



**Brian E. Keeley**  
President and  
Chief Executive Officer

**AUGUST 2020**

## **Special Recognition Bonus & Team Bonus Announcement**

Ladies and Gentlemen:

It is hard to believe that it has been about six months since we first heard about COVID-19. During this time, the world at large — and our world here at Baptist Health — has changed dramatically. We've changed the way we live, and the way we work. In our personal lives, we've made adjustments to keep ourselves and our loved ones safe while also staying connected to each other. And, professionally, we've adapted our protocols as we've learned more about this new disease and how to care for those affected. These have been seismic shifts in our lives and in our operation that have fundamentally changed the way we work. Through it all, something that has not changed is the remarkable compassion, dedication and steadfast resolve of our entire team.

Through these extraordinary circumstances, our employees have responded with exceptional dedication. As an expression of our gratitude and with overwhelming support of the Baptist Health Board of Trustees, a multi-tiered **Special Recognition Bonus** program has been developed for entity-based employees who care directly for patients with COVID-19 or support the delivery of this care at the bedside. The structure of this special recognition bonus is based on roles and responsibilities and takes into consideration sustained care for patients battling COVID-19, as well as patient acuity. More than 17,000 entity-based employees working in our hospitals and outpatient centers will qualify to receive a special recognition bonus, which will be paid on September 3. Eligible employees will hear additional details from their supervisors in the coming days.

In addition, we are pleased to announce that we are reinstating the **Team Bonus** payouts for Q2 and Q3 for all eligible employees. We are able to do this, in part, due to recent improvements in our financial performance, to recognize the collective team effort that has been required throughout the pandemic response. More information will be coming soon about the Team Bonus, which is scheduled to be paid September 17.

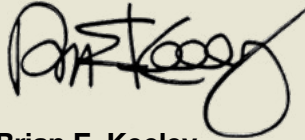
Healthcare workers have always been heroes. You care for our patients through some of their most difficult moments and you support them in their journey. You are their advocates and their champions. You come to work each day in order to make their lives better. Now, you do all of this as you also navigate the unprecedented challenges of the COVID-19 crisis. Our community and our patients have needed you now more than ever before, and you have answered that call, day after day, with selflessness and devotion.



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It is because of the brave, compassionate, mission-driven work of our people that our community has hope that we will recover and heal. Just as you have helped thousands of patients and their families across our system, your work inspires optimism that things will get better.

With heartfelt appreciation on behalf of our Board and Executive Leadership team,

A handwritten signature in black ink, appearing to read "Brian E. Keeley". The signature is fluid and cursive, with a large loop at the end.

**Brian E. Keeley**  
President and Chief Executive Officer