hispanic	1	1	1	0	0 *	1	1	N/A	100.00%	N/A	No
Pacific Islander vs Hispanic	1	1	1	0	0 *	1	1	N/A	100.00%	N/A	No
Two or More vs Hispanic	1	1	1	0	0 *	1	1	N/A	100.00%	N/A	No
White vs Hispanic	3	9	1	2	8	1	1	25.00%	100.00%	1.50	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

23 - Other Clinical Professional

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	20	336	27	7	151	13	185	4.64%	7.03%	0.92	No
Black vs White	13	170	45	1	38	12	132	2.63%	9.09%	1.32	No
Hispanic vs White	15	166	45	3	34	12	132	8.82%	9.09%	0.05	No
Asian vs White	14	213	45	2	81	12	132	2.47%	9.09%	1.89	No
Native American vs White	13	134	45	1	2 *	12	132	50.00%	9.09%	-1.94	No
Pacific Islander vs White	12	140	45	0	8	12	132	0.00%	9.09%	0.89	No
Two or More vs White	13	155	45	1	23	12	132	4.35%	9.09%	0.76	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

24 - Staff & Operations Professionals

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	4	341	32	3	265	1	76	1.13%	1.32%	0.13	No
Hispanic vs Black	2	129	52	0	74	2	55	0.00%	3.64%	1.65	No
Asian vs Black	2	89	52	0	34	2	55	0.00%	3.64%	1.12	No
Native American vs Black	2	56	52	0	1 *	2	55	0.00%	3.64%	0.19	No
Pacific Islander vs Black	3	60	52	1	5 *	2	55	20.00%	3.64%	-1.61	No
Two or More vs Black	2	77	52	0	22	2	55	0.00%	3.64%	0.91	No
White vs Black	3	185	52	1	130	2	55	0.77%	3.64%	1.41	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

30 - Technicians

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	14	105	19	7	60	7	45	11.67%	15.56%	0.58	No
Black vs Hispanic	4	38	20	1	16	3	22	6.25%	13.64%	0.73	No
Asian vs Hispanic	5	38	20	2	16	3	22	12.50%	13.64%	0.10	No
Native American vs Hispanic	3	22	20	0	0 *	3	22	N/A	13.64%	N/A	No
Pacific Islander vs Hispanic	5	24	20	2	2 *	3	22	100.00%	13.64%	-2.88	No
Two or More vs Hispanic	4	30	20	1	8	3	22	12.50%	13.64%	0.08	No
White vs Hispanic	8	62	20	5	40	3	22	12.50%	13.64%	0.13	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

31 - Licensed Vocational Nurses

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	1	12	0	0	1	1	11	0.00%	9.09%	0.31	No
Hispanic vs Black	1	5	1	0	2	1	3	0.00%	33.33%	0.91	No
Asian vs Black	1	5	1	0	2	1	3	0.00%	33.33%	0.91	No
Native American vs Black	1	3	1	0	0 *	1	3	N/A	33.33%	N/A	No
Pacific Islander vs Black	1	3	1	0	0 *	1	3	N/A	33.33%	N/A	No
Two or More vs Black	1	6	1	0	3	1	3	0.00%	33.33%	1.10	No
White vs Black	1	4	1	0	1	1	3	0.00%	33.33%	0.67	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	14	488	106	11	422	3	66	2.61%	4.55%	0.88	No
Black vs Pacific Islander	5	109	125	4	95	1	14	4.21%	7.14%	0.49	No
Hispanic vs Pacific Islander	4	136	125	3	122	1	14	2.46%	7.14%	0.98	No
Asian vs Pacific Islander	4	76	125	3	62	1	14	4.84%	7.14%	0.35	No
Native American vs Pacific Islander	1	18	125	0	4 *	1	14	0.00%	7.14%	0.55	No
Two or More vs Pacific Islander	1	40	125	0	26	1	14	0.00%	7.14%	1.38	No
White vs Pacific Islander	4	160	125	3	146	1	14	2.05%	7.14%	1.16	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

91 - Service Workers - Patient Care

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	16	474	74	3	115	13	359	2.61%	3.62%	0.52	No
Black vs White	11	247	89	6	139	5	108	4.32%	4.63%	0.12	No
Hispanic vs White	6	187	89	1	79	5	108	1.27%	4.63%	1.29	No
Asian vs White	8	201	89	3	93	5	108	3.23%	4.63%	0.51	No
Native American vs White	5	108	89	0	0 *	5	108	N/A	4.63%	N/A	No
Pacific Islander vs White	5	119	89	0	11	5	108	0.00%	4.63%	0.73	No
Two or More vs White	6	137	89	1	29	5	108	3.45%	4.63%	0.28	No

Standard Deviation will trigger a flag when the result is larger than two standard deviations.

* This group does not constitute at least 2% of the total pool.

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Disparity Analysis - Hires

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

92 - Service Workers - Non Patient Care

Non-Favored vs Favored	Total Hires	Total Apps	Total Unknowns	Non-Favored Hires	Non-Favored Apps	Favored Hires	Favored Apps	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	22	309	36	7	145	15	164	4.83%	9.15%	1.47	No
Black vs Asian	12	133	45	2	77	10	56	2.60%	17.86%	**3.03**	**Yes**
Hispanic vs Asian	15	129	45	5	73	10	56	6.85%	17.86%	1.93	No
Native American vs Asian	10	59	45	0	3 *	10	56	0.00%	17.86%	0.80	No
Pacific Islander vs Asian	11	69	45	1	13	10	56	7.69%	17.86%	0.90	No
Two or More vs Asian	12	76	45	2	20	10	56	10.00%	17.86%	0.83	No
White vs Asian	12	114	45	2	58	10	56	3.45%	17.86%	**2.51**	**Yes**

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Disparity Analysis - Promotions

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

15 - Clinical - First Level Managers

Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	1	26	0	22	1	4	0.00%	25.00%	**2.39**	**Yes**
Black vs White	1	23	0	3	1	20	0.00%	5.00%	0.40	No
Hispanic vs White	1	22	0	2	1	20	0.00%	5.00%	0.32	No
Asian vs White	1	21	0	1	1	20	0.00%	5.00%	0.23	No
Native American vs White	1	20	0	0 *	1	20	N/A	5.00%	N/A	No
Pacific Islander vs White	1	20	0	0 *	1	20	N/A	5.00%	N/A	No
Two or More vs White	1	20	0	0 *	1	20	N/A	5.00%	N/A	No

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Promotions identified from the job group
The pool consists of those employees present in the job group on 07/01/2019 plus hires and promotions made during the period July 1, 2019 through June 30, 2020

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Disparity Analysis - Promotions

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

21 - Registered Nurses

Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	4	1077	0	148	4	929	0.00%	0.43%	0.80	No
Black vs Asian	4	517	0	54	4	463	0.00%	0.86%	0.69	No
Hispanic vs Asian	4	527	0	64	4	463	0.00%	0.86%	0.75	No
Native American vs Asian	4	468	0	5 *	4	463	0.00%	0.86%	0.21	No
Pacific Islander vs Asian	4	473	0	10 *	4	463	0.00%	0.86%	0.30	No
Two or More vs Asian	4	489	0	26	4	463	0.00%	0.86%	0.48	No
White vs Asian	4	918	0	455	4	463	0.00%	0.86%	1.99	No

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Disparity Analysis - Promotions

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

30 - Technicians

Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	3	227	0	100	3	127	0.00%	2.36%	1.55	No
Black vs Asian	2	71	0	20	2	51	0.00%	3.92%	0.90	No
Hispanic vs Asian	2	85	0	34	2	51	0.00%	3.92%	1.17	No
Native American vs Asian	2	53	0	2 *	2	51	0.00%	3.92%	0.29	No
Pacific Islander vs Asian	2	56	0	5	2	51	0.00%	3.92%	0.45	No
Two or More vs Asian	2	58	0	7	2	51	0.00%	3.92%	0.53	No
White vs Asian	3	159	1	108	2	51	0.93%	3.92%	1.30	No

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Disparity Analysis - Promotions

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	1	258	0	207	1	51	0.00%	1.96%	**2.02**	**Yes**
Black vs White	1	126	0	30	1	96	0.00%	1.04%	0.56	No
Hispanic vs White	1	155	0	59	1	96	0.00%	1.04%	0.79	No
Asian vs White	1	154	0	58	1	96	0.00%	1.04%	0.78	No
Native American vs White	1	102	0	6	1	96	0.00%	1.04%	0.25	No
Pacific Islander vs White	1	98	0	2 *	1	96	0.00%	1.04%	0.15	No
Two or More vs White	1	103	0	7	1	96	0.00%	1.04%	0.27	No

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Disparity Analysis - Promotions

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

92 - Service Workers - Non Patient Care

Non-Favored vs Favored	Total Proms	Total Pool	Non-Favored Proms	Non-Favored Pool	Favored Proms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	1	229	0	125	1	104	0.00%	0.96%	1.10	No
Hispanic vs Black	1	89	0	59	1	30	0.00%	3.33%	1.41	No
Asian vs Black	1	108	0	78	1	30	0.00%	3.33%	1.62	No
Native American vs Black	1	31	0	1 *	1	30	0.00%	3.33%	0.19	No
Pacific Islander vs Black	1	38	0	8	1	30	0.00%	3.33%	0.52	No
Two or More vs Black	1	36	0	6	1	30	0.00%	3.33%	0.45	No
White vs Black	1	77	0	47	1	30	0.00%	3.33%	1.26	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

14 - Non-Clinical - Mid Level Officials & Manager

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	5	35	3	19	2	16	15.79%	12.50%	0.28	No
Black vs Hispanic	1	7	1	4	0	3	25.00%	0.00%	0.94	No
Asian vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No
Native American vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No
Pacific Islander vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No
Two or More vs Hispanic	0	3	0	0 *	0	3	N/A	0.00%	N/A	No
White vs Hispanic	4	31	4	28	0	3	14.29%	0.00%	0.70	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

15 - Clinical - First Level Managers

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	6	26	3	4	3	22	75.00%	13.64%	**2.68**	**Yes**
Black vs Asian	0	4	0	3	0	1	0.00%	0.00%	N/A	No
Hispanic vs Asian	0	3	0	2	0	1	0.00%	0.00%	N/A	No
Native American vs Asian	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Pacific Islander vs Asian	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Two or More vs Asian	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
White vs Asian	6	21	6	20	0	1	30.00%	0.00%	0.65	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

16 - Non-clinical - First Level Managers

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	6	25	6	19	0	6	31.58%	0.00%	1.58	No
Black vs Pacific Islander	2	4	2	3	0	1	66.67%	0.00%	1.15	No
Hispanic vs Pacific Islander	0	2	0	1	0	1	0.00%	0.00%	N/A	No
Asian vs Pacific Islander	0	4	0	3	0	1	0.00%	0.00%	N/A	No
Native American vs Pacific Islander	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Two or More vs Pacific Islander	0	2	0	1	0	1	0.00%	0.00%	N/A	No
White vs Pacific Islander	4	17	4	16	0	1	25.00%	0.00%	0.57	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

21 - Registered Nurses

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	107	1077	19	148	88	929	12.84%	9.47%	1.27	No
Black vs Asian	43	517	10	54	33	463	18.52%	7.13%	**2.87**	**Yes**
Hispanic vs Asian	42	527	9	64	33	463	14.06%	7.13%	1.92	No
Native American vs Asian	34	468	1	5 *	33	463	20.00%	7.13%	1.10	No
Pacific Islander vs Asian	34	473	1	10 *	33	463	10.00%	7.13%	0.35	No
Two or More vs Asian	36	489	3	26	33	463	11.54%	7.13%	0.84	No
White vs Asian	83	918	50	455	33	463	10.99%	7.13%	**2.04**	**Yes**

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

22 - Physicians

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	7	30	6	17	1	13	35.29%	7.69%	1.77	No
Black vs Hispanic	0	2	0	1	0	1	0.00%	0.00%	N/A	No
Asian vs Hispanic	2	10	2	9	0	1	22.22%	0.00%	0.53	No
Native American vs Hispanic	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Pacific Islander vs Hispanic	0	1	0	0 *	0	1	N/A	0.00%	N/A	No
Two or More vs Hispanic	1	2	1	1	0	1	100.00%	0.00%	1.41	No
White vs Hispanic	4	19	4	18	0	1	22.22%	0.00%	0.53	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

23 - Other Clinical Professional

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	26	266	21	176	5	90	11.93%	5.56%	1.66	No
Black vs Asian	5	92	2	14	3	78	14.29%	3.85%	1.59	No
Hispanic vs Asian	5	100	2	22	3	78	9.09%	3.85%	1.00	No
Native American vs Asian	3	79	0	1 *	3	78	0.00%	3.85%	N/A	No
Pacific Islander vs Asian	3	82	0	4 *	3	78	0.00%	3.85%	N/A	No
Two or More vs Asian	3	83	0	5 *	3	78	0.00%	3.85%	N/A	No
White vs Asian	22	220	19	142	3	78	13.38%	3.85%	**2.25**	**Yes**

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

24 - Staff & Operations Professionals

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	7	95	2	24	5	71	8.33%	7.04%	0.21	No
Black vs Pacific Islander	1	15	1	13	0	2	7.69%	0.00%	0.41	No
Hispanic vs Pacific Islander	0	22	0	20	0	2	0.00%	0.00%	N/A	No
Asian vs Pacific Islander	1	13	1	11	0	2	9.09%	0.00%	0.44	No
Native American vs Pacific Islander	0	2	0	0 *	0	2	N/A	0.00%	N/A	No
Two or More vs Pacific Islander	0	5	0	3	0	2	0.00%	0.00%	N/A	No
White vs Pacific Islander	5	48	5	46	0	2	10.87%	0.00%	0.49	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

30 - Technicians

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Female vs Male	23	227	16	127	7	100	12.60%	7.00%	1.39	No
Black vs Pacific Islander	2	25	2	20	0	5	10.00%	0.00%	0.74	No
Hispanic vs Pacific Islander	2	39	2	34	0	5	5.88%	0.00%	0.56	No
Asian vs Pacific Islander	4	56	4	51	0	5	7.84%	0.00%	0.65	No
Native American vs Pacific Islander	0	7	0	2 *	0	5	0.00%	0.00%	N/A	No
Two or More vs Pacific Islander	0	12	0	7	0	5	0.00%	0.00%	N/A	No
White vs Pacific Islander	15	113	15	108	0	5	13.89%	0.00%	0.89	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

50 - Administrative Support Workers

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	26	258	6	51	20	207	11.76%	9.66%	0.45	No
Black vs Two or More	4	37	4	30	0	7	13.33%	0.00%	1.02	No
Hispanic vs Two or More	4	66	4	59	0	7	6.78%	0.00%	0.71	No
Asian vs Two or More	5	65	5	58	0	7	8.62%	0.00%	0.81	No
Native American vs Two or More	1	13	1	6	0	7	16.67%	0.00%	1.12	No
Pacific Islander vs Two or More	0	9	0	2 *	0	7	0.00%	0.00%	N/A	No
White vs Two or More	12	103	12	96	0	7	12.50%	0.00%	1.00	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

91 - Service Workers - Patient Care

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	11	206	3	50	8	156	6.00%	5.13%	0.24	No
Black vs Pacific Islander	3	44	3	38	0	6	7.89%	0.00%	0.71	No
Hispanic vs Pacific Islander	2	40	2	34	0	6	5.88%	0.00%	0.61	No
Asian vs Pacific Islander	1	80	1	74	0	6	1.35%	0.00%	0.29	No
Native American vs Pacific Islander	0	7	0	1 *	0	6	0.00%	0.00%	N/A	No
Two or More vs Pacific Islander	2	11	2	5	0	6	40.00%	0.00%	1.71	No
White vs Pacific Islander	3	54	3	48	0	6	6.25%	0.00%	0.63	No

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Disparity Analysis - Terminations

Dignity Health

Date Range: July 1, 2019 through June 30, 2020

St Rose Dominican Hospital Siena Campus

92 - Service Workers - Non Patient Care

Non-Favored vs Favored	Total Terms	Total Pool	Non-Favored Terms	Non-Favored Pool	Favored Terms	Favored Pool	Non-Favored Selection Rate (%)	Favored Selection Rate (%)	Standard Deviation	Disparity
Male vs Female	33	229	19	125	14	104	15.20%	13.46%	0.37	No
Black vs Two or More	8	36	8	30	0	6	26.67%	0.00%	1.43	No
Hispanic vs Two or More	6	65	6	59	0	6	10.17%	0.00%	0.82	No
Asian vs Two or More	8	84	8	78	0	6	10.26%	0.00%	0.82	No
Native American vs Two or More	0	7	0	1 *	0	6	0.00%	0.00%	N/A	No
Pacific Islander vs Two or More	2	14	2	8	0	6	25.00%	0.00%	1.32	No
White vs Two or More	9	53	9	47	0	6	19.15%	0.00%	1.18	No

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Affirmative Action Program for

Protected Veterans

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Dignity Health

St Rose Dominican Hospital Siena Campus

Affirmative Action Program
For Protected Veterans

July 1, 2020 through June 30, 2021
Plan Year

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This Affirmative Action Plan contains confidential, trade secret, commercial, and private information of CommonSpirit Health which is protected from disclosure by the Office of Federal Contract Compliance Programs pursuant to the Trade Secrets Act, 18 U.S.C. § 1905. The release of this information could cause substantial harm to CommonSpirit Health or its employees within the meaning of the Freedom of Information Act ("FOIA"), 5 U.S.C. §§ 552 (b)(3), (4), (6) and (7) and the Trade Secrets Act. FOIA protects information in this document from mandatory disclosure to FOIA requestors. See, e.g., *Chrysler v. Brown*, 441 U.S. 281 (1979). Furthermore, release of any trade secret, confidential statistical or commercial information would be arbitrary and capricious in violation of the Administrative Procedure Act. See, e.g., *CNA Financial Corp. v. Donovan*, 830 F.2d 1132, 1144 (D.C. Cir.), cert. denied, 485 U.S. 977 (1988).

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Dignity Health
St Rose Dominican Hospital Siena Campus

AFFIRMATIVE ACTION PROGRAM FOR PROTECTED VETERANS

July 1, 2020 through June 30, 2021
Plan Year

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Introduction

Dignity Health (CommonSpirit Health) sets forth this affirmative action program ("AAP") for the year from July 1, 2020 through June 30, 2021, reaffirming its commitment to the spirit and letter of affirmative action law. Through the implementation of this plan CommonSpirit Health continues its efforts to comply with appropriate government regulations and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this AAP, CommonSpirit Health recognizes its duty to ensure equal employment opportunity.

Definitions. For the purposes of this AAP, the term "Protected Veteran" shall be defined as follows, according to the VEVRAA regulations:

Active Duty Wartime or Campaign Badge Veteran means a veteran who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the U. S. Department of Defense.

Armed Forces Service Medal Veteran means any veteran who, while serving on active duty in the U.S. military, ground, naval, or air service, participated in a United States military operation to which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Disabled Veteran means:

1. A veteran of the U. S. military, ground, naval, or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or

2. A person who was discharged or released from active duty because of a service-connected disability.

Protected Veteran means a veteran who is protected under the non-discrimination and affirmative action provisions of VEVRAA; specifically, a veteran who may be classified as a "disabled veteran," "recently-separated veteran," "active duty wartime or campaign badge veteran," and/or an "Armed Forces Service Medal Veteran" as defined by this AAP and VEVRAA.

Recently-Separated Veteran means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

Pre-JVA veterans are those who would be protected by 41 C.F.R. Part 250 if it were not rescinded, but would not be protected under 41 C.F.R. Part 300, and if CommonSpirit Health is found to still be signatory to any federal contracts signed on or before November 30, 2003 and which have not since been amended, modified and/or extended.

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Equal Employment Opportunity Policy Statement
41 C.F.R. § 60-300.44(a)

In setting forth this plan CommonSpirit Health reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Darryl Robinson, Chief Human Resources Officer,, as the EEO Administrator, oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. CommonSpirit Health's top U.S. executive supports CommonSpirit Health's AAP.

CommonSpirit Health provides for an audit and reporting system regarding CommonSpirit Health's affirmative action responsibilities under the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") regulations, and assigns overall responsibility for the implementation of affirmative action responsibilities under these regulations.

CommonSpirit Health recruits, hires, trains and promotes persons in all job titles, and ensures that all personnel actions are administered without regard to protected veteran status; and ensures that all employment actions are based only on valid job requirements. It is CommonSpirit Health's policy not to discriminate because of a person's relationship or association with a protected veteran. This includes spouses and other family members. CommonSpirit Health will safeguard the fair and equitable treatment of protected veteran spouses and family members with regard to all employment actions and prohibit harassment of applicants and employees because of their relationship or association with a protected veteran. CommonSpirit Health's employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. filing a complaint with CommonSpirit Health or with Federal, state, or local agencies regarding the status covered under this AAP;

2. assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal employment opportunity for protected veterans;

3. opposing any act or practice made unlawful by VEVRAA or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for protected veterans; or

4. exercising any other right protected by VEVRAA or its implementing regulations.

CommonSpirit Health's full AAP, absent the data metrics required by 41 CFR § 60-300.44(k), is available for inspection upon request. The method of obtaining a copy of the AAP is listed within the affirmative action policy statement physically posted at CommonSpirit Health's establishment.

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Review of Personnel Processes
41 C.F.R. § 300.44(b)

1. CommonSpirit Health ensures its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees who are known protected veterans for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.

2. CommonSpirit Health also ensures that when a protected veteran is considered for employment opportunities, CommonSpirit Health relies only on that portion of the individual's military record, including his or her discharge papers, relevant to the requirements of the opportunity in issue.

3. CommonSpirit Health ensures that its personnel processes do not stereotype protected veterans in a manner which limits their access to all jobs for which they are qualified.

4. CommonSpirit Health periodically reviews such processes and makes any necessary modifications to ensure that these obligations are carried out. A description of the review and any necessary modifications to personnel processes or development of new processes is included in this AAP.

5. CommonSpirit Health designs procedures that facilitate a review of the implementation of this requirement by CommonSpirit Health and the Government. The procedures CommonSpirit Health uses are as follows:

    a. The application or personnel form of each known applicant who is a protected veteran is annotated to identify each vacancy for which the applicant was considered, and the form will be quickly retrievable for review by the Department of Labor and CommonSpirit Health's personnel officials for use in investigations and internal compliance activities.

    b. Where applicants or employees are selected for hire, promotion, or training and CommonSpirit Health undertakes any accommodation which makes it possible for it to place a disabled veteran on the job, CommonSpirit Health makes a record containing a description of the accommodation. The record is treated as a confidential medical record in accordance with § 60-300.23(d).

Physical and Mental Job Qualifications
41 C.F.R. § 300.23 and 44(c)

1. CommonSpirit Health adheres to a schedule for the periodic review of all physical and mental job qualification standards to ensure that, to the extent qualification standards tend to screen out qualified disabled veterans, they are job-related for the position and are consistent with job necessity.

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2. Whenever CommonSpirit Health applies physical or mental qualification standards in the selection of applicants or employees for employment or other change in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified disabled veterans, the standards shall be related to the specific job or jobs for which the individual is being considered and consistent with business necessity. CommonSpirit Health reviews its job descriptions and qualifications to ensure they accurately reflect job duties and responsibilities. The schedule is as follows as job openings become available; as new job qualifications are established; and/or, when new equipment is installed.

3. No pre-employment physical examinations or questionnaires are used by CommonSpirit Health prior to a job offer contingent on such examinations and other requirements.

4. CommonSpirit Health may use as a defense to a violation of its obligations in Paragraph 2 above that an individual poses a direct threat to the health or safety of the individual or others in the workplace.

5. When CommonSpirit Health conducts a medical examination or inquiry of a protected veteran it will do so according to the terms and conditions of the VEVRAA and Section 503 regulations, and the results of such an examination or inquiry are kept confidential according to federal regulations, which includes the following exceptions:

    a. Supervisors and managers may be informed regarding restrictions on the work or duties of the applicant or employee and necessary accommodations;

    b. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and,

    c. Government officials engaged in enforcing the laws administered by the OFCCP regarding individuals with disabilities or protected veterans, or enforcing The Americans with Disabilities Act ("ADA") and The Americans with Disabilities Act Amendment Act of 2008 ("ADAAA"), shall be provided relevant information on request.

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Reasonable Accommodation
41 C.F.R. §60-300.44(d)

1. It is CommonSpirit Health's policy as a matter of nondiscrimination to make reasonable accommodation to the known physical and mental limitations of all otherwise qualified disabled veterans unless it can demonstrate that the accommodation would impose an undue hardship on CommonSpirit Health's business, in accordance with the terms and conditions of Section 503 regulations. Undue hardship will be determined by its definition under applicable regulations under Section 503 including, but not limited to the following: Undue hardship means, with respect to the provision of an accommodation, significant difficulty or expense incurred by the contractor, when considered in light of the factors set forth in 41 CFR § 60-300.2 (aa)(2), such as the overall financial resources of the facility and the impact of the accommodation upon the operation of the facility (this is not an all-inclusive list).

2. As a matter of affirmative action, if an employee who is known to be a disabled veteran is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, CommonSpirit Health confidentially notifies the employee of the performance problem and inquires whether the problem is related to the employee's disability.

3. If the employee responds affirmatively, CommonSpirit Health confidentially inquires whether the employee is in need of a reasonable accommodation.

Anti-Harassment Procedures
41 C.F.R. § 60-300.44(e)

CommonSpirit Health has developed and implemented procedures to ensure its employees are not harassed because of their status as a protected veteran.

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External Dissemination of Policy, Outreach, and Positive Recruitment
41 C.F.R. § 300.44(f)

1. CommonSpirit Health sends written notification of its policy related to affirmative action efforts to all subcontractors, including subcontracting vendors and suppliers, requesting appropriate action on their part.

2. CommonSpirit Health undertakes appropriate outreach and positive recruitment activities such as some of those listed below that are reasonably designed to effectively recruit protected veterans. It is not contemplated that CommonSpirit Health will necessarily undertake all the activities listed below or that its activities will be limited to the items listed below. The scope of CommonSpirit Health's efforts shall depend upon all circumstances, including CommonSpirit Health's size and resources and the extent to which existing employment practices are adequate.

    a. Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training opportunities for veterans to fulfill its commitment to provide meaningful employment opportunities for such veterans:

        i. The Local Veterans' Employment Representative in the local employment service office (i.e. the One-Stop) nearest CommonSpirit Health's establishment;

        ii. The Department of Veterans Affairs Regional Office nearest CommonSpirit Health's establishment;

        iii. The veterans' counselors and coordinators ("Vet-Reps") on college campuses;

        iv. The service officers of the national veterans' groups active in the area of CommonSpirit Health's establishment;

        v. Local veterans' groups and veterans' service centers near CommonSpirit Health's establishment;

        vi. The Department of Defense Transition Assistance Program (TAP), or any subsequent program that, in whole or in part, might replace TAP; and

        vii. Any organization listed in the Employer Resources section of the National Resource Directory (http://www.nationalresourcedirectory.gov/), or any future service that replaces or complements it.

    b. CommonSpirit Health also considers taking the actions listed below, as appropriate, to fulfill its commitment to provide meaningful employment opportunities to protected veterans:

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i. Formal briefing sessions should be held, preferably on CommonSpirit Health's premises, with representatives from recruiting sources.

ii. CommonSpirit Health's facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of the company's selection process, and recruiting literature are an integral part of the briefing. At any such briefing sessions, the CommonSpirit Health official in charge of its affirmative action program is in attendance when possible. Formal arrangements should be made for referral of applicants, follow up with sources, and feedback on disposition of applicants.

iii. CommonSpirit Health's recruitment efforts at all educational institutions incorporate special efforts to reach students who are protected veterans.

iv. An effort is made to participate in work-study programs with Department of Veterans Affairs rehabilitation facilities which specialize in training or educating disabled veterans.

v. Protected veterans are made available for participation in career days, youth motivation programs, and related activities in their communities.

vi. CommonSpirit Health takes any other positive steps it deems necessary to attract qualified protected veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These persons may be located through the local chapters of organizations of and for any of the classifications of protected veterans.

vii. CommonSpirit Health, in making hiring decisions, considers applicants who are known protected veterans for all available positions for which they may be qualified when the position(s) applied for is unavailable.

viii. CommonSpirit Health considers listing its job openings with the National Resource Directory's Veterans Job Bank, or any future service that replaces or complements it.

3. CommonSpirit Health documents all activities it undertakes to comply with the obligations of this section, and retain these documents for a period of three (3) years.

Assessment of External Outreach and Recruitment Efforts
41 C.F.R. § 300.44(f)(3)

1. CommonSpirit Health, on an annual basis, reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate their effectiveness in identifying and recruiting qualified protected veterans. CommonSpirit Health documents each evaluation, including at a minimum the criteria it used to evaluate the effectiveness of each effort and CommonSpirit Health's conclusion as to whether each effort was

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effective. Among these criteria shall be the data collected pursuant to 41 C.F.R. § 60-300.44(k) for the current year and the two most recent previous years. If CommonSpirit Health concludes the totality of its efforts were not effective in identifying and recruiting qualified protected veterans, it shall identify and implement alternative efforts listed in paragraphs (f)(1) or (f)(2) of this section to fulfill its obligations.

Internal Dissemination of Policy
41 C.F.R. § 60-300.44(g)

1. CommonSpirit Health recognizes that a strong outreach program will be ineffective without adequate internal support from supervisory and management personnel and other employees.

2. CommonSpirit Health implements and disseminates this policy internally as follows:

   a. includes it in CommonSpirit Health's policy manual or otherwise make the policy available to employees; and

   b. if CommonSpirit Health is party to a collective bargaining agreement, it notifies union officials and/or employee representatives to inform them of CommonSpirit Health's policy, and request their cooperation.

3. Further, to assure greater employee cooperation and participation in CommonSpirit Health's efforts, CommonSpirit Health has developed the internal procedures listed in this section of the AAP for communication of its obligation to engage in affirmative action efforts to employ and advance in employment qualified protected veterans. It is not contemplated that CommonSpirit Health's activities will be limited to those listed. These procedures shall be designed to foster understanding, acceptance and support among CommonSpirit Health's executive, management, supervisory and other employees and to encourage such persons to take the necessary actions to aid CommonSpirit Health in meeting this obligation. CommonSpirit Health additionally considers implementing and disseminating this policy internally as follows:

   a. Informing all employees and prospective employees of its commitment to engage in affirmative action to increase employment opportunities for protected veterans;

   b. Publicizing it in CommonSpirit Health's newspaper, magazine, annual report and other media;

   c. Conducting special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation, making clear the chief executive officer's support for the affirmative action policy;

   d. Discussing the policy thoroughly in both employee orientation and management training programs; and

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e. When employees are featured in employee handbooks or similar publications for employees, including disabled veterans.

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Audit and Reporting System
C.F.R. § 60-300.44(h)

1. CommonSpirit Health has designed and implemented an audit and reporting system that:

   a. Measures the effectiveness of CommonSpirit Health's AAP;

   b. Indicates any need for remedial action;

   c. Determines the degree to which CommonSpirit Health's objectives have been attained;

   d. Determines whether known protected veterans have had the opportunity to participate in all of CommonSpirit Health's sponsored educational, training, recreational and social activities;

   e. Measures CommonSpirit Health's compliance with the AAP's specific obligations; and

   f. Documents the actions taken to comply with the obligations of paragraphs (i) through (v) above, and retain these documents as employment records for three years subject to the recordkeeping requirements of § 60-300.80.

2. Where the affirmative action program is found to be deficient, CommonSpirit Health undertakes necessary action to bring the program into compliance.

Responsibility for Implementation of the Plan

1. Identification and Responsibilities of EEO/AA Administrator
41 C.F.R. § 60-300.44(i)

In furtherance of CommonSpirit Health's commitment to Affirmative Action and Equal Employment Opportunity, overall responsibility for implementing CommonSpirit Health's AAP rests with its EEO/AA Administrator, whose identity should appear on all internal and external communications regarding CommonSpirit Health's AAP. The EEO/AA Administrator shall be given top management support and staff to manage the implementation of this program as it pertains to all applicable laws, orders and regulations, including VEVRAA. Specifically, Darryl Robinson, Chief Human Resources Officer, or the designated representative's duties include:

a. Ensures that CommonSpirit Health lists its job openings in accordance with the requirements of 41 C.F.R. § 300.5.

b. Ensuring CommonSpirit Health posts in conspicuous places, available to employees and applicants for employment, notices in a form to be prescribed by the OFCCP Director provided by or through the contracting officer. Such notices shall state the rights of

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applicants and employees as well as CommonSpirit Health's obligation under the law to take affirmative action to employ and advance in employment qualified employees and applicants who are protected veterans.

c. Ensuring CommonSpirit Health's applicants or employees who are disabled veterans are provided the notice in a form that is accessible and understandable to the individual applicant or employee (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair) when an applicant or employee requests the poster in an alternative format, or when CommonSpirit Health knows that an applicant or employee is unable to read the poster because of a disability. CommonSpirit Health may also provide the poster to an applicant or employee who is a disabled veteran in other alternate means, such as on disc or in audio recording, as long as the format provided enables the individual who is a disabled veteran to access the contents of a poster.

d. Ensuring that, with respect to employees, if any, who do not work at a physical location of CommonSpirit Health, CommonSpirit Health satisfies its posting obligations by posting such notices in an electronic format, provided that CommonSpirit Health provides computers, or access to computers, that can access the electronic posting to such employees, or CommonSpirit Health has actual knowledge that such employees otherwise are able to access the electronically posted notices.

e. Ensuring electronic notices for employees are posted in a conspicuous location and format on CommonSpirit Health's intranet or sent by electronic mail to employees. An electronic posting is used by CommonSpirit Health to notify job applicants of their rights if CommonSpirit Health utilizes an electronic application process. Such electronic applicant notice are conspicuously stored with, or as part of, the electronic application.

f. Ensuring that to the extent this requirement is applicable to CommonSpirit Health, CommonSpirit Health notifies labor organizations of its EEO policy as required by 41 C.F.R. § 60-300.44(g).

g. Ensuring CommonSpirit Health includes the provisions of this clause in every subcontract or purchase order in excess of $150,000, unless exempted by the rules, regulations, or orders of the Secretary of Labor pursuant to VEVRAA, so that such provisions will be binding upon each subcontractor or vendor, under the terms and conditions of 41 CFR § 60-300.5(a), per Federal Acquisition Regulation-Inflation Adjustment of Acquisition-Related Thresholds, 80 FR 38293 (2015).

h. Ensuring that all solicitations or advertisements for employees placed by or on behalf of CommonSpirit Health, state that all qualified applicants will receive consideration for employment without regard to their protected veteran status.

i. Developing, maintaining and, where appropriate, modifying CommonSpirit Health's AAP for protected veterans, policy statements, personnel policies, internal and external communication techniques including discussions with managers, supervisors and employees to ensure CommonSpirit Health's policies are followed, and monitoring the effectiveness of these actions.

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j. Advising supervisors that they are responsible to prevent harassment of employees due to their status as a protected veteran.

k. Identifying problem areas with line management in the implementation of the program, and helping management develop solutions to any identifiable problem area.

l. Designing, implementing and overseeing an audit and reporting system to monitor the progress of the Company and the AAP's effectiveness, including auditing the contents of CommonSpirit Health's electronic and hard copy bulletin boards on a regular basis to ensure that compliance information that is posted is up to date.

m. Serving as liaison between CommonSpirit Health and governmental enforcement agencies, community groups, vocational rehabilitation organizations, and organizations for protected veterans.

n. Evaluating the effectiveness of CommonSpirit Health's plan on a regular basis, and reporting to management.

o. Monitoring policies and procedures including the selection, evaluation, promotion and training process with regard to the various terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.

p. Assisting in ensuring that CommonSpirit Health has processes and procedures: a) to ensure career counseling for employees who are protected veterans, when requested and appropriate; and, b) to review personnel actions, policies, procedures, and employee and applicants' qualifications to ensure protected veterans are treated in accordance with anti-discrimination laws when hiring, promotion, transfer, and termination actions occur.

q. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.

r. Assisting in the investigation, handling and disposition of employee discrimination and harassment complaints.

s. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, and opportunity for participation in Company-sponsored recreational, educational and social activities.

t. Overseeing and ensuring that the below self-identification procedures are conducted as set forth in the VEVRAA regulations, using the language and manner prescribed by the OFCCP Director and published on the OFCCP Web site, as follows:

i. Pre-offer self-identification invitation procedures for CommonSpirit Health's job applicants as set forth in 41 C.F.R. § 60-300.42 (a); and

ii. Post-offer identification procedures for CommonSpirit Health's job applicants as set forth in 41 C.F.R. § 60-300.42 (a).

Further, CommonSpirit Health does not compel or coerce an individual to self-identify as a protected veteran. CommonSpirit Health keeps all information on self-identification confidential, and maintains it in a data analysis file (rather than

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in the medical or personnel files of individual employees) as set forth in 41 C.F.R. § 60-300.23(d). CommonSpirit Health only uses the self-identification information in accordance with the VEVRAA regulations.

u. Ensuring that CommonSpirit Health complies with its obligations under 41 C.F.R. § 60-300.45, which requires that CommonSpirit Health establish benchmarks for hiring, the purpose of which is to create a quantifiable method by which CommonSpirit Health can measure its progress toward achieving equal employment opportunity for protected veterans. The benchmarks will be set on an annual basis and will be documented also as set forth in this AAP.

v. If an applicant identifies himself or herself as a disabled veteran in the post-offer self-identification detailed above, CommonSpirit Health inquires of the applicant whether an accommodation is necessary, and, if so, engages with the applicant regarding reasonable accommodation. CommonSpirit Health may make such inquiries to the extent they are consistent with the Americans with Disabilities Act. CommonSpirit Health maintains a separate file in accordance with Section 60-300.23(d) on persons who have self-identified as disabled veterans.

2. Management Responsibilities
41 C.F.R. § 60-300.44(i)

Line and upper management are advised of their responsibilities for CommonSpirit Health's AAP regarding protected veterans within his or her area of responsibility, including but not limited to their obligations to:

a. Review CommonSpirit Health's AAP for protected veterans with subordinate managers and supervisors to ensure they are aware of the policy, understand their obligation to comply with it in all personnel actions and understand the need for support at all levels.

b. Assist in the auditing of plan progress, identification of problem areas, formulation of solutions, establishment of departmental goals and objectives, and development of training programs, when appropriate.

c. Review the qualifications of applicants and employees in their area of responsibility to ensure protected veterans are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur.

d. Review employees' performance to ensure that illegal discrimination regarding protected veterans does not occur.

e. Make available career counseling to employees who are protected veterans, when so requested, and as appropriate.

f. Review position descriptions to see that they adequately reflect the job to be performed.

g. Audit training programs, hiring, and promotion patterns.

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h. Assist subordinates and upper management in the prevention of harassment.

i. Show support for this AAP.

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Affirmative Action Training
41 C.F.R. § 60-300.44(j)

CommonSpirit Health provides training to all personnel involved in the recruitment, screening, selection, promotion, disciplinary and other related processes to ensure its AAP commitments are implemented.

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ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment: St Rose Dominican Hospital Siena Campus evaluated the effectiveness of outreach and recruitment efforts for qualified veterans during its prior AAP year. During that period, of the applicants who chose to complete the self-identification form, 2.75% self-identified as a protected veteran. As a result, St Rose Dominican Hospital Siena Campus will continue to review and analyze its existing outreach efforts and commit to continue to identify viable partners throughout the year.

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DATA COLLECTION ANALYSIS 41 C.F.R. § 60-300.44(k)

St Rose Dominican Hospital Siena Campus documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintains them for a period of three (3) years:

1. The number of applicants who self-identified as protected veterans pursuant to § 60-300.42(a), or who are otherwise known as protected veterans;

2. The total number of job openings and total number of jobs filled;

3. The total number of applicants for all jobs;

4. The number of protected veteran applicants hired; and

5. The total number of applicants hired.

See Protected Veterans Three Year Data Collection

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Protected Veterans Three Year Data Collection

Dignity Health
St Rose Dominican Hospital Siena Campus

Required Data	July 1, 2017 through June 30, 2018	July 1, 2018 through June 30, 2019	July 1, 2019 through June 30, 2020
Number of applicants who self-identify as protected veterans pre-offer	N/A	N/A	108
Total number of job openings	N/A	N/A	214
Total number of jobs filled	N/A	N/A	214
Total number of applicants for all jobs	N/A	N/A	3926
Total number of protected veteran applicants hired	N/A	N/A	4
Total number of applicants hired	N/A	N/A	204

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BENCHMARKS FOR HIRING 41 C.F.R. § 60-300.45

Benchmark: The purpose of establishing benchmarks is to create a quantifiable method by which St Rose Dominican Hospital Siena Campus can measure its progress toward achieving equal employment opportunity for protected veterans.

The benchmark is not a rigid and inflexible quota which must be met, nor is it considered either a ceiling or a floor for the employment of particular groups. Quotas are expressly forbidden.

Hiring benchmarks are set by St Rose Dominican Hospital Siena Campus on an annual basis. St Rose Dominican Hospital Siena Campus documents the hiring benchmark it has established each year. St Rose Dominican Hospital Siena Campus retains these records for a period of three (3) years.

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The current benchmark for protected veterans for this location is set at 5.7%, which matches the national protected veteran benchmark.

Protected Veteran Hiring Ratio

Total Hires	**204**
Total Protected Veteran Hires	**4**
Percentage of Protected Veterans Hires	**2%**

This location will continue to implement additional recruitment efforts to attract qualified applicants, including protected veterans, for all job openings.

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Affirmative Action Program for Individuals with Disabilities

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Dignity Health

St Rose Dominican Hospital Siena Campus

Affirmative Action Program
for
Individuals with Disabilities

July 1, 2020 through June 30, 2021
Plan Year

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Dignity Health
St Rose Dominican Hospital Siena Campus

AFFIRMATIVE ACTION PROGRAM FOR INDIVIDUALS WITH DISABILITIES

July 1, 2020 through June 30, 2021
Plan Year

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Introduction

Dignity Health (CommonSpirit Health) sets forth this Affirmative Action Program ("AAP") for the year from July 1, 2020 through June 30, 2021, reaffirming its commitment to the spirit and letter of affirmative action law. Through the implementation of this plan CommonSpirit Health continues its efforts to comply with Section 503 of the Rehabilitation Act of 1973 ("Section 503") and its implementing regulations, as amended, and to make the best possible use of personnel while contributing to the betterment of society and the community.

In developing this plan, CommonSpirit Health recognizes its duty to ensure equal employment opportunity for, and to prevent discrimination against, individuals with disabilities. The following statement of policy reinforces that belief.

Equal Employment Opportunity Policy Statement

41 C.F.R. § 60-741.44(a)

In setting forth this plan CommonSpirit Health reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment. Darryl Robinson, Chief Human Resources Officer,, as the EEO Administrator, oversees the plan development, modification, implementation, and reporting requirements and conducts management updates. CommonSpirit Health's top U.S. executive supports CommonSpirit Health's AAP.

CommonSpirit Health provides for an audit and reporting system regarding CommonSpirit Health's affirmative action responsibilities under Section 503 regulations, and assigns overall responsibility for the implementation of affirmative action responsibilities under these regulations.

CommonSpirit Health recruits, hires, trains and promotes persons in all job titles, and ensures that all personnel actions are administered without regard to disability; and ensures that all employment actions are based only on valid job requirements. CommonSpirit Health's employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

1. filing a complaint with CommonSpirit Health or with Federal, state, or local agencies regarding the status covered under this AAP;

2. assisting or participating in any investigation, compliance review, hearing, or any other activity related to the administration of any Federal, State, or local law requiring equal employment opportunity for individuals with disabilities;

3. opposing any act or practice made unlawful by Section 503 or its implementing regulations, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities; or

4. exercising any other right protected by Section 503 or its implementing regulations in this part.

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CommonSpirit Health's full AAP, absent the data metrics required by 41 CFR § 60-741.44(k), is available for inspection upon request. The method of obtaining a copy of the AAP is listed within the affirmative action policy statement physically posted at CommonSpirit Health's establishment.

Review of Personnel Processes
41 C.F.R. § 741.44(b)

1. CommonSpirit Health ensures its personnel processes provide for careful, thorough, and systematic consideration of the job qualifications of applicants and employees with known disabilities for job vacancies filled either by hiring or promotion, and for all training opportunities offered or available.

2. CommonSpirit Health also ensures its personnel processes do not stereotype individuals with disabilities in a manner which limits their access to jobs for which they are qualified.

3. CommonSpirit Health also ensures its applicants and employees with disabilities have equal access to its personnel processes, including those implemented through information and communications technologies.

4. CommonSpirit Health provides necessary reasonable accommodation to ensure applicants and employees with disabilities receive equal opportunity in the operation of personnel processes. CommonSpirit Health periodically reviews such processes and makes any necessary modifications to ensure that these obligations are carried out. CommonSpirit Health designs procedures that facilitate a review of the implementation of this requirement by CommonSpirit Health and the Government. A description of the review and any necessary modifications to personnel processes or development of new processes are included in this AAP, and are as follows:

    a. The application or personnel form of each known applicant who is an individual with a disability is annotated to identify each vacancy for which the applicant was considered, and the form is quickly retrievable for review by the Department of Labor and CommonSpirit Health's personnel officials for use in investigations and internal compliance activities.

    b. Where applicants or employees are selected for hire, promotion, or training and CommonSpirit Health undertakes any accommodation which makes it possible for him or her to place an individual with a disability on the job, CommonSpirit Health makes a record containing a description of the accommodation. The record is treated as a confidential medical record in accordance with § 60-741.23(d).

Review of Physical and Mental Job Qualifications
41 C.F.R. § 60-741.44(c)

1. CommonSpirit Health has the following schedule for its review of physical and mental job qualification standards to ensure that, to the extent qualification

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standards tend to screen out qualified people with disabilities, such qualifications are job-related for the position in question and consistent with business necessity, and adheres to this schedule. The schedule is as follows as job openings become available; as new job qualifications are established; and/or, when new equipment is installed.

2. Whenever CommonSpirit Health applies physical or mental qualification standards in the selection of applicants or employees for employment or other changes in employment status such as promotion, demotion or training, to the extent that qualification standards tend to screen out qualified individuals on the basis of disability, the standards are related to the specific job or jobs for which the individual is being considered and consistent with business necessity.

3. CommonSpirit Health may use as a defense to a violation of its obligations in Paragraph 2 above that an individual poses a direct threat to the health or safety of the individual or others in the workplace.

4. No pre-employment physical examinations or questionnaires are used by CommonSpirit Health prior to a job offer contingent on such examinations and other requirements.

5. When CommonSpirit Health conducts a medical examination or inquiry of a person with a disability, it will do so according to the terms and conditions of the Federal Regulations implementing Section 503, and the results of such an examination or inquiry are kept confidential according to Federal regulations, which includes the following exceptions:

   a. Supervisors and managers may be informed regarding restrictions on the work or duties of the applicant or employee and necessary accommodations;

   b. First aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and,

   c. Government officials engaged in enforcing the laws administered by the OFCCP regarding individuals with disabilities, or enforcing The Americans with Disabilities Act ("the ADA") and The Americans with Disabilities Act Amendment Act of 2008 ("the ADAAA"), shall be provided relevant information on request.

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Reasonable Accommodation to Physical and Mental Limitations
41 C.F.R. § 60-741.44(d)

1. It is CommonSpirit Health's policy, as a matter of nondiscrimination, to make reasonable accommodation to the known physical and mental limitations of all otherwise qualified individuals with a disability, unless CommonSpirit Health can demonstrate that the accommodation would impose an undue hardship on CommonSpirit Health's business. Undue hardship will be determined by its definition under applicable regulations under Section 503 including, but not limited to the following: Undue hardship means, with respect to the provision of an accommodation, significant difficulty or expense incurred by the contractor, when considered in light of the factors set forth in 41 CFR § 741.2 (aa)(2), such as the overall financial resources of the facility and the impact of the accommodation upon the operation of the facility (this is not an all-inclusive list).

2. As a matter of affirmative action, if an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, CommonSpirit Health shall confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, CommonSpirit Health shall confidentially inquire whether the employee is in need of a reasonable accommodation.

Anti-Harassment Procedures
41 C.F.R. § 60-741.44(e)

CommonSpirit Health has developed and implemented procedures to ensure that its employees are not harassed on the basis of disability.

External Dissemination of Policy, Outreach, and Positive Recruitment
41 C.F.R. § 60-741.44(f)

1. CommonSpirit Health undertakes appropriate outreach and positive recruitment activities that are reasonably designed to effectively recruit qualified individuals with disabilities. It is not contemplated that CommonSpirit Health will necessarily undertake all the activities listed in Paragraph (f)(2) of this section or that its activities will be limited to those listed. The scope of CommonSpirit Health's efforts shall depend upon all the circumstances, including the contractor's size and resources and the extent to which existing employment practices are adequate.

2. Examples of outreach and recruitment activities. Below are examples of outreach and positive recruitment activities CommonSpirit Health may undertake in accordance with Paragraph 1 of this section.

    a. Enlisting the assistance and support of the following persons and organizations in recruiting, and developing on-the-job training

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opportunities for individuals with disabilities, to fulfill its commitment to provide equal employment opportunity for such individuals:

i. the State Vocational Rehabilitation Service Agency ("SVRA"), State mental health agency, or State developmental disability agency in the area of the contractor's establishment;

ii. the Employment One-Stop Career Center (One-Stop) or American Job Center nearest the contractor's establishment;

iii. the Department of Veterans Affairs Regional Office nearest CommonSpirit Health's establishment (*www.va.gov*);

iv. entities funded by the Department of Labor that provide recruitment or training services for individuals with disabilities, such as the services currently provided through the Employer Assistance and Resource Network (EARN) (*www.earnworks.com*);

v. local Employment Network ("EN") organizations (other than CommonSpirit Health, if CommonSpirit Health is an EN) listed in the Social Security Administration's Ticket to Work Employment Network Directory (*www.yourtickettowork.com/endir*);

vi. local disability groups, organizations, or Centers for Independent Living (CIL) near the contractor's establishment;

vii. placement or career offices of educational institutions that specialize in the placement of individuals with disabilities; and

viii. private recruitment sources, such as professional organizations or employment placement services that specialize in the placement of individuals with disabilities.

b. In addition, CommonSpirit Health has considered taking the actions listed below to fulfill its commitment to provide equal employment opportunities to individuals with disabilities. It is not contemplated that CommonSpirit Health will necessarily undertake all of the activities listed below.

i. Formal briefing sessions held, preferably on CommonSpirit Health's premises, with representatives from recruiting sources. CommonSpirit Health's facility tours, clear and concise explanations of current and future job openings, position descriptions, worker specifications, explanations of CommonSpirit Health's selection process, and recruiting literature are an integral part of any such briefing. At any such

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briefing sessions, CommonSpirit Health's official in charge of CommonSpirit Health's AAP should be in attendance when possible. Formal arrangements are made for referral of applicants, follow up with sources, and feedback on disposition of applicants, from any such briefings.

ii. CommonSpirit Health's recruitment efforts at all educational institutions incorporate special efforts to reach students who are individuals with disabilities.

iii. CommonSpirit Health makes an effort to participate in work-study programs for students, trainees, or interns with disabilities in programs found through outreach, such as to State and local schools and universities, and through EARN.

iv. Individuals with disabilities may be made available for participation in CommonSpirit Health's career days, youth motivation programs, and related activities in CommonSpirit Health's communities.

v. CommonSpirit Health takes any other positive steps it deems necessary to attract individuals with disabilities not currently in the work force who have requisite skills and can be recruited through affirmative action measures. These individuals may be located through State and local agencies supported by the U.S. Department of Education's Rehabilitation Services Administration (RSA) (*http://rsa.ed.gov/*), local Ticket-to-Work Employment Networks, or local chapters of groups or organizations that provide services for individuals with disabilities.

vi. CommonSpirit Health, in making hiring decisions, considers applicants who are known to have disabilities for all available positions for which they may be qualified when the position(s) applied for is unavailable.

3. CommonSpirit Health sends written notification of its policy relating to its affirmative action efforts to all its covered federal subcontractors, including covered subcontracting vendors and suppliers, requesting appropriate action on their part.

4. CommonSpirit Health documents all activities it undertakes to comply with the obligations of this section, and retains these documents for a period of three (3) years.

Assessment of External Outreach and Recruitment Efforts 41 C.F.R. § 60-741.44(f)(3)

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1. CommonSpirit Health on an annual basis, reviews the outreach and recruitment efforts it has taken over the previous twelve months to evaluate its effectiveness in identifying and recruiting qualified individuals with disabilities. CommonSpirit Health documents each evaluation, including at a minimum the criteria it used to evaluate the effectiveness of each effort and CommonSpirit Health's conclusion as to whether each effort was effective. Among these criteria shall be the data CommonSpirit Health collected pursuant to 41 C.F.R. § 741.44(k) for the current year and the two most recent previous years. If CommonSpirit Health concludes the totality of its efforts were not effective in identifying and recruiting qualified individuals with disabilities, it identifies and implements alternative efforts listed in Paragraph 2 above to fulfill its obligations.

Internal Dissemination of Policy

41 C.F.R. § 60-741.44(g)

1. CommonSpirit Health recognizes that even a strong outreach program for individuals with disabilities may be ineffective without adequate internal support from its supervisors and employees. Therefore, to ensure greater employee cooperation and participation in CommonSpirit Health's efforts regarding its obligation to engage in affirmative action efforts to employ and advance in employment qualified individuals with disabilities, CommonSpirit Health has developed the following internal procedures. These procedures have been designed to foster understanding, acceptance and support among CommonSpirit Health's executive, management, supervisory, and other employees to encourage such persons to take the necessary actions to aid the contractor in meeting this obligation.

2. CommonSpirit Health implements and disseminates this policy internally as follows:

    a. includes the policy in CommonSpirit Health's policy manual or otherwise makes the policy available to employees; and

    b. where CommonSpirit Health is a party to a collective bargaining agreement, it notifies union officials and/or employee representatives of the contractor's policy and request their cooperation;

3. Below are some of the other methods CommonSpirit Health may additionally use to implement and disseminate this policy internally:

    a. informs all employees and prospective employees of CommonSpirit Health's commitment to engage in affirmative action to increase employment opportunities for individuals with disabilities;

    b. periodically schedules special meetings with all employees to discuss the policy and explain individual employee responsibilities;

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c. publicizes the policy in CommonSpirit Health's newspaper, magazine, annual report and other media;

d. conducts special meetings with executive, management, and supervisory personnel to explain the intent of the policy and individual responsibility for effective implementation making clear CommonSpirit Health's chief executive officer's support for the affirmative action policy;

e. discusses the policy thoroughly in both employee orientation and management training meetings;

f. includes articles on accomplishments of individuals with disabilities in CommonSpirit Health's publications; and

g. when employees are featured in employee handbooks and similar publications, includes individuals with disabilities.

Audit and Reporting System

41 C.F.R. § 60-741.44(h)

CommonSpirit Health has designed and has implemented an audit and reporting system that:

1. Measures the effectiveness of CommonSpirit Health's affirmative action program.
2. Indicates any need for remedial action.
3. Determines the degree to which CommonSpirit Health's affirmative action objectives have been attained.
4. Determines whether known individuals with disabilities have had the opportunity to participate in all company sponsored-educational, training, recreational and social activities.
5. Measures CommonSpirit Health's compliance with the AAP's specific obligations.
6. Documents the actions taken to comply with the obligations of Paragraphs (1) through (5) of this section, and retain these documents as employment records for a period of three years from the date of making of the record.
7. Where CommonSpirit Health, upon its review, finds its AAP to be deficient and need further progress, CommonSpirit Health undertakes necessary action to bring the program into compliance.

Responsibility for Implementation of the Plan

41 C.F.R. § 60-741.44(i)

1. Identification and Responsibilities of the EEO/AA Administrator. 41 C.F.R. § 60-741.44(i)

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In furtherance of CommonSpirit Health's commitment to Affirmative Action and Equal Employment Opportunity, overall responsibility for implementing CommonSpirit Health's AAP rests with its EEO/AA Administrator, whose identity appears on all internal and external communications regarding CommonSpirit Health's AAP. The EEO/AA Administrator has been given the necessary senior management support and staff to manage the implementation of this AAP. Specifically, Darryl Robinson, Chief Human Resources Officer, or the designated representative's duties include the following, all of which are administered in accordance with the Section 503 regulations:

a. Ensuring CommonSpirit Health posts in conspicuous places, available to employees and applicants for employment, notices in a form to be prescribed by the OFCCP Director provided by or through the contracting officer. Such notices shall state the rights of applicants and employees as well as CommonSpirit Health's obligation under the law to take affirmative action to employ and advance in employment qualified employees and applicants with disabilities.

b. Ensuring CommonSpirit Health's applicants or employees with disabilities are provided the notice in a form that is accessible and understandable to the individual applicant or employee (e.g., providing Braille or large print versions of the notice, or posting a copy of the notice at a lower height for easy viewing by a person using a wheelchair) when an applicant or employee requests the poster in an alternative format, or when CommonSpirit Health knows that an applicant or employee is unable to read the poster because of a disability. CommonSpirit Health may also provide the poster to an applicant or employee with a disability in other alternate means, such as on disc or in audio recording, as long as the format provided enables the individual with a disability to access the contents of a poster.

c. Ensuring that, with respect to employees, if any, who do not work at a physical location of CommonSpirit Health, CommonSpirit Health satisfies its posting obligations by posting such notices in an electronic format, provided that CommonSpirit Health provides computers, or access to computers, that can access the electronic posting to such employees, or CommonSpirit Health has actual knowledge that such employees otherwise are able to access the electronically posted notices.

d. Ensuring electronic notices for employees are posted in a conspicuous location and format on CommonSpirit Health's intranet or sent by electronic mail to employees. An electronic posting is used by CommonSpirit Health to notify job applicants of their rights if CommonSpirit Health utilizes an electronic application process. Such electronic applicant notice are conspicuously stored with, or as part of, the electronic application.

e. Ensuring that to the extent this requirement is applicable to CommonSpirit Health, CommonSpirit Health notifies labor organizations of its EEO policy as required by 41 C.F.R. § 60-741.44(g).

f. Ensuring CommonSpirit Health includes the provisions of this clause in every subcontract or purchase order in excess of $15,000 under the terms and conditions of 41 CFR 60-741.5(a), per Federal Acquisition Regulation-Inflation Adjustment of Acquisition-Related Thresholds, 75 FR 53129 (2010).

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g. Ensuring that all solicitations or advertisements for employees placed by or on behalf of CommonSpirit Health, state that all qualified applicants will receive consideration for employment and will not be discriminated against on the basis of disability.

h. Developing, maintaining and, where appropriate, modifying CommonSpirit Health's AAP for individuals with disabilities, policy statements, personnel policies, internal and external communication techniques including discussions with managers, supervisors and employees to ensure CommonSpirit Health's policies are followed, and monitoring the effectiveness of these actions.

i. Advising supervisors that they are responsible for preventing harassment of employees due to their status as individuals with disabilities.

j. Ensuring affirmative action training is conducted in accordance with 41 C.F.R. § 60-741.44(j).

k. Identifying problem areas with line management in the implementation of the program, and helping management develop solutions to any identifiable problem area.

l. Designing, implementing and overseeing an audit and reporting system to monitor the progress of CommonSpirit Health and the AAP's effectiveness, including auditing the contents of CommonSpirit Health's electronic and hard copy bulletin boards on a regular basis to ensure that compliance information that is posted is up to date and accessible to applicants and employees with disabilities.

m. Serving as liaison between CommonSpirit Health and governmental enforcement agencies, community groups, vocational rehabilitation organizations, and organizations for individuals with disabilities.

n. Evaluating the effectiveness of CommonSpirit Health's plan on a regular basis, as described in this AAP, and reporting to management.

o. Monitoring policies and procedures including the selection, evaluation, promotion and training process with regard to the various terms and conditions of employment to attempt to ensure compliance with affirmative action obligations.

p. Overseeing CommonSpirit Health's processes and procedures: a) to ensure that career counseling for employees with known disabilities, when requested and appropriate; and, b) to review personnel actions, policies, procedures, and employee and applicants' qualifications to ensure individuals with disabilities are treated in accordance with anti-discrimination laws when hiring, promotion, transfer, and termination actions occur.

q. Keeping management up to date on the latest developments in the areas of EEO and affirmative action.

r. Assisting in the investigation, handling and disposition of employee discrimination and harassment complaints.

s. Conducting periodic reviews of offices to ensure compliance in the areas of proper display of posters and notices, and opportunity for participation in Company-sponsored recreational, educational and social activities.

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t. Overseeing and ensuring that the below self-identification procedures are conducted as set forth in the Section 503 regulations, using the language and manner prescribed by the OFCCP Director and published on the OFCCP Web site, as follows:

i. Pre-offer self-identification invitation procedures for CommonSpirit Health's job applicants as set forth in 41 C.F.R. § 60-741.42 (a);

ii. Post-offer identification procedures for CommonSpirit Health's job applicants as set forth in 41 C.F.R. § 60-741.42 (a); and

iii. Self-identification invitation procedures for CommonSpirit Health's employees as set forth in 41 C.F.R. § 60-741.42 (a).

Ensuring that CommonSpirit Health does not compel or coerce an individual to self-identify as an individual with a disability, and that CommonSpirit Health keeps all information on self-identification confidential, and maintains it in a data analysis file (rather than in the medical files of individual employees) as set forth in 41 C.F.R. § 60-741.23(d). CommonSpirit Health only uses the self-identification information may be used only in accordance with the Section 503 regulations.

u. Ensuring that CommonSpirit Health annually evaluates its utilization of individuals with disabilities in each job group, or in its entire workforce in accordance with 41 C.F.R. § 60-741.45, including the following:

i. Ensuring that when the percentage of individuals with disabilities in one or more job groups, or in CommonSpirit Health's entire workforce, as applicable, is less than the utilization goal established in the Section 503 regulations, CommonSpirit Health takes steps to determine whether and where impediments to equal employment opportunity exist. When making this determination, CommonSpirit Health assesses its personnel processes, the effectiveness of its outreach and recruitment efforts, the results of its affirmative action program audit, and any other areas that might affect the success of its AAP.

ii. Ensuring that CommonSpirit Health develops and executes action-oriented programs designed to correct any identified problem areas. These action-oriented programs may include the modification of personnel processes to ensure equal employment opportunity for individuals with disabilities, alternative or additional outreach and recruitment efforts from among those listed in 41 CFR § 60-741.44 (f)(1) and (f)(2), and/or other actions designed to correct the identified problem areas and attain the established goal.

2. Management Responsibilities 41 C.F.R. § 60-741.44(i)

Line and upper management are advised of their responsibilities for CommonSpirit Health's AAP regarding individuals with disabilities within his or her area of responsibility, including but not limited to their obligations to:

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a. Review CommonSpirit Health's AAP for individuals with disabilities with subordinate managers and supervisors to ensure they are aware of the policy, understand their obligation to comply with it in all personnel actions and understand the need for support at all levels.

b. Assist in the auditing of plan progress, identification of problem areas, formulation of solutions, establishment of departmental goals and objectives, and development of training programs, when appropriate.

c. Review the qualifications of applicants and employees in their area of responsibility to ensure qualified individuals with disabilities are treated in a nondiscriminatory manner when hire, promotion, transfer, and termination actions occur.

d. Review employees' performance to ensure that illegal discrimination regarding individuals with disabilities does not occur.

e. Make available career counseling to employees with known disabilities, when so requested, and as appropriate.

f. Review position descriptions to see that they adequately reflect the job to be performed.

g. Audit training programs, hiring, and promotion patterns.

h. Assist employees and other members of management in the prevention of harassment.

i. If an employee with a known disability is having significant difficulty performing his or her job and it is reasonable to conclude that the performance problem may be related to the known disability, confidentially notify the employee of the performance problem and inquire whether the problem is related to the employee's disability. If the employee responds affirmatively, CommonSpirit Health shall confidentially inquire whether the employee is in need of a reasonable accommodation.

j. Show support for CommonSpirit Health's AAP.

Affirmative Action Training

41 C.F.R. § 60-741.44(j)

CommonSpirit Health provides training and guidance to all personnel who are involved in the recruitment, screening, selection, promotion, disciplinary and other related processes to ensure that its AAP commitments are implemented.

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ASSESSMENT OF EXTERNAL OUTREACH AND RECRUITMENT EFFORTS

Assessment: St Rose Dominican Hospital Siena Campus evaluated the effectiveness of outreach and recruitment efforts for qualified individuals with disabilities during its prior AAP year. During that period, of the applicants who chose to complete the self-identification form, 2.42% self-identified as an individual with disability. As a result, St Rose Dominican Hospital Siena Campus will continue to review and analyze its existing outreach efforts and commit to continue to identify viable partners throughout the year.

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DATA COLLECTION ANALYSIS 41 C.F.R. § 60-741.44(k)

St Rose Dominican Hospital Siena Campus documents the following computations or comparisons pertaining to applicants and hires on an annual basis and maintains them for a period of three years:

1. The number of applicants who self-identified as individuals with disabilities pursuant to § 60-741.42(a), or who are otherwise known to be individuals with disabilities;
2. The total number of job openings and total number of jobs filled;
3. The total number of applicants for all jobs;
4. The number of applicants with disabilities hired; and
5. The total number of applicants hired.

See Individuals with Disabilities Three Year Data Collection

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Individuals with Disabilities Three Year Data Collection

Dignity Health
St Rose Dominican Hospital Siena Campus

Required Data	July 1, 2017 through June 30, 2018	July 1, 2018 through June 30, 2019	July 1, 2019 through June 30, 2020
Number of applicants who self-identify as individuals with disabilities pre-offer	N/A	N/A	95
Total number of job openings	N/A	N/A	214
Total number of jobs filled	N/A	N/A	214
Total number of applicants for all jobs	N/A	N/A	3926
Total number of applicants with disabilities hired	N/A	N/A	2
Total number of applicants hired	N/A	N/A	204

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UTILIZATION ANALYSIS 41 C.F.R. § 60-741.45

41 CFR § 60-741.45 Utilization goals. The utilization goal is not a rigid and inflexible quota which must be met, nor is it considered either a ceiling or a floor for the employment of particular groups. These goals are not quotas.

Goal: OFCCP has currently established a utilization goal of 7 percent for employment of qualified individuals with disabilities for each job group in CommonSpirit Health's workforce.

Purpose. The purpose of the utilization goal is to establish a benchmark against which CommonSpirit Health measures the representation of individuals with disabilities within each job group in its workforce. The utilization goal serves as an equal employment opportunity objective that should be attainable by complying with all aspects of the affirmative action requirements of the applicable Section 503 regulations.

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Utilization Analysis (Individuals with Disabilities)

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

Job Group	Group Size	IWD Employment Count	IWD Employment %	7% Goal Met?	Problem Areas (if any) and Action - Oriented Programs (where utilization goal not met)
11 - Exec Offs & Mgrs	1	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
14 - Clinical - Mid Offs & Mgrs	16	1	6.25	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
15 - Non-Clinical - Mid Offs & Mgrs	28	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
16 - Clinical - First Managers	23	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
17 - Non-clinical - First Managers	17	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
21 - Registered Nurses	979	6	0.61	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
22 - Physicians	24	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
23 - Other Clinical Professional	253	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
24 - Staff & Operations Professionals	85	2	2.35	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
30 - Technicians	213	1	0.47	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
31 - Licensed Vocational Nurses	2	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
50 - Administrative Support Workers	228	3	1.32	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.

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Utilization Analysis (Individuals with Disabilities)

Dignity Health

Plan Date: 07/01/2020

St Rose Dominican Hospital Siena Campus

Job Group	Group Size	IWD Employment Count	IWD Employment %	7% Goal Met?	Problem Areas (if any) and Action - Oriented Programs (where utilization goal not met)
60 - Craft Workers	10	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
91 - Service Workers - Patient Care	189	0	0.00	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.
92 - Service Workers - Non Pt Care	196	4	2.04	No	Will review outreach and recruitment effort and adjust accordingly to attract more qualified applicants.

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ATTACHMENT C – CLIENT LIST

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Dignity Health - St Rose Dominican / Helping Hands of Henderson

CMP 21-014: Current Client List - Month of: **Jul-21**

Eligibility - Senior	Eligibility - Low Income	Eligibility - Disability	RTC ADA Client ID	Medicaid ID	Date of Birth	Last Name	First Name	Middle Name	Street No / Street Name	Unit	City	State	Zip	Phone	Inside RTC Service Area (Y/N)	Comments	Jul-21
X					4/21/1933	Aaron	Gloria		5 Country Club Dr				89015	(702) 565-9518			
X					4/13/1954	Abedor	Rennie		501 E Lake Mead Pkwy #1111				89015				
X					8/26/1928	Abel	Natalie		132 E Pacific Ave #211				89015	(702) 566-2106			
X					3/4/1946	Abene	Cheri		575 E Lake Mead Pkwy #1206				89015	(702) 778-1855			
X					4/21/1944	Adkins	Alecia		219 Bailey Island Dr				89074	(702) 434-9456			
X					4/26/1952	Afsary	Kathy		1250 American Pacific Dr #2314				89074				
X					11/21/1940	Aguilar	Tomina		117 King St #B				89011				
X					8/23/1950	Alarcon	Christine		208 Mohave Ln				89015				
X					2/8/1937	Albano	Virginia (Jenny)		1536 Jenny Linn Dr				89014	(702) 456-8501			
X					10/4/1946	Albert	Nancy (Niki)		845 Seven Hills Dr #1312				89052				
X					10/9/1946	Alfred	Sharron		2720 Alta Vista St				89044				
X					7/4/1954	Allen	Linda J		511 College Dr #307				89015				
X					1/19/1944	Allison	Mary Ann		780 Heritage Vista Ave				89015	(702) 565-9850			
X					7/8/1944	Altig	Bonnie		933 Pastel Dusk Ct				89012	(702) 558-2197			
X					2/14/1936	Ammons	Lenard		2416 Ping Dr				89074	(702) 897-1670			
X					11/9/1937	Ammons	Sonny		2416 Ping Dr				89074	(702) 897-1670			
X					2/22/1945	Anderson	Emma		640 E Horizon Dr #724				89015	(725) 735-7862			
X					4/11/1950	Anderson	Kenneth (Ken)		2363 Amana Dr				89044	(702) 837-3343			
X					5/3/1942	Anderson	Penelope		825 Long Branch Dr				89014				
X					6/13/1955	Andrew	Barbara		1116 Via Voltera				89052				
X					5/15/1935	Angelo	Elsie		990 Equestrian Dr #1318				89002				
X					3/30/1946	Anthony	James		2570 W Horizon Ridge Pkwy #203				89052				
X					9/3/1950	Aponte	Miriam		990 Equestrian Dr #2107				89002				
X					9/10/1953	Aragon	Charlotte		2900 Sunridge Heights Pkwy #1316				89052	(702) 202-2666			
X					9/13/1930	Arena	Teresa		3145 Laurel Ave				89014				
X					5/17/1953	Ariosta	Janet		511 College Dr #103				89015	(702) 916-2115			
X					5/11/1941	Ash	Vivian		845 Seven Hills Dr #6106				89052	(702) 778-9695			
X					12/29/1960	Avery	Paula		604 Hidden Valley Dr				89002				
X					10/23/1933	Avila	Betty		2925 Carmelo Dr				89052	(702) 818-4368			
X					11/22/1946	Bailey	Christina		101 N Palo Verde #210				89015				
X					2/10/1953	Bailey	Juanita		400 Bell Ave				89015				
X					6/3/1930	Baris	Eleanor (Elle)		183 Banbury Ct				89074	(702) 898-2477			
X					12/7/1936	Barker Hatch	Jacqueline		403 Pumpkin Way				89015				
X					1/26/1946	Barnes	Cynthia		575 E Lake Mead Pkwy #1208				89015				
X					1/8/1947	Barrows	Mildred (Mikki)		400 N Major Ave #711				89015				
X					5/8/1951	Bell	Michelene K		320 Annabelle Ln #203				89014				
X					5/20/1929	Beltran	Emerlita		685 Summit Valley Ln				89011				
X					2/9/1949	Benites	Sandra		990 Equestrian Dr #3109				89002				
X					2/12/1951	Berg	Thor		1745 Athol Ave #31				89011				
X					7/29/1941	Berryman	Bennie		1603 Amarillo Springs Ave				89014	(702) 367-3404			
X					12/10/1942	Binimow	Marion		845 Seven Hills Dr #1107				89052	(702) 982-5213			
X					11/26/1949	Bishop	Claudia		845 Seven Hills Dr #4102				89052	(702) 558-7979			
X					8/5/1944	Bissonnette	Glenda		129 Vance Ct				89074				
X					10/6/1935	Block	Ardwin (Ardie)		2156 Bensley St				89044	(702) 451-9368			
X					10/28/1943	Bloom	Geraldine (Geri)		2201 Stony Prairie Ct				89052	(702) 897-1016			
X					11/14/1930	Bloom	Hyman (Hy)		2201 Stony Prairie Ct				89052	(702) 897-1016			
X					6/29/1931	Bonds	Ruthie		2570 W Horizon Ridge Pkwy #6103				89052				
X					6/12/1956	Bones (Bon-ez)	Miriam		310 Annabelle Lane #145				89014				
X					10/2/1943	Bordiga	James		784 Salt Flats Cir				89011				
X					5/3/1941	Boston	Lula (Criss)		2570 W Horizon Ridge Pkwy #1106				89052	(702) 954-4294			
X					6/4/1942	Boyd	Mary		134 E Pacific Ave #125				89015				
X					11/28/1927	Bradbury	Andree		1851 Hillpointe Rd #2811				89074	(702) 433-9927			
X					2/21/1945	Brilliande	Kay		2570 W Horizon Ridge Pkwy #236				89052				
X					9/25/1940	Brousseau	Sharon		1539 Lake Placid Ter				89014				
X					5/12/1928	Buerth	Duane		595 S Green Valley Pkwy #812				89012				
X					8/13/1936	Buerth	Joyce (Joy)		595 S Green Valley Pkwy #812				89012				
X					6/22/1949	Buonfiglio	Maria (Connie)		511 College Dr #342				89015	(702) 545-0597			
X					2/6/1938	Cabrera	Dorothea M		314 Zenith Crest St				89015				
X					5/5/1942	Cameron	Cecelia		400 N Major Ave #1714				89015				
X					5/13/1943	Cann	Rose Marie (Ree)		990 Equestrian Dr #1107				89002				
X					1/31/1948	Cannarozzo	Thomas (Tom)		385 Marston Way				89015				
X					1/31/1936	Caporusso	Gloria		501 Sterling Falls Ave				89011	(702) 815-1880			

X					4/6/1948	Carpenter	Maxine		1001 Las Palmas Entrada Ave #3103				89012					
X					11/9/1943	Carrano	Silvio		511 College Dr #324				89015					
X					1/31/1943	Cartwright	Elvera		845 Seven Hills Dr #7206				89052	(702) 685-0225				
X					4/24/1941	Caruso	Annaeliese		310 Annabelle Lane #363				89014					
X					1/21/1943	Castellon	Vilma		347 Brilliant Summit Cir				89052	(702) 534-6602				
X					5/8/1942	Chamness	Ilona		2061 Alyssa Jade Dr				89044					
X					5/30/1943	Chandra	Pratibha		2177 Pennsbury Village Ct				89052					
X					12/12/1949	Chapman	Joyce		2416 Sun Grazer St				89044	(702) 586-5757				
X					3/18/1948	Chase	Sherwood G		845 Seven Hills Dr #1542				89052					
X					11/25/1932	Chatlin	Sarah		2638 Ridgewater Cr				89074					
X					4/8/1934	Childers	Emiko		1889 Blue Cloud St				89002	(702) 642-8634				
X					5/30/1937	Chisloman	Miriam		2570 W Horizon Ridge Pkwy #7205				89052	(702) 382-5171				
X					9/15/1939	Christy	Sally		148 Laguna Landing Dr				89002	(702) 565-5984				
X					7/2/1952	Chudacoff	Lawrence (Larry)		2410 El Cid Ct				89014					
X					3/16/1934	Ciccarelli	Marie		2156 Eagle Sticks Dr				89012					
X					10/30/1959	Ciers	Stephanie		2201 Ramsgate Dr #528				89074					
X					4/25/1941	Cipriani	Arlene		1527 Plainsight Ave				89014	(702) 435-2720				
X					9/18/1944	Clayton	Edith		805 N Major Ave #A				89015					
X					9/2/1945	Coleman	Diane		1081 Galant Fox Ave				89015	(702) 566-9440				
X					2/5/1938	Coles	Eulalia		275 Full Wine St				89074	(702) 435-2594				
X					3/11/1942	Corrigan	Joyce		2120 Ramrod Ave #1328				89014					
X					3/13/1940	Cox	Jean L (Jeanne)		329 Redando St				89014	(702) 340-0305				
X					1/2/1949	Craven	Barbara		700 Carnegie St #1514				89052					
X					12/22/1952	Crutchfield	Sonja		511 College Dr #235				89015	(725) 605-2207				
X					10/5/1958	Cruz	Ivan		855 N Stephanie St #2012				89014					
X					1/20/1950	Cruz	Therese (Terri)		510 College Dr #213				89015					
X					9/19/1949	Czekalski	Francine		263 Calliope Dr				89074					
X					4/24/1953	Damelio	Lawrence (Larry)		511 College Dr #345				89015					
X					3/13/1941	Davis	Johnnie L (Mr. Davis)		845 Seven Hills Dr #1322				89052	(702) 675-3449				
X					2/26/1943	Davis	Sharon		171 W Van Wagenen St #4D				89015					
X					3/14/1946	Dawes	Doreen M		2354 Pickwick Dr				89014					
X					10/17/1935	Deaton	Merrill		748 Willow Ave				89002					
X					10/4/1953	DeFusco	Julie		101 N Cholla St				89015					
X					12/10/1941	DeGuzman	Caridad		276 Full Wine St				89074	(702) 456-6781				
X					1/16/1947	DeLos Rios	Carmen		101 N Palo Verde Dr #304				89015					
X					4/22/1946	Devonshire	Nancy		23 E Texas Ave #113				89015					
X					7/11/1937	Diago	Carmenchu		985 Kern River Ave				89002					
X					5/8/1956	Diamond	Ilene		2251 Wigwam Pkwy #724				89074					
X					4/8/1947	Diaz	Elizabeth		435 E Van Wagenen St #702				89015	(702) 476-1470				
X					3/16/1957	Dicicco	Carol		1508 Oxbow Ct				89014					
X					8/21/1953	DiGiovanni	Laurel (Tammy)		1104 Via Della Curia				89011					
X					3/27/1944	Dillen	Robert (Bob)		1040 Geranium Dr				89011					
X					2/20/1931	Ditomaso	Constance (Connie)		1711 Chris Ave				89074					
X					11/6/1947	Dixson	Angela		214 Turkey Creek Way				89074					
X					11/11/1933	Dixson	Willard		214 Turkey Creek Way				89074					
X					12/5/1940	Dizon	Celia		10772 Glacier Rapids Ct				89052					
X					12/6/1946	Dooley	Shirley		990 Equestrian Dr #3116				89002	(702) 568-1464				
X					1/22/1930	Doty	Amalia (Amy)		1518 Jenny Linn Dr				89014	(702) 458-3585				
X					11/17/1944	Douglas	Susan		1001 Las Palmas Entrada Ave #3106				89012					
X					2/12/1948	Downey	Betty		435 E Van Wagenen St #802				89015	(702) 809-7736				
X					3/5/1944	Dryer	Edna		400 N Major Ave #1911				89015					
X					4/21/1942	Duclos	Shirley		400 N Major Ave #613				89015	(702) 782-6289				
X					4/5/1951	Easterday	Donna		106 Fir St				89015					
X					8/28/1943	Eatman	Joyce		400 N Major Ave #2024				89015					
X					9/3/1947	Eberhart	Cheryl (Sherry)		117 King St #3				89011					
X					12/31/1956	Edwards	Christine		280 Duppel Ct				89015					
X					8/12/1927	Eggleston	Marianne		2050 S Magic Way #136				89002	(702) 565-0544				
X					1/22/1957	Elling	Deborah (Deb)		400 N Major Ave #1313				89015					
X					3/16/1949	Ellis	Karen		343 Tungsten St				89015					
X					1/14/1948	Espinoza	Olinda (Linda)		171 W Van Wagenen St #20B				89015	(702) 567-0066				
X					2/24/1958	Estrella	Patricia		564 Tabony Ave				89011					
X					1/25/1936	Eveland	Nancy		2570 W Horizon Ridge Pkwy #4106				89052	(702) 558-4380				
X					6/2/1958	Falco	Diane		2925 Wigwam Pkwy #311				89074					
X					5/15/1934	Feldman	Lawrence		2001 Ramrod Ave #124				89014					
X					12/29/1934	Fenton	Lois		310 Annabelle Ln #243				89014					
X					2/9/1940	Ferguson	Donna		316 Birmingham St				89074	(702) 837-1863				
X					12/6/1957	Festinger	Paula		1786 Tanner Cir				89012	(725) 735-4209				
X					7/7/1934	Fibak-Boubion	Nora		2555 Hampton Rd #6203				89052	(702) 617-3208				
X					10/20/1956	Finklea Jr	David		600 N Major Ave #108				89015					
X					6/23/1948	Finucane	Pauline		400 N Major Ave #812				89015	(702) 564-9983				
X					2/28/1950	Fiore	Dale		286 W Basic Rd				89015	(702) 565-6404				
X					11/11/1945	Fleischmann	Frank		117 King St #5				89011					
X					9/21/1955	Flemmings	Rhonda		1001 Las Palmas Entrada Ave #2112				89012					

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X					4/28/1948	Floor	Sharon		2371 Moorpark Way				89014				
X					3/26/1935	Flowers	Ruby		2423 Tour Edition Dr				89074	(702) 816-4209			
X					2/5/1951	Ford	Margaret		2570 W Horizon Ridge Pkwy #108				89052				
X					1/8/1942	Fortenberry	Annie		92 Glendive St				89012	(702) 565-7540			
X					4/24/1929	Fortenberry	Matthew		92 Glendive St				89012	(702) 565-7540			
X					10/19/1954	Fountain	Gloria J		510 College Drive #813				89015				
X					12/20/1941	Frageorgia	Noelle		101 N Palo Verde Dr #209				89015				
X					3/1/1952	Franks	Vickie		435 E Van Wagenen St #906				89015	(702) 752-5597			
X					12/25/1944	Frazier	Janet		2050 S Magic Way #119				89002	(702) 331-4708			
X					11/17/1938	Gabayan	Gertrude		2063 Sugar Hill St				89052	(702) 333-4877			
X					2/18/1942	Gabayan	Romeo		2063 Sugar Hill St				89052	(702) 333-4877			
X					1/21/1936	Gallimore	Joe		569 Sellers Pl				89011				
X					6/25/1938	Galvez	Marina		1045 Island Falls Ave				89015	(702) 410-5104			
X					2/24/1935	Gaudette	Claire		598 Mountain Links Dr				89012	(702) 616-4760			
X					9/19/1951	Geller	Eugene		2324 Anderson Park Dr				89044	(702) 897-4586			
X					8/27/1952	George	Rose		845 Seven Hills Dr #6103				89052				
X					11/24/1942	Gibson	Joyce		845 Seven Hills Dr #1538				89052				
X					7/11/1959	Giorgi	Michael R		500 N Major Ave #120				89015	(725) 244-0538			
X					12/21/1934	Gogert	Sterling		990 Equestrian Dr #1214				89002	(702) 982-5009			
X					7/12/1958	Goins	Regina M		1001 Las Palmas Entrada Ave #2106				89012				
X					9/10/1939	Goldberg	Marshall		6765 Tulip Falls Dr #1079				89011				
X					8/13/1926	Goldschein	Madeleine		2315 Meteor Shower St				89044	(702) 617-0414			
X					5/26/1957	Gonzales	Roseley		435 E Van Wagenen St #801				89015				
X					3/2/1936	Gonzalez	Anne		1500 Dallas Ter				89014				
X					9/2/1956	Gonzalez	Maritza		429 E Van Wagenen St #205				89015				
X					12/14/1955	Gordon	Susan		511 College Dr #338				89015	(725) 204-0679			
X					9/7/1946	Gornicke	Sharon		2520 Celestial Light Dr				89044				
X					4/10/1954	Grant	Jacqueline (Jackie)		525 Harris St #1119				89015				
X					7/27/1938	Greco	Sallie		2807 Secret Canyon Rd				89074				
X					9/4/1947	Green	Deborah		2570 W Horizon Ridge Pkwy #7106				89052				
X					4/18/1934	Green	Dora A		1575 W Warm Springs Rd #3214				89014				
X					12/1/1952	Green	Lamar		1728 Carita Ave				89014	(702) 423-3682			
X					6/30/1952	Green	Pearl		1728 Carita Ave				89014	(702) 423-3682			
X					1/18/1936	Gregorio	John		1895 N Green Valley Pkwy #714				89014	(702) 434-2667			
X					11/18/1944	Gregorio	Mildred (Millie)		1895 N Green Valley Pkwy #714				89014	(702) 434-2667			
X					6/25/1937	Greiner	Arthur (Art)		129 Vance Ct				89074				
X					2/5/1946	Griffin	Richard		1001 Las Palmas Entrada Ave #1318				89012	(702) 856-0353			
X					3/11/1938	Grocki	Carole		990 Equestrian Dr #4206				89002				
X					5/30/1945	Haggar	Abboud (Andrew)		858 Sandhill Sage St				89052	(702) 965-4133			
X					12/12/1949	Haggar	Magda		858 Sandhill Sage St				89052	(702) 965-4133			
X					8/22/1934	Hallman	Marion		1715 Navarre Ln				89014	(702) 454-2183			
X					11/13/1927	Hanada	Lucille (Lucy)		1987 High Mesa Dr				89012	(702) 914-1860			
X					3/28/1929	Hanner	Josephine		1043 Armillaria St				89011				
X					3/16/1936	Harmon	Ruth		914 Twinkling Sky Ave				89015				
X					7/20/1931	Harris	Darlene		101 Fir St				89015	(702) 565-8408			
X					10/10/1938	Harris	Loretta		132 E Pacific Ave #109				89015	(702) 565-3183			
X					9/23/1940	Heffernan	Elizabeth		990 Equestrian Dr #4111				89002	(702) 816-2499			
X					7/21/1957	Hemm	Grace		400 N Major Ave #724				89015				
X					8/27/1954	Hernandez	Betty A		990 Equestrian Dr #1212				89002				
X					1/18/1936	Hill	Janice (Elaine)		134 E Pacific Ave #409				89015				
X					2/6/1933	Hinman	Carol		705 Skipjack Dr				89015	(702) 564-8426			
X					9/30/1945	Hinson	Jeraldine (Jerrie)		1049 Bonita Bluffs Ave				89015				
X					6/25/1950	Hirt	June M		990 Equestrian Dr #4202				89002				
X					2/6/1941	Hoffman	Phyllis		990 Equestrian Dr #4315				89002	(702) 470-4099			
X					7/27/1956	Holton	Melany		1947 Hobson Dr				89074				
X					12/21/1932	Hood	Marilyn J		2251 Wigwam Pkwy #1512				89074	(702) 450-0092			
X					4/26/1936	Hopkins	Marietta		727 Wolf Point St				89002	(702) 476-3937			
X					1/9/1933	Horvath	Julianna		132 E Pacific Ave #209				89015				
X					6/7/1956	Houlihan	Beth		320 Annabelle Ln #101				89014				
X					6/3/1944	Humburg	Pamela		101 N Palo Verde Dr #110				89015				
X					12/23/1932	Humphries	Ramona		231 W Horizon Ridge Pkwy #1017				89012				
X					7/17/1939	Huston	Patricia (Pat)		385 Apache Pl				89015				
X					4/20/1940	Jackson	Martha		1758 Franklin Chase Terr				89012				
X					6/1/1955	Jenkins	Rosalyn		171 W Van Wagenen St #19D				89015	(702) 457-7399			
X					9/27/1953	Jenkins	Sandra (Sandy)		990 Equestrian Dr #1320				89002				
X					2/18/1956	Jeter-Smith	Patricia		45 Maleena Mesa St #623				89074				
X					7/30/1945	Jiles	Victoria		2305 W Horizon Ridge Pkwy #4012				89052				
X					8/15/1937	Johnson	Beatrice		2503 Libretto Ave				89052				
X					4/13/1947	Johnson	Roderick		2344 Tranquil Moon St				89044				
X					2/28/1946	Johnson	Stephen		454 Sellers Pl				89011				
X					7/12/1959	Johnson	Teresa		527 Scenic Terra Dr				89015				
X					4/11/1950	Johnson	Valerie K		845 Seven Hills Dr #1401				89052				
X					3/20/1931	Johnston	Lyla (Jean)		265 Grand Olympia Dr				89012	(702) 586-0012			

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X					8/6/1957	Johnston	Lynn		265 Grand Olympia Dr				89012	(702) 586-0012				
X					11/29/1949	Jones	Delores		1001 Las Palmas Entrada Ave #3121				89012	(725) 205-3221				
X					5/2/1943	Jones	Lula		500 N Major Ave #125				89015	(702) 909-9777				
X					8/7/1957	Jones	Tynthia		511 College Dr #210				89015					
X					8/15/1947	Joseph	Claudine		845 Seven Hills Dr #4205				89052					
X					12/21/1951	Joyner	Toni		990 Equestrian Dr #4211				89002					
X					9/15/1936	Kaplan	Charlotte		1250 American Pacific Dr #512				89074					
X					12/29/1940	Kaplan	Sandra		2786 Meadow Park Ave				89052					
X					8/22/1928	Kaucher	Edna		2732 Aspen Wood Ave				89074	(702) 629-2214				
X					2/17/1942	Keene	Fanny		845 Seven Hills Dr #1109				89052					
X					6/13/1957	Kelleghan	Michael		2050 W Warm Springs #2221				89014					
X					4/11/1933	Keller	Joan		845 Seven Hills Dr #1549				89052	(702) 533-3836				
X					2/14/1945	Kesler	Joan		435 E Van Wagenen St #903				89015	(702) 241-7896				
X					10/24/1957	Kidd-Parsons	Karen		306 Eastminister Ct #A				89015					
X					11/10/1936	Kimball	William		1601 Bontemps Ct				89052	(702) 407-1630				
X					5/24/1944	Klipper	Andrew (Andy)		2574 Kinghorn Pl				89044					
X					1/2/1946	Klipper	Barbara		2574 Kinghorn Pl				89044					
X					1/10/1940	Kong	Anna		2566 Evening Twilight Ave				89044	(702) 382-8889				
X					9/17/1941	Kosacek	James		740 E Warm Springs Rd #524				89015	(702) 564-2905				
X					6/8/1939	Koterwski	Darlene		2112 Eagle Watch Dr				89012	(702) 796-0422				
X					6/2/1931	Kotis	William J		171 W Van Wagenen St #2D				89015	(702) 525-1122				
X					9/11/1940	Koutnouyan	Arpine		2408 Goldfire Cir				89052	(702) 897-2232				
X					1/26/1947	Krajniak	Thaddeus (Ted)		2572 Mizzoi Circle				89052	(702) 614-8755				
X					5/29/1936	Kramer	Arlene		852 Coastal Beach Rd				89002					
X					2/25/1928	Krotov	Felicitas		265 Ventana Heights St				89074	(702) 450-7644				
X					10/23/1947	Kumehang	Chona		985 Kern River Ave				89002					
X					8/31/1946	Kupinski	Dolores		500 N Major Ave #121				89015					
X					4/16/1936	Kyriakakis	Constantine		1686 St Malo Way				89014	(702) 704-4011				
X					10/17/1949	Laird	Lovella J (Jean)		248 Fullerton Ave				89015	(702) 564-3029				
X					4/27/1948	Lamia	Frances		1628 Yellow Tulip Pl				89012					
X					6/18/1955	Landis	Robin C		2520 Sirius Star St				89044	(702) 444-0500				
X					5/14/1945	Landsman	Lynn		1001 Las Palmas Entrada Ave #2202				89012					
X					3/20/1936	Langman	Juanita		490 Elm Crest Pl				89012	(702) 914-2733				
X					11/14/1947	Lanza	Marianne		1001 Las Palmas Entrada Ave #2203				89012	(702) 877-0797				
X					12/30/1937	LaPlante	Rose		1679 Strasbourg Way				89014	(702) 898-6192				
X					10/23/1930	LaRocque	Rosemary		112 Brian Dr				89074	(702) 896-9945				
X					12/3/1936	Lates	Maria		950 Seven Hills Dr #2223				89052					
X					11/29/1944	Laurie	Fran		2344 Bensley St				89044	(702) 641-0042				
X					7/9/1951	Lavrovsky	John		776 Camino La Paz				89012	(702) 568-0886				
X					9/16/1939	Lawicki	William G (Bill)		3017 Fort Stanwix Rd				89052					
X					12/30/1952	Lawrence	Carla		1110 Nordyke Ave				89015					
X					7/15/1934	Lawrence	Eileen		337 S Humboldt Dr				89074	(702) 897-2398				
X					7/25/1927	Lawson	Mardis		132 E Pacific Ave #414				89015	(702) 485-5402				
X					6/27/1953	Layne	Leanne		511 College Drive #343				89015					
X					2/6/1930	LeBeau	Corinne		845 Seven Hills Dr #1428				89052					
X					4/17/1948	Leddon	Jenny		101 Palo Verde Dr #612				89015					
X					3/6/1944	Lee	Jeannie		449 Golden State St				89012					
X					2/21/1935	Leong	George		500 N Major Ave #206				89015					
X					6/12/1944	Levenson	Sandra		500 N Major Ave #224				89015					
X					10/13/1933	Levin	Norma		320 Annabelle Ln #202				89014	(702) 823-4489				
X					6/16/1954	Levine	Felecia		2134 Alyssa Jade Dr				89052	(702) 222-4425				
X					6/20/1927	Levine	Victoria		2134 Alyssa Jade Dr				89052	(702) 222-4425				
X					11/5/1949	Limpp	Robert		400 N Major Ave #711				89015					
X					2/7/1929	Lindenbaum	Harold		310 Annabelle Lane #155				89014	(702) 253-1042				
X					12/11/1948	Ljungkvist	Rolf		845 Seven Hills Dr # 2206				89052					
X					6/18/1930	Lohrli	Lila E		2743 White Sage Dr				89052	(702) 896-0040				
X					9/16/1959	Lohrli	Lisa		2743 White Sage Dr				89052	(702) 896-0040				
X					6/22/1936	Long	Florence (Flo) Ann		511 College Dr #220				89015					
X					3/3/1951	Lorraine	Stephen (Steve)		511 College Dr #325				89015					
X					1/10/1940	Loudermilk	Elsie		1942 Larrimer Ct				89011					
X					2/27/1940	Lualhati	Lynne		2280 Garden City Ave				89052					
X					7/6/1953	Lumpkin	Alma		990 Equestrian Dr #4120				89002					
X					9/17/1953	Lynch	Amanda		6151 Mountain Vista St #1511				89014					
X					5/12/1937	MacDougall	Joan		558 Fox Links St				89012					
X					10/28/1956	Madden	Anne		740 E Warm Springs Rd #116				89015					
X					8/14/1960	Madden Jr	Edward		740 E Warm Springs Rd #116				89015					
X					12/27/1940	Manaoat	Frederico		2200 Ramsgate Dr				89074	(702) 270-3077				
X					11/26/1940	Manaoat	Josefina		2200 Ramsgate Dr				89074	(702) 270-3077				
X					5/10/1936	Mandell	Bernice		400 N Major Ave #913				89015	(702) 558-6776				
X					12/30/1946	Marino	Janet		101 N Palo Verde Dr #102				89015					
X					7/7/1953	Martel	Sharon		122 Jessup Rd #6203				89074	(725) 203-4640				
X					10/24/1937	Martin	Anna		142 Kola St				89015	(702) 565-8151				
X					7/25/1944	Mason	Joyce		1349 W Horizon Ridge Pkwy #927				89012					

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X					12/10/1949	Mathew	Thomas		3174 Casalotti Ave				89044					
X					12/24/1931	Mathews	Anna		990 Equestrian Dr #1310				89002					
X					11/28/1938	Matthews	Frederica		134 E Pacific Ave #226				89015					
X					12/8/1956	Maxson	Linda		845 Seven Hills Dr #6104				89052					
X					9/13/1934	McAuliffe	Beth		2050 W Warm Springs Rd #3912				89014	(702) 466-0145				
X					7/28/1934	McDermott	Gloria		2163 Chapman Ranch Dr				89012	(702) 458-1832				
X					2/7/1941	McLane	Virginia		538 Grimsby AVe				89014					
X					11/29/1945	McNeece	Shirley		601 Cabrillo Cir #857				89015					
X					3/1/1933	McRoyal	Gwendolyn		101 Palo Verde Dr #1018				89015	(702) 463-2488				
X					11/9/1940	Mease	Betty		990 Equestrian Dr #3111				89002					
X					10/3/1949	Medina	Benjamin (Benjie)		1895 N Green Valley Pkwy #621				89074					
X					10/10/1948	Medina	Gwendolyn (Gwen)		1895 N Green Valley Pkwy #621				89074					
X					4/2/1952	Mehta	Kalpana		1062 Broomfield Dr				89074					
X					8/16/1950	Mehta	Manojkumar		1062 Broomfield Dr				89074					
X					8/14/1945	Mellone	Kenneth (Ken)		171 W Van Wagenen St #4F				89015					
X					12/17/1945	Melton	Martha (Sue)		215 S White Cloud Cr				89074	(702) 823-2924				
X					11/29/1932	Meyers	Nancy		2151 Chapman Ranch Dr				89012	(702) 269-0250				
X					5/22/1947	Meyerson	Renee		2020 Via Firenze				89044					
X					2/9/1938	Michaels	Jon		1290 W Horizon Ridge Pkwy #2717				89012					
X					8/9/1933	Michelson	Joel (Mike)		2900 Sunridge Heights Pkwy #1316				89052					
X					10/26/1953	Migneault	Adrienne		101 N Palo Verde #204				89015					
X					2/26/1944	Miles	Wilma		990 Equestrian Dr #3218				89002					
X					5/18/1957	Mock	Darrell		3001 W Warm Springs Rd #922				89014	(725) 205-1637				
X					5/29/1932	Modester	Frances		511 College Dr #203				89015	(702) 374-5634				
X					9/10/1941	Montgomery	Ellen		916 Longshanks Way				89015	(702) 565-0889				
X					11/19/1943	Morrow	Carla		993 Equestrian Dr #2103				89002	(702) 786-5392				
X					3/1/1925	Munic	Doris		2501 Wigwam Pkwy #617				89074	(702) 614-4544				
X					11/29/1938	Munroe	Eleanor		241 Piute Ln				89015					
X					10/14/1938	Naki	Henry		2563 Evening Twilight				89044					
X					2/23/1945	Nasca	Beth		2570 W Horizon Ridge Pkwy #225				89052					
X					8/27/1948	Nelson	Richard		510 College Dr #1022				89015					
X					6/30/1947	Newton	Judy		511 College Dr #344				89015					
X					7/11/1952	Nold	Linda Lee		575 E Lake Mead Pkwy #1104				89015					
X					10/3/1952	Nordborg-Gilman	Grayce		817 Vermillion Dr				89002	(702) 564-4834				
X					5/26/1954	O'Hare	Michael		320 Annabelle Ln #118				89014					
X					8/15/1955	O'Hare	Rebecca		320 Annabelle Ln #118				89014					
X					5/5/1931	O'Shea	Jannylemus (Janny)		243 Amber Light Ct				89074					
X					4/15/1945	Ogletree	Virginia		814 Long Branch Dr				89014	(702) 433-0175				
X					2/16/1934	Olsen	Harry		171 Van Wagenen St #7A				89015					
X					9/29/1957	Oneill	Jennie		2267 Keego Harbor St				89052	(702) 470-4929				
X					9/15/1941	Orlando	Nicholas		2312 N Green Valley Pkwy #1413				89014					
X					2/5/1945	Palacios	Irma E		2831 Sapphire Desert Dr				89052	(702) 410-5083				
X					3/20/1941	Palacios	Mario		2831 Sapphire Desert Dr				89052	(702) 410-5083				
X					1/2/1934	Parker	Janet		2552 Jada Dr				89044	(702) 645-6281				
X					5/16/1939	Pascal	Patricia		10701 S Eastern Ave #118				89052	(702) 902-2424				
X					1/30/1939	Pass	Virginia (Ginny)		1816 Mountain Ranch Ave				89012					
X					2/12/1950	Paterson	Colin		1506 Camino Summit Ave				89012	(702) 754-5814				
X					1/2/1946	Paterson	Doris		1506 Camino Summit Ave				89012	(702) 754-5814				
X					12/30/1953	Patterson	Brenda		429 E Van Wagenen St #105				89015					
X					7/21/1950	Patterson	Laverne (Jackie)		511 College Dr #430				89015					
X					5/11/1948	Pavalon	Donna		503 Chandler St				89014	(702) 570-5025				
X					10/14/1943	Payne	Bashalea		1134 Evening Canyon Ave				89014					
X					7/26/1935	Pearson	Donald		132 E Pacific Ave #309				89015	(702) 624-3531				
X					3/8/1946	Peary	Theresa		990 Equestrian Dr #3105				89002					
X					6/1/1941	Perkins	Jo		320 Annabelle Ln #113				89014					
X					2/2/1942	Perlman	Natalie		595 S Green Valley Pkwy #1812				89012					
X					1/29/1960	Polk	James		101 N Palo Verde Dr #402				89015					
X					8/24/1954	Pollock	Audrey		1050 Whitney Ranch Dr #2713				89014					
X					1/10/1933	Pompi	Rosemarie (Ro)		127 Vance Ct				89074	(725) 204-0754				
X					5/9/1954	Ponce	Frida		245 S Gibson Rd #2101				89012					
X					11/11/1951	Powers	Billy (Bill)		131 Hexham Dr				89015					
X					4/8/1949	Powers	Shirley (Bari)		131 Hexham Dr				89015					
X					1/16/1947	Prater	Jessie		440 Fountain Grove St				89012					
X					3/4/1942	Price	Susan (Kate)		1791 Clear River Falls Ln				89012					
X					11/8/1939	Quattlebaum	Frank		184 Strone St				89012					
X					2/6/1938	Quattlebaum	Onnie		184 Strone St				89012					
X					3/11/1939	Rambo	Nancy		1817 Towering Mesa Ave				89012	(702) 896-2500				
X					6/22/1931	Rancour	Rosemarie		1349 W Horizon Ridge Pkwy #1111				89012	(702) 436-8077				
X					8/31/1948	Raneses	Arestides		113 Voltaire Ave				89002					
X					11/12/1948	Rawlings	Carole		132 E Pacific Ave #230				89015					
X					12/8/1958	Reeves	Rose		2185 Hearts Club Dr				89074					
X					4/8/1949	Rehder	Robin		23 E Texas Ave #315				89015	(725) 465-7115				
X					8/5/1945	Reichart	Elisha		500 N Major Ave #231				89015					

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X					6/27/1954	Reidelbach	Deborah (Debbie)		511 College Dr #211				89015	(702) 969-5158			
X					7/30/1950	Reinhardt	Teresa (Ms.T)		101 N Palo Verde Dr #205				89015				
X					7/17/1949	Rella	Lisette		310 Annabelle Ln #373				89014				
X					10/3/1942	Remer	Barbara		2988 Yellow Springs Ct				89052				
X					1/19/1937	Reyes	Norma		1851 Hillpointe Rd #2821				89074	(702) 436-0279			
X					11/2/1949	Reynolds	Marcella		511 College Dr #326				89015				
X					7/9/1951	Reznicki	Terry		325 N Gibson Rd #1011				89014				
X					11/27/1935	Richwood	Mirella		1561 Buffalo Brubaker Ln				89002	(702) 270-0118			
X					3/25/1934	Ricks	Clarice		2529 Citrus Garden Cir				89052	(702) 263-3669			
X					5/14/1941	Riordan	James		3220 Brescia Bank Ave				89044				
X					9/29/1945	Ripes	Lois		2859 Sapphire Desert Dr				89052				
X					4/11/1937	Rivadeneyra	Emma		101 N Palo Verde Dr #301				89015				
X					2/13/1932	Rivard	Isabel		1838 Vista Pointe Ave				89012				
X					9/30/1930	Rivero	Serafina		319 Evan Picone Dr				89014				
X					3/14/1947	Robbins	Joan		134 E Pacific Ave #418				89015				
X					7/31/1944	Robertson	Mari (Louise)		845 Seven Hills Dr #1541				89052				
X					7/4/1953	Robinson	Cassandra		400 N Major Ave #1924				89015				
X					8/10/1948	Robinson	Dorotha (Dottie)		990 Equestrian Dr #4205				89002	(702) 914-7545			
X					1/25/1956	Robinson	Dorothy		200 Fullerton Ave				89015				
X					10/5/1941	Robison	Sandra		23 E Texas Ave #103				89015				
X					5/31/1956	Rocquemore	Waynetta		511 College Dr #152				89015				
X					9/20/1950	Ross	Christine		740 E Warm Springs Rd #514				89015				
X					3/24/1958	Roth	Michael		1250 American Pacific Dr #512				89074	(702) 321-8039			
X					10/11/1945	Rowles	David		2728 Tarbert St				89044	(702) 604-6828			
X					8/26/1942	Rueff	Adrianne		347 Tungsten St				89015	(702) 564-1701			
X					1/14/1958	Russo	Marie		480 Sellers Pl				89011				
X					11/14/1956	Salazar	Isabell		400 N Major Ave #1114				89015				
X					1/22/1953	Salomonson	Evelyn		2599 Anani Rd				89044				
X					2/9/1928	Salvesen	Alice		2609 Ashmoore Dr				89074	(702) 361-3969			
X					4/11/1950	Samson	Porter		2476 Luminous Star St				89044	(702) 492-0279			
X					9/11/1948	Sanford	Danielle		500 N Major Ave #228				89015				
X					12/28/1934	Santagata	Albina		3177 Olivia Heights Ave				89052	(702) 240-0028			
X					8/25/1947	Schmeichel	Diane		134 E Pacific Ave #129				89015	(702) 568-1077			
X					3/21/1933	Schneider	Fay		400 N Major Ave #314				89015	(725) 502-9852			
X					7/25/1931	Schoenfeld	Leo		2094 Pepperell Ave				89044	(702) 227-9908			
X					6/3/1949	Schoenfeld - Ader	Deborah (Debi)		1575 W Warm Springs Rd #1714				89014	(702) 510-3209			
X					1/21/1948	Sears	Andrew		791 Sunlight Dunes Ct				89014	(702) 258-9923			
X					9/22/1949	Sears	Bonnie		791 Sunlight Dunes Ct				89014				
X					3/4/1941	Segal	Joan		1290 W Horizon Ridge Pkwy #2717				89012				
X					8/21/1944	Seklar	Dianna		1001 Las Palmas Entrada #3220				89012	(725) 205-8963			
X					8/20/1936	Seligman	Carol		845 Seven Hills Dr #1351				89052				
X					12/5/1939	Semonche	Diane		845 Seven Hills Dr #2108				89052	(702) 492-7718			
X					1/26/1942	Shadle	Linda		400 N Major Ave #1813				89015	(702) 871-1282			
X					9/8/1950	Shahmirzadi	Nina		35 Casa Del Fuego				89012				
X					3/2/1939	Shake	Joyce		2201 Ramsgate Dr #318				89074				
X					10/13/1940	Shapiro	Dorothy		579 Cypress Gardens Pl				89012	(702) 897-6908			
X					9/28/1955	Shapiro	Jill		2312 Janesville Ln				89044	(702) 998-8804			
X					3/23/1947	Sharp	Paulette		1001 Las Palmas Entrada Ave #3118				89012				
X					9/27/1953	Shaughnessy	Brenda		2468 Serene Moon Dr				89044	(725) 204-1134			
X					3/18/1934	Shearin	Cecilia		120 E Laval Dr				89015	(702) 564-2156			
X					3/30/1954	Sherburne	Kathi		1881 Blue Cloud St				89002	(702) 567-3404			
X					12/24/1944	Sherry	William (Bill)		2785 Tentsmuir Pl				89014				
X					4/13/1950	Shivell	Marie		919 San Eduardo Ave				89002				
X					3/25/1936	Simich	George		2356 Pickwick Dr				89014				
X					4/22/1936	Slater	Ruth		511 College Dr #110				89015				
X					12/24/1937	Smee	David		2305 W Horizon Ridge Pkwy #3022				89052	(702) 444-4974			
X					2/25/1960	Smee	Karen		2305 W Horizon Ridge Pkwy, #3022				89052	(702) 444-4974			
X					5/4/1934	Smith	Agnes		348 Manti Pl				89014	(702) 270-9947			
X					12/10/1945	Smith	Mary A		990 Equestrian Dr #2117				89002				
X					6/28/1937	Snow	Mary		845 Seven Hills Dr #1432				89052				
X					12/4/1938	Sosin	Shirley		2570 W Horizon Ridge Pkwy #3101				89052				
X					12/17/1943	Sovay	Carol		310 Annabelle Ln #283				89014				
X					11/10/1954	Spiess	John		171 W Van Wagenen St #5D				89015				
X					10/30/1950	Spoto	Patricia (Patty)		130 E Pacific Ave #313				89015	(702) 722-6519			
X					12/9/1951	St Germain	Susan		376 Sanctuary Ct				89014				
X					9/24/1951	St Germain	Thomas (Tom)		376 Sanctuary Ct				89014				
X					9/10/1952	Stafford	Myrna		500 N Major Ave #111				89015	(702) 724-0348			
X					3/23/1946	Stedman	Diane		320 Annabelle Lane #109				89014				
X					1/9/1932	Steinbarth	Dorothy		990 Equestrian Dr #4212				89002	(702) 856-0014			
X					6/17/1945	Stevens	Walter R		136 Cascade Meadow Ct				89011				
X					2/9/1936	Steward	Harriet		1232 Burgundy Dr				89002	(702) 566-0011			
X					3/2/1950	Stiller	Joni		134 E Pacific Ave #214				89015				
X					4/24/1932	Stolz	Sally		845 Seven Hills Dr #1235				89052	(702) 434-0902			

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X					1/23/1939	Stone	Estoria M (Madge)		219 Bailey Island Dr				89074	(702) 434-9456			
X					6/6/1934	Straub	Audrey		1575 W Warm Springs Rd #2723				89014	(702) 331-6188			
X					3/21/1941	Strickland	Juanita		2570 W Horizon Ridge Pkwy #220				89052				
X					6/18/1932	Sugarman	Irene (Faye)		845 Seven Hills Dr #8103				89052				
X					7/19/1950	Sullivan	Doris		730 Center St 15B				89015				
X					6/17/1943	Summers	Sandra (Sandy)		701 Aspen Peak Loop #1314				89011				
X					1/16/1952	Svihl	Claudia F		1644 Athol Ave #3				89011				
X					9/28/1933	Swanson	Emma		400 N Major Ave #411				89015				
X					2/29/1944	Switzer	Richard (Doc)		1110 Nordyke Ave				89015	(702) 438-1488			
X					8/7/1938	Szelag	Joan		855 N Stephanie St #2212				89014	(702) 798-9804			
X					3/10/1947	Tamburini	Vickie		56 Country Club Dr				89015				
X					2/13/1942	Tapley	Celia		171 W Van Wagenen St #5F				89015	(702) 437-6098			
X					4/7/1954	Taylor	Kerri		845 Seven Hills Dr #1347				89052				
X					9/30/1943	Taylor	Michelina (Pamela)		361 Seine Way				89014				
X					5/21/1932	Thompson	Betty J		2570 W Horizon Ridge Pkwy #205				89052	(702) 203-1187			
X					8/2/1949	Thompson	Linda S		23 E Texas Ave #415				89015				
X					3/3/1955	Thrasher	Cynthia		101 Palo Verde #516				89015				
X					3/4/1955	Titus	Victoria		429 E Van Wagenen St #206				89015				
X					10/19/1942	Torres	Cecilia		317 John Henry Dr				89014				
X					6/5/1947	Tote	Diana		400 N Major Ave #222				89015				
X					2/1/1935	Triffon	Cathy G		2570 W Horizon Ridge Pkwy #127				89052				
X					3/7/1957	Tull	Marcia		844 Purple Sage Terr				89015				
X					4/22/1945	Uberto	Aida		2570 W Horizon Ridge Pkwy #6104				89052				
X					9/1/1942	Valdez	Brenda		2570 W Horizon Ridge Pkwy #7104				89052				
X					7/23/1946	Van Winkle	Michael (Mike)		734 Pomegranate Ct				89014				
X					7/19/1930	Vance	Audrey		400 N Major Ave #412				89015				
X					2/13/1949	Vanmols	Diane		501 E Lake Mead Pkwy #1412				89015				
X					12/10/1957	Vanmols	Matthew		501 E Lake Mead Pkwy #1412				89015				
X					1/14/1950	Varela	JoAnne		2201 Ramsgate Dr #1111				89074	(702) 558-8688			
X					8/9/1953	Vernucci	Doug		845 Seven Hills Dr #1233				89052				
X					3/15/1946	Vickers	Lorena		1001 Las Palmas Entrada Ave #1113				89012				
X					10/13/1944	Vickers	William (Larry)		1001 Las Palmas Entrada Ave #1113				89012				
X					5/17/1947	Villareale	Marilyn		310 Annabelle Ln #142				89014				
X					4/22/1948	Vitale	Tom		1290 W Horizon Ridge Pkwy #1017				89012				
X					11/13/1938	Volpicello	Roseann		2233 Merrimack Valley Dr				89044	(702) 979-9114			
X					1/6/1940	Voorhees	Carol Ann		990 Equestrian Dr #3311				89002	(702) 646-8415			
X					11/26/1946	Walker	Shereen		511 College Dr #336				89015	(702) 581-6826			
X					7/22/1941	Ward	Brenda		511 College Dr #109				89015				
X					3/25/1943	Ward	Sandra		435 E Van Wagenen St #1011				89015				
X					10/28/1951	Warner	Christine		511 College Dr #221				89015				
X					12/24/1948	Washington	Darlene		1213 Toledo St				89015				
X					10/13/1943	Wasso	Lorraine		2695 Lochleven Way				89044	(702) 567-0107			
X					5/24/1929	Watson	Helen		975 Seven Hills Dr #2914				89052	(702) 476-1094			
X					8/27/1949	Watson	Rosemary		701 Aspen Peak Loop #3214				89011	(702) 489-5666			
X					9/7/1949	Wayne	Genevia		130 E Pacific Ave #117				89015				
X					3/8/1939	Webb	Mary		709 Heritage Pointe Dr				89002	(702) 564-7503			
X					9/3/1942	Webb	Maureen		1194 Nakoa Ct				89002				
X					9/9/1923	Weech	Virginia		840 Azalea Ct				89002				
X					10/20/1956	Werner	Diana		1016 Aspen Cliff Dr				89011				
X					7/5/1955	Wheeler	Terryl		2001 Ramrod Ave #714				89014				
X					12/10/1934	White	Anna (Penny)		493 Beaconwood St				89052				
X					2/6/1932	White	Dora		500 N Major Ave #212				89015	(702) 568-1581			
X					8/25/1942	Widder	Judith (Judie)		2850 Maryland Hills Dr				89052				
X					2/16/1947	Williams	Charles S (Steve)		204 Navajo Dr				89015				
X					7/6/1957	Williams	Lucritia (Cissy)		1001 Las Palmas Entrada Ave #1212				89012				
X					12/2/1941	Williams	Nyla		23 E Texas Ave #210				89015	(702) 565-8632			
X					2/14/1954	Willis	Edward		435 E Van Wagenen St #105				89015				
X					5/20/1939	Willoughby	Dolores		400 N Major Ave #1221				89015				
X					10/26/1954	Wilson	Roberta (Robin)		434 Sunburst Dr				89002				
X					2/7/1936	Winn	Delia		1010 Pecos River Ave				89002				
X					4/3/1942	Wright	Carrie		1001 Las Palmas Entrada #2101				89012				
X					6/15/1959	Yamashita	Joni		2305 W Horizon Ridge Pkwy #2512				89052				
X					5/5/1945	Yong	Sinmoi (Margaret)		692 Riverband Pl				89052	(702) 407-5167			
X					11/1/1955	Young	Linda M		1632 Keena Dr				89011				
X					10/25/1948	Yurek	Susan		101 N Palo Verde Dr #302				89015				
X					12/23/1959	Zuttermeister	Charlynn		435 E Van Wagenen St #102				89015				
X					7/19/1959	Zuttermeister	George		435 E Van Wagenen St #102				89015				
AUTO SUM - TOTAL RIDES PROVIDED																	0
CLIENTS SERVED IN CURRENT MONTH (CLIENT COUNT)																	0

Prepared by:
Jane Camburn — Jane Camburn — Supervisor — 3/22/2021
Name (Printed) — Signature — Title — Date

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Dignity Health - St Rose Dominican
Helping Hands of Henderson

CMP Client Waiting List - Month of: Jul-21

Eligibility - Senior	Eligibility - Low Income	Eligibility - Disability	RTC ADA Client ID	Medicaid ID	Date of Birth	Last Name	First Name	Middle Name	Street No / Street Name	Unit	City	State	Zip	Phone	Inside RTC Service Area (Y/N)	Comments
X					11/15/1951	Alexander	Alice		515 Dutchman Ave				89011	(702) 809-1993		
X					6/23/1931	Anderson	Ruth		2448 Antler Point Dr				89014			
X					1/23/1959	Brown	Melissa		171 W Van wagenen Street 13B	13B			89015			
X					8/12/1954	Brown	Shirley		437 Sellers Pl				89011	(972) 805-6263		
X					6/2/1958	Buddenbaum	Angela		73 Country Club Drive				89015			
X					5/14/1944	Camarillo	Tina		43 Ballerina Dr				89015	(702) 812-0943		
X					11/27/1930	DeLuzuriaga	Milagros		789 Vortex Ave				89002	(702) 629-4775		
X					7/12/1949	Derriberry	Marianne		2253 Valley Falls Way				89052			
X					9/8/1946	Derriberry	Tom		2253 Valley Falls Way				89052			
X					1/16/1947	Dindinger	Margaret		310 Annabelle Lane #246	246			89014	(702) 420-3157		
X					6/24/1948	Ford	Virginia		941 Sitting Bull Drive				89014			
X					5/18/1951	Goldstein	Ross		171 W Van Wagenen St #2E	2E			89015	(702) 505-6448		
X					7/2/1949	Ilich	Maria		400 Bell Ave				89015			
X					10/24/1954	Koester Rush	Jeanine		424 N. Kile Ave				89015	(702) 374-3523		
X					3/8/1961	Lofton	Darrell		1770 N Green Valley Pkwy #2312	2312			89074			
X					8/29/1931	Marsico	Lilian		2157 Hidden Ranch Terrace				89052			
X					2/17/1949	McIntyre	Kathleen		2085 Joy View Lane				89012			
X					10/30/1939	Medve	Thereasa		845 Seven Hills Drive #1546	1546			89052	(805) 618-6999		
X					9/7/1941	Molina	Gloria		2519 Starlight Valley St				89044			
X					11/17/1951	Neal	Sally		511 College Dr #231	231			89015	(725) 214-7489		
X					3/28/1935	Ostrom	Dorothy		419 Zirconium Way				89015			
X					1/23/1934	Ostrum	Paul		419 Zirconium Way				89015			
X					3/17/1938	Reeves	Williams		1701 Comstock Drive				89014			
X					9/6/1943	Rivera	Emerida		400 N Major Street #1814	1814			89015	(702) 505-5402		
X					7/31/1930	Schenk	Sylivia		2836 Blue Bonnet Drive				89074	(702) 505-5536		
X					6/24/1937	Sewell	Janet		914 Palo Verde Dr				89015	(702) 239-7518		
X					3/4/1935	Weiss	Doris		770 Possa De Mar Ave				89002			
X					5/20/1960	Wixom	Jerry		990 Equestrian Dr #3309	3309			89002			
X					11/6/1956	Cho	Sun		996 MacKenzie River Ave				89002			
X					5/27/1944	Hoolihan	Jon Pat		2217 Lucerine Cir				89014	(702) 239-3981		
X					1/1/1950	Minikel	Roseanne		2448 Jada Dr				89044	(702) 786-2997		
X					5/26/1953	O'Reilly	Jaslynne		1001 Las Palmas Entrada Ave #3211	3211			89012			
X					2/6/1938	Rey	Delia		1533 Lake Placid Terr				89014	(702) 695-8562		

Prepared by:
Jane Camburn — Jane Camburn — Supervisor — 3/22/2021
Name (Printed) — Signature — Title — Date

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ATTACHMENT D – BUDGET

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RTC
COMMUNITY MOBILITY PROJECT

Form A

FY 22 Project Budget (Operating)

Business Name: *Dignity Health - St. Rose Dominican*

Project Title: *Helping Hands of Henderson*

Budget Line Items	Total Program Expense	RTC Match (50%)	Applicant Match (50%)	Soft Match / In-Kind*	Source of Applicant Match
Personnel - Indirect	$ -	$ -	$ -		
Fringe Benefits - Indirect	$ -	$ -	$ -		
Personnel - Direct	$ 148,548	$ 74,274	$ 74,274		Fund for Healthy Nevada, SRDH
Fringe Benefits - Direct	$ 35,652	$ 17,826	$ 17,826		Fund for Healthy Nevada, SRDH
Personnel - Indirect (Executive)	$ -	$ -	$ -		
Fringe Benefits - Indirect (Executive)	$ -	$ -	$ -		
Facility Rent/Lease	$ -	$ -	$ -		
Insurance - Automobile	$ -	$ -	$ -		
Insurance - G&L/Workers Comp	$ -	$ -	$ -		
Vehicle Fuel	$ -	$ -	$ -		
Vehicle Maintenance and Repairs	$ -	$ -	$ -		
Volunteer Driver Mileage Reimbursement	$ -	$ -	$ -		
Additional Line	$ -	$ -	$ -		
Additional Line	$ -	$ -	$ -		
Additional Line	$ -	$ -	$ -		
Additional Line	$ -	$ -	$ -		
Additional Line	$ -	$ -	$ -		
Additional Line	$ -	$ -	$ -		
Total Expense	$ 184,200	$ 92,100	$ 92,100	$ -	
Total Program Income - [will show as a negative]	$ -	$ -	$ -		
Total Expense Less Program Income	$ 184,200	$ 92,100	$ 92,100	$ -	

**Amount included in Local Share. Column is separate; does not calculate into the Local Share Column*

Summary

Operating Budget		
Total Program Expense	$ 184,200	Column B
Additional Expenses	$ -	Expenses not included for match
Total Program Income	$ -	Revenue from fees or fares
Net Project Cost	$ 184,200	The net deducts Program Income

REQUESTED AMOUNT

$ 92,100

NOTE: FORM WILL POPULATE AS BUDGET NARRATIVE IS FILLED OUT

Printed Name	Signature	Title	Date
Jane Camburn	Jane Camburn	Supervisor	3/22/2021

RTC INTERNAL USE			
Salary Ratio Used For Program Evaluation	Indirect/Direct Salary and Fringe	$92,100	
Over or Under 10%	Executive Salary and Fringe	$0	
	Total Salary and Fringe	$92,100	
		0.00%	Executive Salary/Fringe of Total Salary/Fringe

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APPLICANT:	*Dignity Health - St. Rose Dominican* *Helping Hands of Henderson*

FY 22 Project Budget Narrative (Operating)

TOTAL PROGRAM INCOME, LOCAL MATCH AND INKIND		
Local Match		
$ -	Local Match	EXAMPLE - Clark Count CDBG grant - Awarded.
$ 87,754.00		DHHS Fund for a Healthy Nevada
$ 4,346.00		Dignity Health - St Rose Dominican Hospitals
$ -		
In-kind/Soft Match		
$ -	Volunteer Hours	EXAMPLE - Volunteer Drivers: 5. Compensation for the 5 drivers equal $_____ .
$ -		
$ -		
$ -		
Program Income		
$ -	Fare	EXAMPLE - Fare of $2.00 is charged for each one way trip, so based on our annual estimate of _____ one way trips performed it is reasonable to estimate $_____/mo for expected fare revenue.
$ -	Client donation	EXAMPLE - Program estimates vary seasonally, however, this is a solid estimate based on three consecutive program years.
$ -	Medicaid Reimbursement - for transportation only	EXAMPLE - Medicaid reimburses our organization at a tiered rate between $_____ & $_____ per Medicaid eligible ride, with estimated rides per month at $_____.
$ -	Other	

TOTAL PROGRAM EXPENSES		
Operating Expenses		
$ -	Payroll Expenses - Indirect	EXAMPLE - Payroll benefits for the following positions: Bookkeeper_. Salaries of the personnel listed above equal $_____ .
$ -	Fringe Expenses - Indirect	EXAMPLE - Fringe benefits are calculated at the federally negotiated rate of 45.0% for full/partial benefits, and include taxes and monthly medical and life premiums. Fringe benefits for the following positions:____. Salaries of the personnel listed above equal $_____ .
$ 148,548.39	Payroll Expenses - Direct	Payroll for Program Supervisor, 2 Intake/Care Coordinators, Volunteer Coordinator, Clerk, and 6 Drivers. Salaries of the personnel listed equal $148,548
$ 35,651.61	Fringe Expenses - Direct	Fringe benefits are calculated at the rate of 24.0% for full benefits. Fringe benefits for the following positions: Program Supervisor, Intake/Care Coordinator, Clerk and 6 Drivers. Fringe expenses of the personnel list above equal $35,652
$ -	Payroll Expenses - Indirect (Executive)	EXAMPLE - Payroll benefits for the following positions: Program Director, Exec. Director. Salaries of the personnel listed above equal
$ -	Fringe Expenses - Indirect (Executive)	EXAMPLE - Fringe benefits are calculated at the federally negotiated rate of 45.0% for full/partial benefits, and include taxes and monthly medical and life premiums. Fringe benefits for the following positions:____. Salaries of the personnel listed above equal $_____ .
$ -	Facility Rent/Lease	EXAMPLE - Office lease $_____/mo, CAMs charges $_____/mo
$ -	Insurance - Automobile	EXAMPLE - _____ fleet vehicles, Policy $_____/year
$ -	Insurance - G&L/Workers Comp	EXAMPLE - Estimated worker's comp: ___ office staff employees ~ $_____/month, ____ drivers ~ $_____/month, and G&L current run rate at $_____ per month.
$ -	Vehicle Fuel	EXAMPLE - Current program fuel per month is $_____, this value includes estimated 10% increase in trips provided per month in 2018
$ -	Vehicle Maintenance and Repairs	EXAMPLE - Standard repair and maintenance of 5 fleet vehicles with emergency repair funds of $500 per year
$ -	Volunteer Driver Mileage Reimbursement	EXAMPLE - 34 volunteers per month providing approximately 685 miles per month
$ -	Additional Line	Detail
$ -	Additional Line	Detail
$ -	Additional Line	Detail
$ -	Additional Line	Detail
$ -	Additional Line	Detail
$ -	Additional Line	Detail

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ENTER ADDITIONAL NOTES, EXPLANATION OF ADDITIONAL UNMATCHED PROGRAM EXPENSE, AND/OR DETAIL HERE

Trips to be Performed

12,000	Trips to be Performed (Full Year)

Jane Camburn	Jane Camburn	Supervisor, Helping Hands of Henderson	March 22, 2021
Printed Name	Signature	Title	Date

NOTE: PROVIDER TO ENTER INFORMATION INTO LIGHT BLUE HIGHLIGHTED CELLS

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SECRETARY OF STATE

STATE OF NEVADA

NEVADA STATE BUSINESS LICENSE

DIGNITY HEALTH

Nevada Business Identification # NV20021193622
Expiration Date: 01/31/2022

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.
Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.
License must be cancelled on or before its expiration date if business activity ceases. Failure to do so will result in late fees or penalties which, by law, cannot be waived.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 12/02/2020.

Barbara K. Cegavske

BARBARA K. CEGAVSKE
Secretary of State

Certificate Number: B202012021250617
You may verify this certificate online at http://www.nvsos.gov

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SECRETARY OF STATE

STATE OF NEVADA

CERTIFICATE OF EXISTENCE WITH STATUS IN GOOD STANDING

I, Barbara K. Cegavske, the duly qualified and elected Nevada Secretary of State, do hereby certify that I am, by the laws of said State, the custodian of the records relating to filings by corporations, non-profit corporations, corporations sole, limited-liability companies, limited partnerships, limited-liability partnerships and business trusts pursuant to Title 7 of the Nevada Revised Statutes which are either presently in a status of good standing or were in good standing for a time period subsequent of 1976 and am the proper officer to execute this certificate.

I further certify that the records of the Nevada Secretary of State, at the date of this certificate, evidence, **DIGNITY HEALTH**, as a FOREIGN NONPROFIT CORPORATION (80) duly organized under the laws of Nevada and existing under and by virtue of the laws of the State of Nevada since 01/07/2002, and is in good standing in this state.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 03/12/2021.

Barbara K. Cegavske

BARBARA K. CEGAVSKE
Secretary of State

Certificate Number: B202103121505456
You may verify this certificate online at http://www.nvsos.gov

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St. Rose
Dominican Hospitals
A Dignity Health Member

March 22, 2021

Regional Transportation Commission
600 S. Grand Central Parkway
Las Vegas, NV 89106

To Whom It May Concern:

This letter confirms the commitment of Dignity Health – St. Rose Dominican (St. Rose) to support the 50% local match requirement for our proposal for the Community Mobility Project. We will provide $92,100 in cash through the following sources: $87,754 from a grant from the Nevada Department for Health and Human Services Fund for a Healthy Nevada and $4,346 from client donations and from St. Rose.

Sincerely,

Lawrence Barnard
Nevada Market Leader and President/CEO, Siena and Rose de Lima Campuses

Rose de Lima Campus
102 E. Lake Mead Parkway
Henderson, NV 89015
direct 702.564.2622
strosehospitals.org

Siena Campus
3001 St. Rose Parkway
Henderson, NV 89052
direct 702.616.5000
strosehospitals.org

San Martín Campus
8280 West Warm Springs Rd.
Las Vegas, NV 89113
direct 702.492.8000
strosehospitals.org

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Dignity Health
St. Rose Dominican

POLICY/PROCEDURE

SUBJECT: **Vehicle Emergency Procedures, Helping Hands**

ORIGINATED: 06/99 EFFECTIVE: 06/18 SUPERSEDES: 11/14

1.0 PURPOSE

1.1 Scope – To define the procedures for employees and volunteers when involved in a vehicle emergency while in transport for the Helping Hands of Henderson program at Dignity Health St. Rose Dominican (SRD).

1.2 Objectives – To respond appropriately to vehicle emergency situations.

2.0 RESPONSIBILITIES

2.1 Helping Hands of Henderson employees and volunteers – are responsible to respond appropriately when involved in a vehicle emergency situation.

3.0 DEFINITIONS

3.1 Vehicle - any vehicle that is being operated by an employee or volunteer to transport a client.

4.0 POLICY

4.1 All Helping Hands of Henderson employees and volunteers shall follow emergency vehicle procedures as outlined below when a vehicle emergency occurs.

5.0 PROCEDURE

5.1 If the Helping Hands van or volunteers' car breaks down while transporting a client, the following procedures should be implemented by the driver.

5.1.1 Call the Helping Hands office or Supervisor immediately.

5.1.2 Request a replacement van and driver to finish transporting the client to their destination.

5.2 If the vehicle is in an accident, the following procedures should be implemented by the driver.

5.2.1 Call 911.

5.2.2 Call Helping Hands office or Program Supervisor's cell phone.

5.2.3 Make arrangements for client to be taken home if they're not injured.

5.2.4 Complete police report, if necessary, and write down incident tracking number given by the police department for report.

5.2.5 If no police response, obtain other involved parties automobile insurance, driver's license information, passenger information and any witness information, if available.

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5.2.5.1 Take pictures of the damage to both vehicles.

5.2.6 Notify Risk Management so that appropriate paperwork will be filled out.

5.2.7 Program Supervisor will coordinate with insurance company for repair of vehicle and all necessary reporting instructions.

5.3 If a client is hurt during an accident, the following procedures should be implemented by the driver.

5.3.1 Call 911 and ask for medical assistance.

5.3.2 Notify the Helping Hands office so a staff member can accompany and stay with the client, if transported to hospital, until emergency contact can be notified.
5.3.2.1 The Helping Hands office will notify Risk Services immediately.

5.4 If the driver is injured, he/she will be referred to the SRD workers' compensation program. (See Reference 7.1)

6.0 DOCUMENTATION

6.1 A vehicle emergency situation will be documented in an event report submitted through the SRD Event Reporting system. (See Reference 7.2)

7.0 REFERENCES

7.1 *Workers' Compensation*, SRD Administrative/Human Resources policy HR 10-107.

7.2 *Event Reporting and Management*, SRD Administrative policy & procedure # OPD-E5.12.

8.0 ATTACHMENTS

8.1 *Procedure for Reporting Automobile Liability and Physical Damage Losses*, Dignity Health Risk Services procedure, Attachment A.

Revision Reviewed/Approved:
Multidisciplinary Policy & Procedure Committee, April 2018
Market President, April 2018

Author/Owner: Community Benefit Director

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Dignity Health.
St. Rose Dominican

PROCEDURE

FROM: **Dignity Health Risk Services**

SUBJECT: **Procedure for Reporting Automobile Liability and Physical Damage Losses**

I. PROCEDURE

- Immediately telephone Liberty Mutual at 1-800-362-0000 and give the following information:

- Named Insured: Dignity Health
- Policy Number: AS2-661-004109-077

- Complete both sides on the Automobile accident report form (see attached)
- Fax form to Liberty Mutual at (603) 334-8100 email reporting address commclaimreports@libertymutual.com
- Do not delay reporting the accident because of incomplete information
- If you have questions or additional information regarding a claim after it has been reported, contact the Liberty Mutual claims representative.

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Dignity Health.
St. Rose Dominican

POLICY/PROCEDURE

CATEGORY: Administrative
SUBJECT: **Client Emergency Procedures, Helping Hands**
ORIGINATED: 06/99 EFFECTIVE: 06/18 SUPERSEDES: 11/14

1.0 PURPOSE

1.1 Scope – To define the procedures for employees and volunteers when addressing client medical emergencies while in transport for the Helping Hands of Henderson program at Dignity Health St. Rose Dominican (SRD).

1.2 Objective – To respond appropriately to client medical emergency situations.

2.0 RESPONSIBILITIES

2.1 Helping Hands of Henderson employees/volunteers – are responsible to respond appropriately when involved in a client medical emergency situation.

2.2 The Helping Hands of Henderson program supervisor – is responsible for contacting Risk Management when a client medical emergency situation occurs.

3.0 DEFINITIONS

3.1 Client - an individual who has been accepted into the Helping Hands of Henderson program.

4.0 POLICY

4.1 All Helping Hands of Henderson employees/volunteers shall follow emergency medical procedures as outlined below when a client medical emergency occurs.

5.0 PROCEDURE

5.1 If a client emergency occurs while an employee/volunteer is transporting a client, when possible, drive to the nearest medical facility or Emergency Department.

5.2 If the client is uncontrollable, having seizures or the driver is too nervous to continue to drive, pull over and call 911.

5.3 The employee/volunteer is to follow infection prevention and appropriate use of personal protective equipment training when assisting the client.

5.4 Any incident that occurs while the driver is with a client should be reported to the Helping Hands office and Program Supervisor immediately.

5.4.1 The client's emergency contact will be notified of the incident and if necessary to arrange for pickup from the medical facility.

5.5 If medical personnel deem medical transportation is necessary and the client refuses to be transported, Helping Hands will be unable to transport until client is reassessed by a physician to be medically stable to transport.

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6.0 DOCUMENTATION

6.1 A client emergency situation will be documented in an event report submitted through the SRD Event Reporting system. (See Reference 7.1)

7.0 REFERENCES

7.1 *Event Reporting and Management*, SRDH Administrative policy # OPD-E5.12.

Revision Reviewed/Approved:
Multidisciplinary Policy & Procedure Committee, April 2018
Market President, April 2018

Author/Owner: Community Benefit Director

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DIGNITY HEALTH
ADMINISTRATIVE POLICY AND PROCEDURE

TITLE: Security and Emergency Management Policy Manual

POLICY NUMBER: 140.2.003

EFFECTIVE DATE: December 18, 2017

APPLIES TO:
- ☒ System Offices
- ☒ Acute Care Entities
- ☒ Non-Acute Care Entities

ORIGINAL EFFECTIVE DATE: June 21, 2011

POLICY:

It is the policy of Dignity Health to establish a security and emergency management function within each Dignity Health facility. The security and emergency management function are established to ensure there is a reasonably, appropriate, safe and secure environment for patients, employees, visitors, medical staff, and others. The facilities site administrator and Dignity Health System Office Site Leaders shall ensure appropriate management authority is provided to enable the effective operation of the security and emergency management functions. Dignity Health's VP/Chief of Security, Safety and Emergency Management Officer shall be available to provide expertise and monitoring of the security and emergency preparedness functions within each facility.

Policies shall be established for each function to ensure appropriate and effective operation, management and oversight, consistent with applicable local, state, and federal laws and regulations. Dignity Health's VP/Chief of Security, Safety and Emergency Management Officer shall provide policies for use by Dignity Health's facilities security and emergency management personnel.

PURPOSE:

The purpose of this policy is to ensure that all security and emergency management functions in Dignity Health facilities are directed by appropriate policy and procedures to provide for effective and appropriate operations while maintaining a reasonable, appropriate safe and secure work and business environment.

PRINCIPALLY AFFECTED DEPARTMENTS:

This policy applies to Security, Emergency Preparedness and other departments and individuals with security and Emergency Preparedness responsibility at all facilities owned and/or operated by Dignity Health.

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GUIDELINES:

Dignity Health's VP/Chief of Security, Safety and Emergency Management Officer, working with Dignity Health Risk Services and other individuals and departments shall establish security and emergency preparedness policies. The policies will be posted on Dignity Health's policy management system, PolicyManager, for use by the facilities security and emergency preparedness departments.

Each facility will review the policies provided and incorporate each into their facility and/or departmental policy manual or binder.

The policies provided are administrative policies for the security and emergency preparedness departments and SHALL not be changed or altered by the facility. However, facilities may establish additional policies which they can use in conjunction with the administrative policies.

Dignity Health's VP/Chief of Security, Safety and Emergency Management Officer will review, and update as necessary, the safety, security and emergency preparedness policies in accordance with Dignity Health Administrative Policy 20.1.001, *Development and Approval of Dignity Health Administrative Policies and Procedures.*

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DIGNITY HEALTH
ADMINISTRATIVE POLICY AND PROCEDURE

TITLE: Security Department Policy Manual

POLICY NUMBER: 140.2.001

DATE APPROVED: April 20, 2017

APPLIES TO:

- ☐ System Offices
- ☒ Non-acute Care Entities
- ☒ Acute Care Entities

POLICY:

It is the policy of Dignity Health to establish a security function within each Dignity Health acute and non-acute care facility. The security functions are established to ensure a reasonable, appropriate, safe and secure environment for patients, employees, visitors, medical and professional staff, and others. The facility Administrator shall ensure appropriate management authority is provided to enable the effective operation of the security function. Dignity Health System VP/Chief Security, Safety and Emergency Management Officer shall be available to provide expertise and monitoring of the security functions within each facility.

Policies shall be established for each Security Department to ensure appropriate and effective operation, management and oversight, consistent with applicable State and Federal laws and regulations. Dignity Health System VP/Chief Security, Safety and Emergency Management Officer shall provide policies for use by facilities security departments.

PURPOSE:

The purpose of this policy is to ensure that all Security Departments in Dignity Health acute and non-acute care facilities are directed by appropriate template policies and procedures to provide for effective and appropriate operations while maintaining a reasonable, appropriate, safe and secure environment.

PRINCIPALLY AFFECTED DEPARTMENTS:

All Dignity Health facilities including, but not limited to, hospitals, ambulatory surgery centers, home health agencies, physician practices and sites that are principally affected by these policy elements.

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GUIDELINES:

Dignity Health's System VP/Chief Security, Safety and Emergency Management Officer, working with Dignity Health Risk Services, shall establish department policies. The policies will be posted on Dignity Health's policy management system for use by facility Security Departments.

Each facility will review the policies provided and incorporate each policy into their facility and/or departmental policy manual. These policies will be approved utilizing the facility established policy approval process.

The policies provided are the minimum policies to be established for the Security Department. Individual Dignity Health facilities and Security Departments may establish other policies in addition to the system policies which are specific to local conditions. Policies written by the facility or Security Department cannot be in conflict with Dignity Health's corporate or system security policies.

Periodically, Dignity Health System VP/Chief Security, Safety and Emergency Management Officer may modify one or more of the policies. Dignity Health acute and non-acute care facilities are expected to begin the process of revising and obtaining facility approval as soon as possible following notification of a new or revised policies.

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DIGNITY HEALTH
ADMINISTRATIVE POLICY AND PROCEDURE

TITLE:	Security Department Standard of Conduct		
POLICY NUMBER:	140.2.002	**EFFECTIVE DATE:**	January 4, 2019
APPLIES TO:	☒ System Offices ☒ Acute Care Entities ☐ Non-Acute Care Entities	**ORIGINAL EFFECTIVE DATE:**	June 21, 2011

I. POLICY:

It is the policy of Dignity Health to ensure all Security Departments have security standards in place. Unlike the traditional policies and procedures, the following standards are Performance Mandates, and do not permit deviation. When Security Officers violate standards they should expect to be disciplined or terminated, regardless of cause or fault. Violating a standard of conduct has serious consequences for Security Officers. It is important that Security Officers understand the standards and their meaning to the fullest extent. Standards are often subject to individual interpretation which in turn is heavily influenced by the individual's motives and desires. Therefore, the examples of violations and non-violations contained in this policy should help Security Officers with the ability and desire to understand and follow the rules. Security Officers who do not understand the standards should talk to their supervisor for clarification.

II. PURPOSE:

The purpose of this policy is to provide guidance and standards for Security Officer's performance.

III. PRINCIPALLY AFFECTED DEPARTMENTS:

This policy applies to Security and departments at all Dignity Health acute facilities and System Office locations.

IV. GUIDELINES:

A. Promoting A Positive Public Image

Security Officers shall conduct themselves (on duty as well as off duty) while on property owned and operated by Dignity Health in a manner that does not damage or have the probable expectations (in the mind of a reasonable person) of damaging the public image, integrity or reputation of Dignity Health.

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Business Necessity for this Standard
Security Officers shall accept full responsibility for their actions and the results of their behavior while at work. Behavior that may be considered acceptable in private could be inappropriate in public because of the Security Officer's position.

Individuals are quick to criticize and require that Security Officers handle themselves appropriately in regards to conduct and behavior. Management recognizes its responsibility to balance standards of conduct designed to promote public trust while at the same time, acknowledging Security Officers who wish to hold the honor of a security position and enjoy the privileges of public trust. This entails sharing in an affirmative responsibility to conduct themselves in a manner that does not bring negative public image or trust into question.

B. Assisting Other Individuals

While in the line of duty, Security Officers shall come to the aid of another individual when a request or need has been made known.

Business Necessity for this Standard
Knowing this support will be rendered in time of need promotes morale and a sense of well being among employees.

C. Alcohol Use

Security Officers shall not possess or consume alcoholic beverages on duty and/or while they are on property owned and operated by Dignity Health. If there is a question as to a Security Officer's ability to perform his/her job because of suspected alcohol use, the Security Officer shall not be allowed to work and will be reported to their Department Supervisor right away.

Business Necessity for this Standard
The consumption or possession of alcoholic beverages could cause the Security Officer's ability to evaluate critical situations and make judgments that often affect public confidence, life, liberty and safety, it is critical that the Security Officer's judgment be as unimpaired as possible, because the effects of alcoholic beverages could interfere with the decision making ability. Any Security Officer who observes evidence of another Security Officer consuming alcoholic beverages while on duty or on property owned and operated by Dignity Health shall report it to their supervisor immediately. Failure to do so may result in disciplinary action up to and including termination.

D. Use or Unlawful Possession of a Controlled Substance

Security Officers shall not unlawfully possess, sell, consume, use or assist in the use of any illegal or unauthorized drugs or medications on duty or on any property owned and operated by Dignity Health. Nor shall any Security Officer consume unauthorized drugs or medication in proximate time for his/her reporting time for duty, nor shall he/her report to duty with evidence of having consumed such drugs or medication.

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Note: Unauthorized means any substance, drug or medication that is illegal to possess as well as any legal substance, drug or medication that is used without medical approval, such items include:

1. Any drugs generally categorized as illegal by the Federal Government (e.g., heroin, cocaine, crack, LSD, legal marijuana, methamphetamine, other recreational drugs).
2. Non-controlled substance, which may be legal, but which may impair a person's judgment or are inappropriate for use or possession on hospital premises (i.e. beer, wine, or spirits).
3. Drugs obtained legally or of legal origin are not defined as illegal items and are not addressed in this Policy (e.g., prescription drugs).
4. Internal policies and procedures will be followed.

Business Necessity for this Standard
The illegal and improper use of drugs is a national problem. Security work depends on the Security Officer's ability to evaluate critical situations and make judgments that affect the safety and confidence of the public. It is critical that judgment be as unimpaired as possible and practicable and free from the adverse effects of any drugs.

E. Committing or Condoning Illegal Or Forbidden Harassment

Illegal or forbidden harassment (e.g., sex, religion, age, race, national origin etc.) will not be tolerated by any Security Officer of this department. Security Officers shall not use sex, race, religion, national origin, ethnic background, disability or age in their words, actions, gestures, conduct or behavior that could be construed or perceived by another individual as hostile, offensive or intimidating.

Business Necessity for this Standard
Management has the right and responsibility to channel, control, and otherwise prohibits a Security Officer's behavior or conduct that has the potential to cause Dignity Health liability or disruption in the work place or subject Dignity Health to civil liability for violations of an individual civil rights. On the job or job related sexual, ethnic, racial, national origin or religious harassment is a serious violation. Courts have held employers and individuals highly accountable and liable for such behavior.

F. Committing Unsafe Acts Or Endangering Oneself Or Others

Officers shall not unlawfully commit acts or behave in such a manner that has the potential for endangering or injuring themselves, property, or other individuals.

Business Necessity for this Standard
Safe behavior is paramount due to the level of trust and the nature of the equipment the Security Officer has to use. Unsafe behavior and unsafe use or handling of equipment could significantly increase the risk of injuries to individuals and could also increase the risk of potential liability for Dignity Health.

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G. Conflict of Interest

Security Officers shall not create conflicts of interest or potential conflicts of interest with their duties and obligations of their position with this organization.

Business Necessity for this Standard
Security work requires that Security Officers do not compromise the authority, integrity, trust or confidence that has been entrusted to each and every Security Officer. Security Officers have unrestricted uncensored and often unquestioned access to people, information, resources and positions of trust not easily available to the general public. This freedom must be governed and controlled if the public trust is to be preserved. Failure for the Security Officer to do so will severely restrict the ability of the department to provide service in an effective manner. When a conflict of interest occurs between the individuals' private rights as a citizen and the privileged rights attributed to the individual position, Dignity Health must bring about a reasonable balance, if possible. When this balance cannot be made and the Security Officer's interests are in promoting their own personal interests, management must initiate action designed to promote the mission of Dignity Health. (Please refer to Dignity Health Governance Policy 2.21, *Conflict of Interest - Key Employee*.)

H. Working Together with Other Dignity Health Officials (Dignity Health Business Only)

Security Officers are required to seek positive ways to cooperate and work with other employees, public officials, and members of organizations with whom Dignity Health needs to have a good working relationship with, and as a business partner in order to deliver effective, efficient and safe services.

Business Necessity for this Standard
The need to work in a cooperative manner with members of other department and agencies is self-evident. In today's society, the effective, efficient and safe delivery of public services requires a coordinated effort of all members and public agencies.

I. Supervisor Shall Display Respect towards Subordinate

Supervisor shall treat subordinates with the same courtesy and respect that is required of subordinates to display to supervisors. Criticism of a Security Officers performance will be made directly to that Security Officer when appropriate and in a private setting.

Business Necessity for this Standard
Individuals who are treated with respect are typically better performers and have higher morale. Supervisors are expected to set a positive example for others to follow.

J. Discriminating or Establishing Patterns of Discrimination

Security Officers shall not discriminate nor shall they establish a pattern of adverse impact in the delivery of service when such discrimination has a basis in such areas as an individual's ethnic background, sex, race, color national origin, religion, lifestyle, age etc.

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Business Necessity for this Standard
Security Officers must strive to maintain neutrality in the performance of their duty and delivery of service to all individuals regardless of their personal characteristics, social status, or work conditions. Discriminatory practices towards any individual is a serious problem as well as violation of the individuals civil rights and could expose Dignity Health to the possibility of civil and/ or criminal action.

K. Dishonesty or Untruthfulness

Security Officers shall not lie, give misleading information, or falsify written or verbal communications in official reports or in their actions with another individual or organization.

Business Necessity for this Standard
Security work is based on trust and confidence. Standards are much higher for the Security Officer then the ordinary citizen. History has shown that when trust is lost in its Security Officers, the public is quick to react, often resulting in reductions in operating budgets.

L. Displaying Competency

All Security Officers shall display competency and consistently achieve competent performance results on all assigned or assumed job responsibilities, duties and tasks.

Business Necessity for this Standard
Security work involves working with citizens and Security incompetent performance will not be tolerated. When incompetent performance is discovered, it will be dealt with effectively and efficiently before any potential damage or injury may occur. If Dignity Health doesn't address this issue it runs the risk of incurring severe criticism and the potential loss of public trust and possible civil liability.

M. Physical and Mental Readiness for Work

Security Officers shall report to work and while working shall remain mentally, physically and emotionally ready to assume and perform their responsibilities, duties and tasks.

Business Necessity for this Standard
Effective, efficient and safe working habits depend on Security Officers being ready to perform effectively at a moments notice. Security Officers who lack the physical and mental capabilities to assume the responsibilities and duties expected of their jobs create a security hazard for themselves as well as others who may depend on their performance to provide an effective, efficient and safe working environment. It will be the Security Officer's job tasks that he/she performs on a regular basis that will be used to determine in part the Security Officer's fitness and mental readiness for the job. The department manager will be responsible for making sure Security Officers are fit for duty.

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N. Full Day of Work

Security Officers shall give a "full day of work" for a "full day of pay" and not establish patterns of nonproductive work time.

Business Necessity for this Standard
The idea is to make sure that Security Officers give a full day's work for a full day's pay. The concept of a full day's work for a full day's pay does not mean Security Officers are expected to have identical levels of work from day to day. Work patterns do exist and an analysis of data on a monthly, quarterly, semiannual or annual period provide a descriptive picture of the amount and type of work that can be reasonable and expected from member's Security Officers who are truly giving a full effort.

O. Criminal and Civil Laws

All Security Officers shall obey the Constitutional, Criminal, and Civil Laws of the City, State and Federal Government.

Business Necessity for this Standard
Dignity Health wants to make sure that Security Officers employed by this organization follow all local, state, and federal Laws in which they shall uphold and provide equal service to those in need. Security Officers who violate the laws that they agreed to uphold and observe destroy public trust, faith and respect for the department and as a result, affect the department's ability to perform its service effectively.

P. Use and Care of Property

Security Officers are accountable for the proper use and care of all property or equipment that is owned by Dignity Health assigned to them, used by them, or under their direct care.

Business Necessity for this Standard
All Security Officers are accountable for assuming the care for equipment and are required to take the appropriate action to ensure all equipment is returned back to its place of proper storage.

V. ENFORCEMENT GUIDELINES

These enforcement guidelines apply to **all Security Officers**. As mentioned elsewhere in the policy, the guidelines are not absolutes. They only provide Security Officers with an idea of what to expect from management when cases of similar nature and outcome occur. In all cases, decisions to discipline or terminate and the level of discipline will be made on a case by case basis.

The following points are taken under consideration:

- Seriousness of the offense
- The Security Officers willingness to change behavior and sustain such changes throughout the remainder of their career with Dignity Health

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- The Security Officers work history
- The Security Officers seniority

A. **Promoting a Positive Public Image**
If public image is in question, a Security Officer should expect progressive discipline, unless public image is severely damaged. Severe damage of public image, trust resulting in irrefutable damage to Dignity Health relationship will result in possible termination.

B. **Assisting Other Individuals**
If inappropriate assistance is rendered to an individual by a Security Officer, progressive discipline should be expected unless the individual is seriously injured or killed. Serious injury or death will result in termination.

C. **Alcohol**
If a Security Officer abuses alcohol in any way on/off duty - or while on Dignity Health premises, termination will result if serious damage to the property or public image is in question, personal injury or serious safety violations have taken place.

D. **Use of Unlawful Possession or Illegal or Unauthorized Drugs**
A Security Officer who violates this guideline should expect termination if serious damage to property or public image has been attained, personal injury achieved or serious safety violations been made.

E. **Committing or Condoning Harassment**
If a Security Officer commits or condones physical force, battery, or assault, particularly if a supervisor is the aggressor, one should expect the action to result in progressive discipline beginning with suspension up to and including termination.

F. **Committing Unsafe Acts of Endangering Oneself or Others**
If a Security Officer commits unsafe acts endangering themselves or others, one should expect progressive discipline up to and including termination if serious injury or extensive damage to property and or persons occurs.

G. **Conflict of Interest**
If a Security Officer participates in any act that results in a conflict of interest, they should expect progressive discipline up to and including termination if the conflict significant damages Dignity Health reputation with its customers or its public image.

H. **Working Together with Other Dignity Health Officials (Dignity Health Business Only)**
If any Security Officer is found to have refused to work with other officials, progressive discipline up to and including termination will result.

I. **Supervisor Shall Display Respect towards Subordinate**
If a Supervisor fails to display respect towards subordinates, progressive discipline up to and including termination may result for violating this standard.

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J. **Discriminating (or) Establishing Patterns of Discrimination**
Each Security Officer should review their facility or corporate policy in regards to this guideline. If any officer is found in violation of this policy, they will be subject to progressive discipline up to and including termination

K. **Dishonesty or Untruthfulness**
Termination will result if the act if dishonest or untruthfulness results in public embarrassment and costly administrative fees to resolve the matter. In addition, termination will result if the Security Officer loses work credibility and it is reasonable to expect that the officer can no longer be efficient/effective in his or her job.

L. **Displaying Incompetence**
Task removal, and retraining in those areas of incompetence, if the Security Officers performance is satisfactory in all other areas, and he or she does not have an ongoing or serious disciplinary problem.

M. **Physical and Mental Readiness for Work**
Success is based on the Security Officers ability to be mentally and physically ready to respond at a moments notice to whatever is taking place. If a Security Officer is unprepared to respond, progressive discipline will take place may result in termination depending on the seriousness of the matter.

N. **Full Day of Work**
Progressive discipline up to, and including termination if a Security Officer is found in violation of this standard.

O. **Criminal and Civil Laws**
If a Security Officer is found violating the law and charged with that violation in criminal court, progressive discipline up to and including termination should be expected.

P. **Use and Care of Property**
If property is damaged due to carelessness on the Security Officers behalf, progressive discipline, up to and including termination, will occur. Substantial loss is defined as the cost that the normal member would not normally be capable of repaying if the cost of the item and its replacement were to be deducted from the Security Officers annual salary.

VI. REFERENCES:

- Dignity Health Governance Policy 2.21, *Conflict of Interest - Key Employee*
- Dignity Health Administrative Policy 120.6.002, *Code of Business Conduct & Ethics*
- Dignity Health Administrative Policy 120.6.004, *Drug & Alcohol Abuse/Fitness for Duty*
- Dignity Health Administrative Policy 120.6.005, *Harassment*
- Dignity Health Administrative Policy 120.6.007, *Workplace Security & Anti-Violence*
- Dignity Health Administrative Policy 120.7.001, *Dress Code*

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Dignity Health
St. Rose Dominican

POLICY/PROCEDURE

SUBJECT: **General Safety Guidelines**
ORIGINATED: 10/01 EFFECTIVE: 09/18 SUPERSEDES: 07/15

1.0 PURPOSE

1.1 Scope – To define processes for a safe environment for employees, medical staff, patients, and visitors served at all Dignity Health St. Rose Dominican (SRD) facilities.

1.2 Objective - To provide to our patients, employees, medical staff and visitors a physical environment free of hazards and to manage activities proactively through risk assessment to reduce the risk of injuries.

2.0 RESPONSIBILITIES

2.1 Employees – are responsible for complying with all safety guidelines and participating in a physical environment free of hazards.

2.2 Supervisor/Manager/Director – is responsible for complying with all safety guidelines, participating in a physical environment free of hazards by conducting risk assessments, and following up on reported hazards.

3.0 DEFINITIONS

3.1 Hazardous situations – are situations where an injury or harm to a person could occur.

4.0 POLICY

4.1 The following general safety rules are applicable to all departments and all employees are expected to observe the following rules and those developed by the Safety Management Committee.

5.0 PROCEDURE

5.1 Keep informed of hospital fire and emergency preparedness policies and procedures. (See References 7.1 & 7.2)

5.2 Know the locations of fire extinguisher, hospital exits, telephones, emergency phone number (7777) and responsibilities during a fire and/or disaster.

5.3 Avoid accidents by eliminating hazardous situations, i.e., check electrical cords, oxygen tubing, etc.

5.3.1 Remove and appropriately park and/or store any equipment that is not in use.

5.3.2 When medical equipment is no longer being utilized in a patient room, clinical staff need to wrap up electrical cords to eliminate trip hazards.

5.4 Report any unsafe condition or hazard immediately to a supervisor, charge nurse, and/or manager/director.

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5.4.1 Hazards to report immediately include, but are not limited to the following:
- 5.4.1.1 Wet or slippery floors.
- 5.4.1.2 Poorly lit areas.
- 5.4.1.3 Obstructed corridors or walkways.
- 5.4.1.4 Defective equipment.
- 5.4.1.5 Careless handling of equipment.
- 5.4.1.6 Storage and use of combustible materials near open flame.
- 5.4.1.7 Improper storage of hazardous materials.
- 5.4.1.8 Unattended children running or playing with hospital equipment.
- 5.4.1.9 Smoking near combustible gases or other flammable materials. (See Reference 7.3)

5.5 DO NOT operate electrical equipment with wet hands.

5.6 DO NOT operate unfamiliar equipment until proper instructions have been provided.

5.7 Know the basic rules of good body mechanics and use good lifting techniques. (See Reference 7.4)

5.8 WALK - DON'T RUN and be cautious when using stairs, approaching swinging doors, corners or congested areas.

5.9 DO NOT engage in horseplay. (See Reference 7.5 & 7.6)

5.10 DO NOT leave any equipment in halls and return to proper place when finished using.

5.11 Report a work injury to your supervisor and/or manager/director and complete a Notice of Occupational Injury or Illness form. (See Reference 7.7)

5.12 Comply with all hospital safety education and training requirements.

5.13 When portable medical equipment needs to be serviced, clinical staff need to remove the equipment from the patient room and contact Clinical Engineering. (See Reference 7.8)

5.14 Ensure all patient safety devices are properly placed, i.e. emergency pull cords, fall mats, etc. and in good working order.

6.0 DOCUMENTATION

6.1 Document hazardous situations and events, when appropriate, in the *Event Reporting System*. (See Reference 7.9)

7.0 REFERENCES

7.1 *Emergency Facility Event Codes*, SRDH Administrative policy # OPD-C3.40.

7.2 *Environment of Care Plans*, SRDH Hospital Plans/Emergency Management Plans.

7.3 *Tobacco & Smoke Free Environment*, SRDH Administrative policy # OPD-S19.11.11.

7.4 *Safe Patient Handling & Movement*, SRDH Clinical policy # OPD-S19.02.50.

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7.5 *Workplace Conduct*, SRDH Administrative policy # HR 1-105.

7.6 *Code of Business Conduct and Ethics (Also known as "The Integrity Program:Standards of Conduct, A Guide to Compliance and Ethics*, Dignity Health Administrative Policy Manual/Human Resources/Standards of Conduct and Discipline.

7.7 *Workers Compensation*, SRDH Administrative policy # HR 10-107.

7.8 *Broken or Malfunctioning Medical Device & Equipment Management*, SRDH Clinical policy # OPD-M13.02.

7.9 *Event Reporting & Management*, SRDH Administrative policy # OPD-E5.12.

Revision Reviewed/Approved:
Environment of Care Committee, July 2018
Multidisciplinary Policy & Procedure Committee, July 2018
Market President, July 2018

Author/Owner: Director of Security & Emergency Management

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Sample Contract Exception Request

Dignity Health – St. Rose Dominican requests an exception to the following term in the sample contract:

Sec. 203 Insurance

Dignity Health's Commercial General Liability coverage is on a claims-made basis. We add additional insured status by certificate of insurance rather than by issuing an endorsement. The liability policy is a system-wide policy that covers all CommonSpirit Health locations. Due to the volume of certificates we issue (over 6,000 annually), it would not be feasible to endorse the policy for each additional insured.

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RTC

DISCLOSURE OF OWNERSHIP/PRINCIPALS

Type of Business:

☐ Individual ☐ Partnership ☐ Limited Liability Company ☐ Corporation ☐ Trust ☑ Other

Business Name: Dignity Health

(Include d.b.a., if applicable) d.b.a. St. Rose Dominican Hospitals

Business Address: 3001 St. Rose Parkway
Henderson, NV 89052

Business Telephone: 702-616-5000

Disclosure of Ownership and Principals:

All non-publicly traded corporate business entities must list the names of individuals holding more than five percent (5%) ownership or financial interest in the business entity appearing before the Board. "Business entities" include all business associations organized under or governed by Title 7 of the Nevada Revised Statutes, including but not limited to private corporations, close corporations, foreign corporations, limited liability companies, partnerships, limited partnerships, and professional corporations. Corporate entities shall list all Corporate Officers and Board of Directors in lieu of disclosing the names of individuals with ownership or financial interest. The disclosure requirement, as applied to land-use transactions, extends to the applicant and the landowner(s).

Full Name	Title
see attached	

For Real Property Transactions, pursuant to NRS 244.2795.1(b), (c), and 3, list all sources of income that may constitute a conflict of interest and any relationship with the real property owner or the owner of an adjoining real property:

N/A

I certify under penalty of perjury, that all of the information provided herein is current, complete, and accurate. I also understand that the Board will not take action on land-use approvals, contract approvals, land sales, leases or exchanges without the completed disclosure form.

Signature / Capacity

Lawrence Barnard, Nevada Market Leader and President/CEO
Print Name

3.24.21
Date

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CommonSpirit Corporate Officers

Lloyd H. Dean | Chief Executive Officer
Suja Chandrasekaran | Senior Executive Vice President, Chief Information and Digital Officer
Charlie Francis | Chief Strategy and Transformation Officer
Thomas Kopfensteiner, STD | Chief Mission Officer
Mitch Melfi, Esq. JD | Chief Legal Officer
Daniel Morissette, CPA | Chief Financial Officer
Marvin O'Quinn | President and Chief Operating Officer
Darryl Robinson | Chief Human Resources Officer
Kathleen Sanford, DBA, RN | Chief Nursing Officer
Elizabeth Shih | Chief Administrative Officer
Tom McGinn, MD, MPH | Executive Vice President, Physician Enterprise
Robert Wiebe, MD | Chief Medical Officer

Dignity Health – St. Rose Dominican Community Board

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ORGANIZATIONAL CONFLICT OF INTEREST STATEMENT

Each entity that enters into a Contract with the Regional Transportation Commission of Southern Nevada (RTC) is required, prior to entering into such Contract, to inform the RTC of any real or apparent Organizational Conflict of Interest (OCI).

An OCI exists when a person or business entity has an unfair competitive advantage because of other activities or relationships with other persons. An OCI exists when any of the following circumstances arise:

1. Lack of Impartiality or Impaired Objectivity – when the supplier is unable, or potentially unable, to provide impartial and objective assistance or advice to the RTC due to other activities, relationships, contracts, or circumstances.

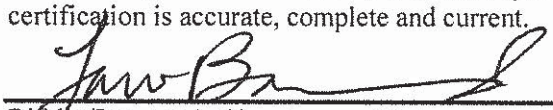
2. Unequal Access to Information – The supplier has an unfair competitive advantage through obtaining access to nonpublic information during the performance of an earlier contract.

3. Biased Ground Rules – During the conduct of an earlier procurement, the supplier has established the ground rules for a future procurement by developing the specifications, evaluation factors, or similar documents.

The Bidder/Proposer warrants that, to the best of his/her/its knowledge and belief, and except as otherwise disclosed, there are no relevant facts or circumstances, which could give rise to an OCI. The Bidder/Proposer agrees that, if after award, an OCI is discovered, an immediate and full disclosure in writing must be made to the RTC, which must include a description of the action, which the successful supplier has taken to proposes to take to avoid or mitigate such conflicts. If an OCI is determined to exist, the RTC may, it its discretion, cancel the contract award. In the event the successful supplier was aware of an OCI prior to the award of the contract and did not disclose the conflict to the Purchasing Representative, the RTC may terminate the contract for default. The provisions of this clause must be included in all subcontracts for work to be performed similar to the service provided by the prime supplier, and the terms "contract", "supplier", and "Purchasing Representative" modified approximately to preserve the RTC's rights.

Organizational Conflicts of Interest Prohibition and Non-Conflict Certification

The undersigned on behalf of the Bidder/Proposer hereby certifies that the information contained in this certification is accurate, complete and current.



Bidder/Proposer's Signature and Date

Lawrence Barnard

Typed or Printed Name

Nevada Market Leader and President/CEO, Siena and Rose de Lima Campuses

Title

Dignity Health - St. Rose Dominican

Company Name

3001 St. Rose Parkway, Henderson, NV 89052

Company Address

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DEPARTMENT OF THE TREASURY
INTERNAL REVENUE SERVICE
WASHINGTON, D.C. 20224

TAX EXEMPT AND
GOVERNMENT ENTITIES
DIVISION

Date: JUN 14 2012

Dignity Health
185 Berry Street
San Francisco, CA 94107

Employer Identification Number:
94-1196203
Person to Contact and ID Number:
Elizabeth D. Goff 1000221509
Toll Free Contact Number:
(877) 829-5500
Accounting Period Ending:
June
Public Charity Status:
509(a)(1) & 170(b)(1)(A)(iii)
Form 990/990-EZ/990-N Required:
Yes
Effective Date of Exemption:
December 16, 2011
Contribution Deductibility:
Yes

Dear Applicant:

We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code. Contributions to you are deductible under section 170 of the Code. You are also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Code. **Because this letter could help resolve any questions regarding your exempt status, you should keep it in your permanent records.**

Organizations exempt under section 501(c)(3) of the Code are further classified as either public charities or private foundations. We determined that you are a public charity under the Code section(s) listed in the heading of this letter.

Please see enclosed *Compliance Guide for 501(c)(3) Public Charities* for some helpful information about your responsibilities as an exempt organization.

Sincerely,

for Lois G. Lerner
Director, Exempt Organizations

Enclosures: *Pub. 4221-PC, Compliance Guide for 501(c)(3) Public Charities*
Notice 2011-52, Notice and Request for Comments Regarding the Community Health Needs Assessment Requirements for Tax-exempt Hospitals

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21-014 Addendum 2
Dignity Health - St. Rose Dominican
Supplier Response

Event Information

Number: 21-014 Addendum 2
Title: RTC COMMUNITY MOBILITY PROJECT
Type: Request for Proposal
Issue Date: 3/3/2021
Deadline: 4/5/2021 03:00 PM (PT)
Notes: It is the intent of this formal Request for Applications (RFA) to receive Applications from qualified Applicants to provide mobility services under the Regional Transportation Commission of Southern Nevada (RTC) Community Mobility Project, which is a reimbursement program to match eligible transportation expense for qualified non-profit 501 (c) (3) organizations that provide transportation service options to eligible residents.

Contact Information

Contact: Tonita Brown Purchasing & Contracts Analyst
Address: Purchasing and Contracts
Regional Transportation Commission of Southern Nevada
600 S. Grand Central Parkway
Las Vegas, NV 89106-4512
Phone: (702) 676-1507
Fax: (702) 676-1518
Email: brownt@rtcsnv.com

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Dignity Health - St. Rose Dominican Information

Address: 3001 St. Rose Parkway
Henderson, NV 89052
Phone: (702) 616-5000

By submitting your response, you certify that you are authorized to represent and bind your company.

Polly Bates
Signature

polly.bates@dignityhealth.org
Email

Submitted at 3/29/2021 3:17:03 PM

Requested Attachments

APPLICATION — RTC RFA 21-014 CMP Application.pdf

Please review Application Instructions for response format and required sections. The Application should not exceed the 18 page limit.

CLIENT LIST — FY22 Client List and Waiting List.pdf

Upload a completed client list.

BUDGET — FY22 Project Budget and Narrative.pdf

Upload a completed budget.

TITLE VI PROGRAM — Title VI Program.pdf

Upload the Title VI Program documentation.

TITLE VII EQUAL EMPLOYMENT OPPORTUNITY PROGRAM — DIGNITY HEALTH - St Rose Dominican Hospital Siena Campus - EEOC Program.PDF

Upload the Title VII EEOC Program documentation.

ORGANIZATIONAL CONFLICT OF INTEREST — Signed Organizational Conflict of Interest Statement.pdf

Form is located under the Attachments Tab. Proponent is required to submit the Organizational Conflict of Interest Statement with its application. The Organizational Conflict of Interest Statement is not considered in the 18-page count.

DISCLOSURE OF OWNERSHIP FORM — Signed Disclosure of Ownership Form.pdf

Form is located under the Attachments Tab. Applicant is required to submit the Disclosure of Ownership form with the application. The Disclosure of Ownership form is not considered in the 18-page count.

Response Attachments

Current Certificate of Insurance.pdf

Current Certificate of Insurance

Dignity Health Business License.pdf

Current Business License

Dignity Health NV Secretary of State Certificate of Good Standing.pdf

NV Secretary of State Certificate of Good Standing

SRDH 501c3.pdf

IRS 501(c)(3) Recognition of Exception Letter

Vehicle Maintenance Program.pdf

Vehicle Maintenance Program

Safety, Security & Emergency Management Program.pdf

Safety, Security, and Emergency Management Program

Sample Contract Exception Request.pdf

Sample Contract Exception Request

Local Match Funding Source Confirmation.pdf

Local Match Funding Source Confirmation Documentation

Bid Attributes

1	**ADDENDA ACKNOWLEDGEMENT** Prior to the Application Deadline, the RTC will post any Addenda on the NGEM website. The Prospective Applicant bears the responsibility for verifying the number of addenda issued by the RTC before the due date and time and for ascertaining they have received all the addenda issued on the solicitation. The Applicant hereby acknowledges that it has ascertained the number of Addenda, if any, which have been issued by the RTC and for obtaining a copy of such Addenda prior to the submission of the Application. Yes
2	**CERTIFICATE OF INSURANCE** Applicant acknowledges that, upon selection of contract award, applicant must comply with the requirements of the Certificate of Insurance as stated in the Sample Contract. Yes

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Equal Employment Opportunity and Affirmative Action Statement of Policy

41 C.F.R. 60-741.44(a)

It is the policy of St Rose Dominican Hospital St. Rose De Lima Campus not to discriminate or allow the harassment of employees or applicants on the basis of sex, gender identity, sexual orientation, race, color, religious creed, national origin, physical or mental disability, protected veteran status, or any other characteristic protected by law with regard to any employment practices, including recruitment, advertising, job application procedures, hiring, upgrading, training, promotion, transfer, compensation, job assignments, benefits and/or other terms, conditions, or privileges of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job. This policy applies to all jobs at the Company. The Company will continue to take affirmative action to ensure that individuals are employed, and that employees are treated during employment, without regard to their sex, gender identity, sexual orientation, race, physical or mental disability, protected veteran status, or any other characteristic protected by law in all employment practices as follows:

Employment decisions at the Company are based on legitimate job related criteria. All personnel actions or programs that affect qualified individuals, such as employment, upgrading, demotion, transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, are made without discrimination because of any basis protected by law. Employees may choose to voluntarily disclose their sex, race, national origin, disability and protected veteran status at any time by contacting Human Resources. Such information will be maintained in a confidential manner and will not be used against an individual when making any employment decisions. Employees and applicants with disabilities and disabled veterans are encouraged to inform Human Resources if they need a reasonable accommodation to perform a job for which they are otherwise qualified. The Company makes, and will continue to make, reasonable accommodations to the known physical or mental limitations of an otherwise qualified applicant or employee to promote the employment of qualified individuals with disabilities and disabled veterans, unless such accommodations would impose an undue hardship on the operations of the Company's business.

St Rose Dominican Hospital St. Rose De Lima Campus, and our President/CEO, Dignity Health, are fully committed to principals of equal employment opportunity and affirmative action. As Hospital President, I support the successful implementation of the Company's Affirmative Action Programs. I have appointed Linda Gerstenberger, Affirmative Action Officer for the Company, with responsibility for implementation of the Company's affirmative action activities. The Affirmative Action Officer has the full support of top management and the staff necessary to fully implement this Program. All managers and supervisors will take an active part in the Company's AAP to ensure all qualified employees and prospective employees are treated in a non-discriminatory manner with respect to all employment decisions. Furthermore, St Rose Dominican Hospital St. Rose De Lima Campus will solicit the cooperation and support of all employees for the Company's Equal Employment Opportunity and Affirmative Action Policy.

Our Affirmative Action Programs include an audit and reporting system, which, among other things, uses metrics and other information to measure the effectiveness of our Program. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of our policy of affirmative action. In accordance with public law, the Company's program of affirmative action for qualified individuals with disabilities and the program of affirmative action for protected veterans are available for inspection in the Human Resources Department, Monday through Friday, from 9:00 a.m. to 5:00 p.m. upon request.

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In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, filing a complaint, assisting or participating in an investigation, compliance review hearing, or other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, Executive Order 11246, and/or any other federal, state or local law or regulation regarding Equal Employment Opportunity, opposing any act or practice made unlawful, or exercising any other right protected by such laws or regulations or exercising any other right protected by such laws or regulations. St Rose Dominican Hospital St. Rose De Lima Campus will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Teressa Conley
Hospital President

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DIGNITY HEALTH
ADMINISTRATIVE POLICY MANUAL
CLINICAL POLICY AND PROCEDURE

TITLE:	Nondiscrimination under ADA, Section 504, Title VI, Title IX, Age Discrimination Act and Section 1557		
POLICY NUMBER:	100.8.023	**EFFECTIVE DATE:**	October 24, 2018
APPLIES TO:	☒ System Offices ☒ Acute Care Entities ☒ Non-Acute Care Entities	**ORIGINAL EFFECTIVE DATE:**	120.7.007 March 26, 2008

I. POLICY

A. It is the policy of Dignity Health not to exclude, deny benefits to, or otherwise discriminate against any person, including patients and visitors, on the grounds of race, color, national origin, disability, age, sex, sexual orientation or gender identity and expression, in admission to, participation in, or receipt of the services and benefits of any of its programs or activities. This Policy extends to contractors and other entities with whom Dignity Health arranges to carry out its programs and activities.

II. PURPOSE

A. Dignity Health is committed to providing equal access to its programs and activities to all individuals in accordance with applicable provisions of the Americans with Disabilities Act (non-discrimination on the basis of disability), Section 504 of the Rehabilitation Act of 1973 (non-discrimination on the basis of disability), Title VI of the Civil Rights Act of 1964 (non-discrimination on the basis of race, color and national origin), Title IX of the Education Amendments of 1972 (non-discrimination on the basis of sex), the Age Discrimination Act of 1975 (non-discrimination on the basis of age), Section 1557 of the Affordable Care Act (non-discrimination on the basis of race, color, national origin, sex, age and disability), and Regulations of the U.S. Department of Health and Human Services issued pursuant to the Acts, Title 45 Code of Federal Regulations parts 80, 84, and 91 and other agency guidance (non-discrimination on the basis of sexual orientation).

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III. AFFECTED DEPARTMENTS

A. All Dignity Health owned or operated sites where care and treatment are provided to patients, including but not limited to hospitals, ambulatory surgery centers, home health agencies and Dignity Health-affiliated clinics, and contracted services.

IV. QUESTIONS AND COMPLAINTS

A. In case of questions concerning this Policy, or in the event of a desire to file a complaint alleging violations of this Policy, with respect to discrimination in access to services or facilities, please call the Dignity Health Hotline at 1-800-938-0031, see Dignity Health Administrative Policy and Procedure No. 100.8.022, *Patient and Visitor Grievances*, or contact the Facility's Patient Safety Officer.

B. California Relay Services: 800-855-7100 (Voice); 800-855-7100 (TTY); 800-855-7200 (Spanish V/TTY); or 711

C. Nevada Relay Services: 800-326-6888 (Voice); 800-326-6868 (TTY); 800-877-1219 (Spanish V/TTY); or 711

D. Arizona Relay Services: 800-842-4681 (Voice); 800-367-8939 (TTY); 800-842-2088 (Spanish V/TTY); or 711

V. COMMUNICATION OF POLICY; ACCESS TO POLICY; TRAINING

A. Communication

1. This Policy shall be communicated to individuals seeking access to a Dignity Health Facility in a way that ensures such persons understand that the Facility will provide providing equal access to its programs and activities to all individuals in accordance with the provisions of this Policy.

B. Alternative Formats

1. Auxiliary Aids

a. If an individual seeking access to a Facility has a sensory or communication disability, this Policy shall be communicated in the requested accessible format, such as audio, large print format, sign language, or other appropriate method, in accordance with Dignity Health Administrative Policy and Procedure No. 100.8.021, *Auxiliary Aids and Services for Effective Communication with Persons with Disabilities*, or successor policy.

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2. Foreign Language/Limited English Proficiency

    a. If an individual seeking access to a Facility requires foreign language interpretation services, this Policy shall be made available in accordance with Dignity Health Administrative Policy and Procedure No. 100.8.020, *Language Access for Limited English Proficient (LEP) Patients and Companions*, or successor policy.

3. Auxiliary Aids/Foreign Language/Limited English Proficiency

    a. If a Person with Sensory or Communication Disabilities seeking access to a Facility also requires foreign language interpretation services, this Policy shall be made available in accordance with both Dignity Health Administrative Policy and Procedure No. 100.8.021, *Auxiliary Aids and Services for Effective Communication with Persons with Disabilities*, and Dignity Health Administrative Policy and Procedure No. 100.8.020, *Language Access for Limited English Proficient (LEP) Patients and Companions*, or successor policies.

C. Employee Education

1. Dignity Health shall instruct all medical personnel and staff, including security personnel and volunteers, on the provisions of this Policy through its normal channels of communicating information to employees, including but not limited to its Intranet site, and at employee orientation. Each Facility shall also conduct periodic employee training to ensure its employees are familiar with this Policy.

VI. REFERENCES:

A. Dignity Health Administrative Policy and Procedure No. 100.8.020, *Language Access for Limited English Proficient (LEP) Patients and Companions*

B. Dignity Health Administrative Policy and Procedure No. 100.8.021, *Auxiliary Aids and Services for Effective Communication with Persons with Disabilities*

C. Dignity Health Administrative Policy and Procedure No. 100.8.022, *Patient and Visitor Grievances*

D. Dignity Health Administrative Policy and Procedure No. 100.8.024, *Section 504 Notice of Program Accessibility*

E. Dignity Health Administrative Policy and Procedure No. 100.8.025, *Service Animals for Persons with Disabilities*

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DIGNITY HEALTH
ADMINISTRATIVE POLICY AND PROCEDURE

FROM: Dignity Health Human Resources

SUBJECT: Equal Employment Opportunity

EFFECTIVE DATE: May 26, 2015

REVISED: January 17, 2012; November 18, 2010; (120.1.017) January 19, 2006

REVIEWED WITH NO CHANGES: June 1, 2009

ORIGINAL EFFECTIVE DATE: (120.1.017) January 19, 2006

REPLACES: (120.1.017) Employment of U.S. Citizens and Authorized Aliens: January 19, 2006; Reviewed June 1, 2009

APPLIES TO:

System Offices:	X
Acute Care Entities:	X
Non-acute Care Entities:	X

I. POLICY:

Dignity Health is an Equal Opportunity Employer. It always has been and continues to be Dignity Health's policy that employees should be able to enjoy a work environment free from all forms of unlawful employment discrimination. All decisions regarding recruiting, hiring, promotion, assignment, training, termination, and other terms and conditions of employment will be made without unlawful discrimination on the basis of race, color, national origin, ancestry, sex, sexual orientation, gender identity or expression, religion, age, pregnancy, disability, work-related injury, covered veteran status, political ideology, genetic information, marital status, or any other factor that the law protects from employment discrimination. Individuals will be selected for promotion based on skill and ability. Where skill and ability are equal, then length of continuous employment will be the determining factor.

Additionally, Dignity Health prohibits unlawful harassment of its employees, applicants, or independent contractors in any form. Complaints of unlawful employment discrimination or harassment should be reported to Human Resources. Human Resources will conduct an investigation of the allegations as appropriate and make a determination of the merits of the complaint. In

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cases where investigation confirms the allegations, appropriate corrective action will be taken, regardless of whether the inappropriate conduct rises to the level of any violation of law. No employee will suffer retaliation for reporting, in good faith, any violation of Dignity Health's policy or unlawful discrimination, harassment, or retaliation.

II. PRINCIPALLY AFFECTED DEPARTMENTS:

All Dignity Health employees are principally affected by the policy

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Dignity Health.
St. Rose Dominican

POLICY/PROCEDURE

CATEGORY: Administrative/Community Benefit
SUBJECT: **Helping Hands Vehicle Maintenance Plan**
ORIGINATED: 09/15 EFFECTIVE: 01/19 SUPERSEDES: 09/15

1.0 PURPOSE

1.1 Scope – To define the process for fleet vehicle maintenance of the Helping Hands of Henderson program vehicles at Dignity Health St. Rose Dominican (SRD).

1.2 Objective – To provide guidance on when to perform vehicle maintenance and establish key operational areas such as: safety, vehicle reliability, and timely service.

2.0 RESPONSIBILITIES

2.1 Helping Hands Supervisor – is responsible for planning, directing, and coordinating the maintenance and repair of vehicles.

2.2 Van Driver – is responsible for the timely and accurate reporting of maintenance concerns with fleet vehicles.

3.0 DEFINITIONS

3.1 Manufacture Schedule Plan – published manufacture suggested maintenance schedule for the vehicle.

3.2 Routine Maintenance - vehicle maintenance that can be performed during normal business hours and does not require the vehicle to be taken out of service or hamper normal operation of the vehicle, i.e., oil change, tire rotation, bulb replacement.

3.3 Vehicle - any Helping Hands vehicle that is being operated by employees to transport a client.

4.0 POLICY

4.1 The manufactured suggested plan of maintenance will be followed for each vehicle at a licensed mechanic shop.

4.2 Vehicles will be scheduled out of service accordingly depending upon the odometer reading and the correlating manufacture specification for maintenance.

4.3 Driver's must immediately report any failure with ramp equipment or other mechanical malfunction that would not allow safe transport. (See Reference 7.1)

5.0 PROCEDURE

5.1 At the start of each shift the van driver will complete the pre-trip inspection report to check the vehicle for any maintenance concerns before beginning passenger pick up. (See Attachment A)

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5.1.1 If a maintenance concern is found, the driver will notify the Helping Hands Supervisor to coordinate repairs.
- 5.1.1.1 The vehicle will be taken out of service and transported to a licensed mechanic shop to be inspected for needed repairs.
- 5.1.1.2 The vehicle will not be placed back into service until it has been approved for safe transport.

5.2 Routine vehicle maintenance is to be scheduled by the driver during the normal business hours as part of their daily activities.

5.3 Non-motorized ramps will be taken in for repair when inspections show damage, unusual wear, or other unsafe conditions.

5.4 Motorized ramps will be taken to a licensed mobility repair facility every six (6) months to inspect for safe operation.

6.0 DOCUMENTATION

6.1 Maintenance records will be kept on file for all vehicles.

7.0 REFERENCES

7.1 *Vehicle Emergency Procedures, Helping Hands*; SRDH Administrative policy # ADM-V22.100.

8.0 ATTACHMENTS

8.1 *Pre/Post Trip Driver Inspection Report*, Attachment A.

Revision Reviewed/Approved:
Multidisciplinary Policy & Procedure Committee, November 2018
Market President, November 2018

Author/Owner: Community Benefit Director

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PRE/POST-TRIP DRIVER INSPECTION REPORT

Provider Name: _____ Vehicle #: _____ Date: _____

Beginning Miles: _____

Ending Miles: _____ Quantity Fuel Added: _____

Inspect All Items on Form Use "OK" if No Defects Found, Use "X" if Defect is Found; Use N/A if Not Applicable

VEHICLE EXTERIORS CHECKS

_____ All Lights And Lenses
_____ Turn Signals And 4-Way Flashers
_____ Windshield Wipers And Washers
_____ Door Operation, Seals Intact/Tight
_____ Emergency Door/Windows/Alarm
_____ Tires, Wheels And Lug Nuts
_____ Glass And Mirrors
_____ Body Damage/Graphics
_____ Under Body Leaks
_____ Lift Door Hold Backs
_____ Passenger Lift Operation
_____ Other (List In Comments)

VEHICLE INTERIORS CHECKS

_____ All Instruments And Gauges
_____ Heaters, Defroster, And Ventilation
_____ Air Conditioning
_____ Horn/Dash Lights/Hi/Low Indicator
_____ Interior Lights
_____ Driver Seat Operation And Belts
_____ Passenger Seat Securement And Covering
_____ Hand Rails/Modesty Panels
_____ All Required Emergency/Safety Equipment
_____ Exhaust Noise
_____ Driver Camera
_____ Steering Operation
_____ Fire Suppression System
_____ Fare Box
_____ Wheelchair Securement Straps/Covers
_____ Two Way Radio Operation
_____ Passenger Chime/Buzzer
_____ Backup Alarm
_____ Interlock System
_____ Vehicle Documentation/Certification
_____ Other (List In Comments)

BRAKE SYSTEM CHECKS

_____ Parking Brake
_____ Sounds From Brake System
_____ Brake Pedal Firm
_____ Other (List In Comments)

Driver Comments: _____

_____

_____

Driver Printed Signature: _____ Date: _____

Driver Signature: _____