



Boca Raton Regional Hospital

BAPTIST HEALTH SOUTH FLORIDA

Boca Raton Regional Hospital/Baptist Health South Florida Integration

Frequently Asked Questions for Boca Regional Team Members

June 18, 2019

1. Why did Boca Raton Regional Hospital and Baptist Health decide to affiliate?

We recognized a need to grow in order to continue to serve our community and we actively sought out a growth partner. As a part of Baptist Health, we will have access to additional resources – including facility and capital improvements – to ensure we remain the hospital of choice for patients, physicians, team members and volunteers in the Boca Raton community for many years to come.

This partnership will be mutually beneficial to both Boca Raton Regional Hospital and Baptist Health and, most of all, for the many people we serve. Baptist Health has grown strategically in recent years to meet the needs of their communities. This affiliation furthers Baptist Health's Smart Growth strategy, which focuses on expanding access to excellent, compassionate care across the South Florida region and elevating the healthcare we collectively provide to our communities.

2. What are the benefits of this combination?

We are joining an organization where we can work together to achieve our goal of being the pre-eminent provider in South Florida – the place patients seek care, clinicians want to practice, people want to work, donors want to invest and community members want to volunteer.

- Employees throughout the Baptist Health system will benefit from the organization's enhanced growth platform and from the opportunity to share knowledge and best practices that will continue to improve quality of care and patient satisfaction.
- Together as part of Baptist Health, Boca Regional, Bethesda East and Bethesda West, along with our outpatient centers, will be even better able to serve patients in Palm Beach County with increased access to high quality healthcare.

3. Will there be any new investment in Boca Regional as a result of the partnership?

Yes. Baptist Health will immediately invest in the completion of Boca Regional's Master Facility Plan, which includes more private rooms and patient beds, new surgical suites, a new central energy plant and a new parking garage, among other improvements.

4. Will there be workforce reductions?

Over the next twelve months we expect no reductions in staff positions. In fact, with this partnership we anticipate continued growth of the organization as well as continued opportunities for our team members. People are the heart of Boca Regional and Baptist Health and the care we provide to patients. We know they are an important asset to the organization.

5. Will there be changes to the Baptist Health and/or Boca Regional organizational structure?

Boca Regional's corporate functions will be aligned with their corresponding functions and leaders at Baptist Health at the time our affiliation becomes official. Boca Regional and Baptist teams

within each function will begin collaborating immediately, particularly at the most senior levels, but direct reporting relationships will not change for most Boca Regional team members.

6. Who will be our new CEO?

Lincoln Mendez is a seasoned and accomplished healthcare executive with Baptist Health. During Lincoln's tenure as CEO at South Miami Hospital, the hospital earned national accolades for its quality, innovation and clinical excellence. South Miami Hospital also witnessed significant growth in its facilities, technology and programmatic offerings. Lincoln has been with Baptist Health since 2003, when he served as CEO of Doctor's Hospital at the time that the hospital joined Baptist Health.

Lincoln will become CEO on July 1. He will collaborate with Jerry Fedeles during a July transition period that will enable a smooth hand-over and continuity for the hospital, its staff and donors.

7. Will Boca Raton Regional Hospital's name change?

No, Boca Raton Regional Hospital will retain its name, with the addition of new Baptist Health branding as of day one. Boca Regional's Centers of Excellence will retain their names as well.

8. How does Boca Regional fit in to the broader Baptist Health system, especially with Bethesda nearby?

Our affiliation furthers Baptist Health's Smart Growth strategy, which focuses on expanding access to excellent, compassionate care across the South Florida region and elevating the healthcare we collectively provide to our communities. By working together, we can help achieve Baptist Health's goal of being the pre-eminent provider in South Florida – the place patients seek care, clinicians want to practice, people want to work, donors want to invest and community members want to volunteer.

9. Will the integration change anything about my current role?

Most team members will not see any immediate changes in their day-to-day roles and responsibilities. Boca Regional and Baptist Health will work together over time to make changes that enable us to work most effectively across the Baptist Health system to provide an excellent experience for our patients and team members.

10. Will my title change?

Titles will not change immediately. Baptist Health and Boca Regional will work together over time to understand current title structures and to make changes as needed.

11. If I get questions from patients and their families about the partnership, what should I say?

Boca Regional and Baptist Health share common missions, values and expectations for excellence. Both are not-for-profit organizations with a long history of a commitment to the communities they serve. We were both founded by a community in response to a local need for health services and we continue to live that mission today. Both institutions are highly rated for clinical and patient experience excellence. Together, we can achieve our shared mission to deliver high-quality, compassionate care to patients and communities across South Florida.

12. What is the policy and process for applying for other jobs at Baptist Health?

There will be a three-month moratorium on transfers between Boca Regional and other Baptist Health entities. We will use that time to integrate the systems and processes necessary to enable smooth transfers between entities. We will share information about the new policy and process in the coming months.

13. Will Baptist Health and Boca Regional foundations integrate?

The Boca Raton Regional Hospital Foundation and its staff will remain separate from the Baptist Health Foundation, as its rich heritage is deeply embedded in the Boca Raton community. Donations to the foundation will stay in Boca Raton.

14. Will my benefits change?

No, not immediately. Over time as we develop our integration plans, we expect to move to one overall benefit program for all Baptist Health employees. A timeframe for the integration of benefits has not yet been determined.

15. What will happen to my current 403(b)? Will the employee match change?

No immediate changes are planned for Boca Regional retirement plans. Over time as we develop our integration plans, we expect to move to one overall benefit program for all Baptist Health employees. A timeframe for the integration of benefits has not yet been determined.

16. Will my compensation change? If so, when?

No immediate changes to compensation are planned. We will be analyzing the differences between Boca Regional and Baptist Health compensation policies and pay practices. After we complete the analysis, we will make a determination of any future changes.

17. When will I find out more details about my benefits?

For now, Boca Regional's employee benefits will not change. Over time as we develop our integration plans, we expect to move to one overall benefit program for all Baptist Health employees. A timeframe for the integration of benefits has not yet been determined.

18. What will happen to our incentive plans for 2019 and 2020?

2019 incentive plans will be paid out as expected for Boca Regional team members, following the guidelines that have previously been communicated. Baptist Health is still evaluating the best option for 2020 incentive plans, and will communicate more information once a decision has been made.

19. Will there be any change to how we obtain supplies for patient care?

For now, it is business as usual in terms of our vendor relationships. There will be no disruption to Boca Regional's process for obtaining supplies for patient care.