

HCA Healthcare's Commitment to Supporting Colleagues

HCA Healthcare is committed to strengthening the diversity of our workforce and investing in the well-being of our colleagues and their families.

Diversity, equity and inclusion

At HCA Healthcare, we are committed to fostering a culture of inclusion across all areas of our organization. HCA Healthcare does not discriminate on the basis of age, gender, disability, race, color, ancestry, citizenship, religion, pregnancy, sexual orientation, gender identity or expression, national origin, medical condition, marital status, veteran status, payment source or ability, or any other basis prohibited by federal, state or local law.

Our diversity, equity and inclusion (DEI) strategy is a data-driven approach to ensure equitable access to high-quality care for our patients, to foster a diverse and inclusive culture for our colleagues, and to cultivate and sustain strategic partnerships that broaden our reach and deepen our impact in the communities we serve.

In 2019, HCA Healthcare appointed a chief diversity officer and formed an executive DEI Council to help ensure accountability and reinforce our commitment to fostering a culture of inclusion. The organizational design of HCA Healthcare places our sites of care under the leadership of division teams.

Diversity, Equity and Inclusion Councils support the deployment of key DEI strategies and programs in our 15 Divisions. These councils are made up of division leaders and facility representatives who reflect the diversity of the communities we serve.

We also established a Black Senior Leadership Council, led by our chief executive officer and chief diversity officer, to discuss specific topics related to HCA Healthcare's support of our Black colleagues and communities. HCA Healthcare will launch a sponsorship program in early 2022 for a select group of Black colleagues to drive advancement in leadership, which we plan to expand to include a broader focus on leaders of color and female leaders by the end of 2022.

In 2021, we hired 35% people of color into management and supervision roles, which was an increase of 10% compared to 2020. We are strengthening the diversity of our leadership pipeline via several executive development programs offered through the HCA Healthcare Leadership Institute, including the Executive Residency Program. In 2021, we hired our most diverse Executive Residency Program class yet: 57% people of color and 57% female. Overall, we increased people of color and female representation in leadership development programs by 22% in 2021.

To learn more about our DEI initiatives and view our EEO-1 Data, visit our [website](#).

Listening to our workforce

Positive and inclusive experiences at work start by giving each of our more than 283,000 colleagues a chance to share their voice through multiple feedback channels. After a new colleague starts with HCA Healthcare we send a “pulse” survey at 45 and 100 days of employment to gather feedback on the recruitment and onboarding experiences. In addition, we conduct Vital Voices engagement surveys throughout the year to provide our leaders with the necessary information to set goals to improve our work environment.

These surveys not only enhance the experience for our colleagues, but also lead to better care for our patients. As a result of feedback received through our Vital Voices survey, HCA Healthcare launched the Investing in Our Colleagues initiative, which includes a \$100 million capital nursing investment in resources and equipment over the next two years for our facilities where they are needed most, as voiced by nursing colleagues.

Colleague benefits

Our organization provides a range of employee benefits to assist colleagues, including emotional support, parental leave and financial aid. To support our colleagues’ mental health and wellness, we offer access to various programs, including Nurse Care, a free, confidential 24/7 support program and counseling service that gives HCA Healthcare hospital-based nurses remote access to licensed psychologists, social workers, and marriage and family therapists. Our partnership with Optum also offers colleagues and members of their immediate household free counseling sessions.

HCA Healthcare proudly encourages the professional growth of our colleagues who wish to improve their knowledge, skills and potential for advancement through continued education.

- Eligible colleagues can receive \$100 (full-time) or \$50 (part-time) per month to help repay student loans through our student loan assistance program (lifetime maximums may apply). In 2021, 13,884 colleagues participated in the program, and HCA Healthcare has assisted with more than \$59.2 million in student loan payments since the start of the program in 2018.
- Our tuition assistance program provides up to \$5,250 in tuition assistance to eligible colleagues each year (lifetime maximums may apply). Approximately \$40 million is reimbursed to colleagues annually.

- Through the Patricia Frist Memorial Scholarship Program, eligible dependents of HCA Healthcare colleagues can receive merit-based higher education scholarships of up to \$5,000 a year. In 2021, 588 recipients received scholarships totaling more than \$2 million.

In addition, we believe our colleagues should be paid equitably for their work. HCA Healthcare monitors its compensation programs for potential disparities, and addresses any that may not be explained by objective factors.

We strive to ensure that everyone in our organization is compensated for their work in a way that is fair and in line with others in similar jobs in the area they live. In 2019, we raised our enterprise-wide minimum wage to \$12.50 per hour. In areas with higher costs of labor, wages are adjusted to reflect the economy of that market, up to \$15.75 per hour.

Taking care of each other

The HCA Healthcare Hope Fund is a colleague-run, colleague-supported 501(c)(3) charity that helps colleagues when significant hardships arise due to illness, injury, natural disasters or other difficult situations. In 2021, the Hope Fund provided over \$10.4 million in financial assistance to more than 4,800 HCA Healthcare families. The Hope Fund reached an exciting milestone in 2021 with more than \$75 million in assistance provided to colleagues since its inception in 2005.



Investing in and advancing clinicians

In 2022, we are refining our nursing strategy, seeking innovative ways to solve staffing challenges and enable nurses to practice at the top of their license. Our 2022 nursing strategy was developed by listening to nurses at all levels of our organization and will be guided by four pillars: advocacy and leadership; staffing and care team support; education and academic partnerships; and professional practice.

HCA Healthcare also supports colleagues who want to obtain specialty clinical certifications by paying upfront testing costs, providing test preparation materials and reimbursing costs after successful completion of a certification exam. In addition, colleagues can receive bonuses for achieving nationally recognized certifications.

To ensure our physicians, residents and fellows are prepared for their careers and trained on the latest medical approaches, HCA Healthcare invests heavily in graduate medical education (GME) programs and is the largest sponsor of GME in the United States.

In 2021, our organization offered 299 GME programs at 59 teaching hospitals with more than 4,800 residents and fellows.

Education opportunities

Galen College of Nursing joined HCA Healthcare in 2020. Through this partnership, we provide nursing colleagues with access to more education and career development opportunities. In 2021, we launched three new nursing school locations.

Our year-long Nurse Residency Program includes more than 500 hours of clinical education, both in the classroom and at the bedside. During this program, graduate nurses work with a community of experienced nurses and their fellow residents to better prepare for their nursing career.

Our 11 Centers for Clinical Advancement give our nurses the opportunity to continue their clinical education with lifelike simulation equipment, providing more confidence and knowledge in a variety of patient care situations.

Occupational health and safety

HCA Healthcare is committed to providing a safe and healthy workplace for our colleagues. Our facilities comply with all government regulations and rules, HCA Healthcare workplace health and safety policies, and required facility practices.

Our policies protect colleagues from potential workplace hazards and provide regular education and training. Through this training, colleagues become familiar with and understand how HCA Healthcare policies apply to their specific job responsibilities and should seek advice from their supervisor or the Safety Officer whenever they have a question or concern. As part of orientation, new employees receive department-specific training, which includes injury prevention guidance.

In addition, we monitor potential hazards in the work environment through hazard surveillance rounds, which allow us to ensure safe work practices and security measures have been implemented. Any major concerns identified during rounds are immediately addressed and we review results during Employee Safety Committee meetings. Operating units also receive detailed reports summarizing past injury trends by cause and location of injury and job code of the injured employee to prioritize loss prevention efforts.

In 2021, there was a 13% increase in the usage of our safety and reporting application, LiveSafe.

For further information on how we support our colleagues, visit [HCAhealthcareImpact.com](https://www.hcahealthcareimpact.com).