



June 27, 2022

Rewarding Our People: All staff message from Rebecca Fox

As many of you know, we start a new fiscal year July 1st that includes a new budget, plans and refined focus for our future. Our budget is not just a summary of financial numbers but a reflection of the values we hold at Northwest Kidney Centers. It demonstrates our hopes and intentions moving forward. Our budget at Northwest Kidney Centers also reflects the reality that we are all experiencing every day – rising costs, new financial pressures and tough choices on where to spend and where to cut back. I wanted to share with you the highlights of this plan.

We are in a tough environment right now, but we are stable and financially sound.

Moving into this year, our single highest priority is taking care of our people. We have invested every available dollar we have back into our staff. Our focus and commitment this year includes:

1. Taking care of existing staff and ensuring there is equitable compensation for everyone that has been committed to us.
2. Addressing to the maximum extent we can the burden of inflation by increasing pay for everyone.
3. Filling our open positions to ease the stress that is a result of being understaffed.
4. Continuing to provide care for everyone in our community that needs dialysis even if they cannot pay for this care.
5. Enhancing our core financial functions to improve reimbursement for the care we provide; this allows us to re-invest more back into our staff and our community.

You are the heart of Northwest Kidney Centers and are critical to our success. Thank you for doing all that you do. We heard you in the survey that we can do a better job of showing how much we appreciate and value your work, so I am pleased to announce the following:

- Effective July 10th, **all eligible staff will receive a 2% market adjustment increase in their pay.** The new pay amount will be reflected in your paycheck on July 29. Staff who are on leave, on a performance improvement plan or those whose start date at Northwest Kidney Centers is Jan 1, 2022, or later (less than 6 months) are not eligible for this increase.
- We are committed to ensuring equity across positions. We will begin implementing adjustments where needed between July and October.

- Staff will also be eligible for a pay increase at their annual evaluation.

Northwest Kidney Centers recognizes the impact that current economic conditions are having, and we hope these steps will ease the burden on staff. We are in this together and we have your back.

Thank you for all you do to make delivering on our mission possible. We are grateful for your service.

Sincerely,

Rebecca Fox
President and CEO