



Caring for Oregon

Providence HH&H/Benedictine – Oct. 6, 2026

We have **a lot** of updates for everyone on the transition to Compassus. While this isn't a complete list and we have a lot of remaining questions, we want to share what we have learned. Please read carefully!

Meetings with Compassus:

After a very long struggle to get Compassus to engage with us, we have had two meetings with Compassus Human Resources and legal in the last week. In those meetings, we received answers to several of the pressing questions folks have shared with us, as well as some lingering questions. Below is a summary of what we have learned.

Big Wins:

1) Compassus has put in writing that they intend to **honor our contract** "to the extent Compassus is able to comply with and fulfill the extent of the agreement." Obviously, we want details on which parts of the contract they believe they cannot uphold (aside from the retirement and health insurance pieces).

2) Seniority and continuous employment: Compassus has agreed to honor seniority earned at Providence for the purposes of our contract (PTO accrual, PTO approval, territory bidding, layoffs, etc.). In addition, they have committed to treat employees as continuous employees for the purposes of leave eligibility. For example, under normal circumstances, when starting a new job, you need to have worked a certain number of days and/or hours to qualify for Paid Leave Oregon (PLO) or the Family Medical Leave Act (FMLA). Compassus is saying that you will qualify for these protected leaves immediately.

3) Maintaining current FTE and schedules: A lot of you have contacted Compassus about your scheduled hours not being included in the offer letter. In our meeting on Monday, it was pointed out that hours of work can change in the future so are usually not included in offer letters. That said, Jami Davidson, Senior VP of Home Health for Compassus, stated that they intend to keep people in their current schedules and FTE.

4) Health Insurance: Compassus has clarified that if you have met your deductible and out of pocket max on your current 2026 Providence health insurance plan, and provide that information to Compassus, you will be considered as having reached your out of pocket max on the Compassus plan you choose (meaning you would owe no more out of pocket this plan year except for your monthly premiums for November and December). We have several clarifying questions that Compassus is working on getting us answers to about this. Specifically, what if you've met your deductible but not your out-of-pocket max? Or if you have reached your individual out-of-pocket max, but not the family out-of-pocket max (for those with family plans)? How much could you be asked to pay?

5) Possible transfer of up to 40 hours of PTO from Providence to Compassus. Providence and Compassus previously said "no" to this ask; they are now willing to work together to make this happen. Folks will have accrued PTO of up to 40 hours transferred over to Compassus so that you can start your position with some already accrued PTO available to you. Anything beyond 40 hours will be paid out in a lump sum when the transition happens.

6) Reminder – **Retirement vesting**: We already won a big concession from Providence that they would fully vest all retirement monies for all those still employed at the time of the transition to Compassus. Please wait a couple of weeks before you do anything with that money (like moving it to a different account) to give time for Providence to ensure the vesting has been processed.

7) **Bargaining before November 1st!** After many assertions from Compassus that they couldn't meet with us to negotiate the effects of the transition before they were officially the employer of record, they have now agreed to meet with us and bargain. Our goal is to finish effects bargaining as quickly as possible so we can provide everyone with as much information as possible as soon as possible.

Answers (but maybe not wins):

1) We have been asking for an option to allow people to stay on their Providence provided insurance through the end of 2026 to ease the transition and give us time to negotiate some better options for folks. This has been fully rejected by both Providence and Compassus. We do not think, at this point, that we can win this.

2) **Offer letter deadlines:** You may have received multiple communications with different deadlines on them for responding to offer letters. Due to several factors including equipment distribution and adjustments to offer letters, people have received their offers on different dates and therefore have different deadlines to respond. Please refer to YOUR LETTER in Workday to see what the deadline is for response. Ignore dates that have been provided in newsletters and do not rely on what other people's dates are. YOUR LETTER in Workday will have the official response deadline for you.

3) **Outstanding issues with offer letters:** We have all received different instructions for how to get issues with our offer letters corrected. The official way to address any questions you have is to email caregiverquestions@compassus.com. They have been quick to respond, and the turnaround time should be 24 hours or less. If you have already sent an email to Brian Jackson and have not heard back, you can send it to caregiverquestions@compassus.com and you should get a response quickly.

4) **Per Diem offers:** Many of our per diem colleagues have been confused by the wording of the offer letters they have received which say you are being offered a “part-time 10hr/week” position. Please be assured, this is just the Compassus language for “per diem” in Workday. In the same way that Providence lists all per diem employees as having a 0.01 FTE, the 10hr/week designation is not a commitment to that number of hours and will vary greatly based on the person, as it does now. Per diem scheduling should continue as it has been done in the past.

Remaining questions:

1) Health incentive: We continue to ask Providence to hold themselves accountable and pay out the earned health incentive that many of our members have done the work to achieve. They have not agreed to this, but we are still fighting for it.

2) Health insurance issues: There remain many outstanding issues with the insurance options that Compassus is offering. We have heard from multiple people that they are unable to find providers who will take the new insurance. We have also heard from several of you that providers you already use are not “Garner approved” which can affect your ability to use HRA benefits. Finally, we continue to be concerned about the lack of hospitals that would accept this coverage, especially in the Salem area as well as other rural places where our members live and work. If you have run into issues finding a provider that will be covered under the new plans or if you have looked up providers that you use to see they are not “Garner approved” please email that information to Shawna (meechan@oregonrn.org) who is collecting data to provide to Compassus.

3) Specialty services: We have several positions in both Home Health and Hospice where our members perform specialty services that are materially different from other

folks with the same classification but different qualifications (Mental Health RNs, WCON, AAC-SLP, Bereavement Councilors, etc.). Many of the job offers for members in these positions do not specify the specialty work they were originally hired to do and there is concern that these clinicians will be assigned patients that don't fall under those specialty needs which could dilute our ability to provide the special services that we have always provided. In our meeting on Monday, October 5, it was stated by Jami Davidson that folks in these specialty areas would continue to be assigned the patients with these special needs, but that they may also be assigned other patients if there is a need for coverage. ONA expressed our concern about this approach and have asked for more discussion and clarification about these groups and how they will be assigned patients.

Other Updates:

Seniority list – Providence provided a third and hopefully fully correct seniority list. Please review this list, and **if your hours are wrong**, contact Shawna at meechan@oregonrn.org. As a reminder, this list only includes hours earned up to August 8, 2026 (so it is missing roughly 2 months of hours earned since then). The list is at the end of this document. Please review and send any concerns IMMEDIATELY.

RN step placement – For those who issued attestations to make adjustments to improper step placements, Providence is behind in reviewing your documents. They were supposed to give us all their responses by Friday, October 2, but they have asked to push out their response to this Friday, October 9. ONA let them know that this is preventing folks from being able to accept a job offer from Compassus as those offers have incorrect wages on them. Providence has agreed to send over updates in a rolling fashion (as soon as an individual's information is reviewed, it will be sent over rather than waiting for all reviews to be completed). ONA has asked Compassus to pressure Providence to complete this review.

TAKE ACTION

One thing we are confident about is that our collective actions over the past few weeks are directly responsible for the engagement we have been able to get from Compassus. We need to KEEP THE PRESSURE ON to ensure they hold to their promises to meet and attempt to complete effects bargaining prior to the transition becoming effective on November 1. We have two actions we are asking folks to focus on this week.

1) [Sign the Pledge](#) (link to petition)

We are asking folks to sign a petition committing to not signing their offer letters until the deadline date posted on their offer letter. By withholding signing letters until the last day dated on your individual letter, we maintain increased leverage in our meetings with Compassus. This will help us get as many issues settled for the maximum number of

members and ensure our working conditions and job roles are protected. While some of us have offer letters that are correct and ready to sign, others do not. We ask that, in solidarity, we all sign the pledge to help each other get the language in our offer letters that gives maximum protection for everyone's job roles and working conditions.

2) Get Community Members to [send a petition](#)

Similar to the letters we sent last week asking for clarification on our job offers, community members can send letters in support of our asks. Click the link and share with all your friends, family, neighbors and community members ASAP. Let's keep the pressure up on Compassus to stay at the table with our leaders and get us answers before October 12. Spread the word!

We are proud to be a part of an active and engaged bargaining unit. These past couple of weeks have been rushed, confusing, and unnecessarily stressful. We are all getting through it because we are working together and supporting one another. Let's keep that solidarity going!

In solidarity,

Linda Sheffield, RN, Chair (St. Vincent Hospital Liaison)

Kara Hayden, SLP, Vice-Chair (Home Health East)

Tracy Arnold, OT, Treasurer (Home Health East)

Ashley Wuest, RN, Secretary (Hospice West)

Julianna Harder, PT, Membership Chair (Benedictine)

Lori Curtis, RN, PCC Chair (Hospice West)

David Neves, RN, Grievance Chair (Home Health Access)

Patricia Bain, PTA, Member-at-Large (Benedictine)

Stephanie Jones, HHA, Member-at-Large (Hospice West)

Caregiver Name	Position Name	Total
Ajayi, Jessica	Physical Therapist	14,183.09
Albert, Debra	Clinical Liaison RN	67,303.58
Aldridge, Ardith	Hospice RN	68,889.46
Alexander, Corina	Social Worker LCSW	14,588.08
Allen, Trisha	LPN LVN	25,240.50
Anand, Vaishali	Physical Therapist	14,062.61
Anderson, Jamie	Physical Therapist	1,494.21
Anderson, Lynette	Social Worker LCSW	41,102.08
Angeles, Quiolo	Physical Therapist	4,873.84
Arnold, Tracy	Occupational Therapist	41,212.52
Atteberry, Karlee	Home Health Aide	5,223.30
Avdienko, Tatiana	Hospice RN	19,225.93
Ayers, Heather	Hospice Access RN	14,058.08
Rios, Sheyla Baez	Home Health Aide	570.15
Bair, Elizabeth	Occupational Therapist	19,373.74
Baker, Eva	Home Health RN	11,754.80
Baker-Snelling, Shane	Hospice Access RN	17,826.17
Barro, Lourdes	Physical Therapist	938.00
Bates, Kelly	Home Health RN	39,432.11
Beach, Jonathan	Physical Therapist	14,958.42
Beltramo, David	Physical Therapist	8,712.50
Bennett, Linda	Home Health Aide	18,471.58
Bernier, Jennifer	Hospice RN	5,861.02
Betzing, Alison	Occupational Therapist	19,176.29
Biondo, Ashley	Occupational Therapist	2,199.24
Black, Cindy	Clinical Liaison RN	22,332.09
Black, Laura	Home Health RN	5,334.50
Bogert, Marcia	Hospice RN	6,752.39
Boroughs, Karen	Physical Therapist	2,915.25
Botsford, Michelle	Physical Therapist	10,194.95
Boutwell, Courtney	Physical Therapist	23,244.74
Bresley, Jennifer	Occupational Therapist	9,066.35
Brigg, David	Physical Therapist	43,485.27
Brown, Andrea	Clinical Liaison RN	22,216.13
Brown, Elizabeth	Hospice RN	15,995.43
Brown, Janie	Home Health RN	17,085.25
Brown, Robert	Hospice Access RN	0.00
Brownson, Lindsay	Social Worker LCSW	8,720.00
Bruxer, Angela	Physical Therapist	24,278.85
Buck, Sophia	Hospice RN	7,755.24
Burgess, Cassandra	Home Health Aide	11,087.30
Button, Erik	Physical Therapist	10,374.46
Callahan, Allison	Physical Therapist	13,065.04

Canales, Jamie	Home Health Access RN	25,321.91
Cannon, Brandie	Home Health RN	34,779.67
Carlson, Karen	Home Health RN	6,904.48
Carpenter, Victoria	LPN LVN	13,867.61
Carr, Renate	Occupational Therapist	5,985.40
Carris, Colleen	Physical Therapist	28,128.25
Chan, Christine	Occupational Therapist	19,167.26
Clark, Timothy	Home Health RN	38,276.75
Codina, Bryan	Occupational Therapist	23,175.90
Cohen, Melissa	Physical Therapist	14,247.63
Collins, Michael	Speech Language Pathologist	94.25
Connolly, Kimberly	Physical Therapy Assistant	535.50
Coughlin, Kes	Home Health RN	4,319.13
Countz, Jamie	Home Health RN	27,901.89
Cox, Kristina	Hospice RN	41,244.71
Coyne, Jeanette	Speech Language Pathologist	17,627.89
Creighton, Paul	Home Health RN	28,385.67
Crews, Lori	Home Health Access RN	20,383.62
Cripps, Erin	Physical Therapy Assistant	12,130.00
Crosby, Tessa	Social Worker LCSW	2,175.39
Lugo, Martina Cruz	Hospice Aide	9,713.68
Culver, Shelley	Clinical Liaison RN	58,083.79
Curtis, Lori	Hospice RN	25,975.94
Davis, Angela	Home Health RN	9,183.64
Davis, Julia	LPN LVN	836.00
Davison, Shannon	Home Health Aide	718.00
Voir, Ann De	Home Health RN	8,235.19
DeAngelis, Lara	Home Health RN	23,126.75
Delfin, Chester	Physical Therapist	2,160.69
Deneau, Michael	LPN LVN	944.98
Depner, Luke	Occupational Therapist	472.00
Deshmukh, Shweta	Physical Therapist	9,485.79
Dewilde, Michael	Occupational Therapist	4,878.72
Dieringer, Trevor	Physical Therapy Assistant	22,212.64
Dittmar, Randy	Physical Therapist	42,586.37
Dooley, Kimberly	Social Worker LCSW	14,120.26
Dorsett, Brooke	Physical Therapy Assistant	25,475.20
Dovhyy, Ganna	Physical Therapy Assistant	7,232.68
Drake, Eric	Physical Therapist	3,623.44
Dunn, Jacquelyn	Hospice RN	38,981.66
Lampert, Erin Dustrude	Physical Therapist	6,562.81
Eder, Tiffany	Hospice RN	22,003.70
Elken, Jayne	Occupational Therapist	5,651.75
Elliott, John	Home Health RN	33,547.05

Storm, Veronica Enders	Physical Therapy Assistant	588.75
Engbersen, Heidi	Physical Therapist	30,660.64
Ensbury, Kristina	Hospice Aide	386.56
Enterline, Lucinda	Home Health RN	15,400.20
Esler, Yvette	Hospice RN	18,367.74
Ewers, Melanie	Hospice RN	45,110.73
Ewing, Chelsea	Home Health RN	2,658.46
Feingold, Lesley	Social Worker LCSW	11,005.00
Fields, Trevor	Home Health RN	80.00
Fifield, Andrew	Physical Therapist	31,597.04
Fifield, Sara	Physical Therapist	18,926.25
Fink, Catherine	Physical Therapist	919.45
Fitterer, Molly	Physical Therapist	25,133.38
Fleischut, Rachel	Occupational Therapist	124.11
Flory, Charisse	Home Health Aide	2,227.45
Fogg, Karen	Physical Therapy Assistant	19,215.65
Fogg, Michelle	Physical Therapist	19,819.67
Folk, Deborah	Home Health RN	35,859.75
Foltz, Julie	Physical Therapist	15,238.06
Fontes, Cynthia	Home Health RN	27,377.46
Forsman, Selby	Physical Therapist	17,034.00
Fossen, Tyler	Physical Therapist	10,166.65
Foster, Aletha	Occupational Therapist	20,404.71
Frankamp, Hannah	Occupational Therapist	23,226.31
Freitas, Tiffany	Home Health RN	868.84
Frets, Aelishia	Hospice Aide	1,336.15
Friedman, Lisa	Physical Therapist	5,746.97
Friends, John	Physical Therapist	43,251.91
Fruhworth, Melanie	Home Health RN	27,526.11
Fukuda, Emily	Hospice RN	3,987.81
Gallentine, Krista	Home Health RN	1,799.75
Ganderton, Teresa	Home Health RN	34,703.95
Garland, Joelle	Occupational Therapist	9,053.43
Gates, Chandra	Home Health RN	9,525.48
Gedrose, Tamara	Hospice RN	12,685.96
Gerber, Peter	Home Health RN	37,295.05
Gieschen, Erin	LPN LVN	324.04
Gillies, Gina	Home Health RN	7,771.60
Glennon, Blaire	Hospice Access RN	498.39
Gonzalez, Amy	Home Health RN	21,422.96
Goodman, Sage	Physical Therapist	4,395.97
Goodwin, Michelle	LPN LVN	14,216.87
Gradwahl, Rebecca	Physical Therapist	28,090.33
Graham, Denell	Massage Therapist	10,908.03

Greenwalt, Amy	Home Health RN	28,548.65
Griffiths, Sandra	Home Health RN	18,744.36
Gross, Melissa	Home Health RN	12,398.74
Grund, Kristine	Hospice RN	5,873.57
Grzelak, Mary	Home Health RN	39,011.56
Guillory, Glenn III	Physical Therapist	6,012.25
Hahn, Andrew	Hospice Access RN	13,781.82
Haikin, Claire Marie	Hospice RN	11,189.87
Haley, Sarah	Hospice RN	27,501.50
Hall, Andrea	Occupational Therapist	30,775.54
Hammerquist, Richard	Physical Therapist	19,617.92
Hanbrook, Lawrence	Hospice Access RN	2,280.13
Hansen, Alison	Occupational Therapist	6,330.53
Hargreaves, Carey	LPN LVN	1,982.98
Harlon, Marya	Home Health RN	3,994.13
Harnar, Kelsey	Physical Therapist	2,772.79
Harrington, Elizabeth	Mental Health Counselor Masters	18,603.00
Hartenstein, Linda	Clinical Liaison RN	36,979.69
Haskins, Abigail	Home Health RN	5,762.69
Hatmaker, Savannah	Home Health RN	7,638.70
Haupt, Suzanna	Occupational Therapist	5,348.41
Haworth, Maggie	Physical Therapist	8,180.27
Hayden, Kara	Speech Language Pathologist	13,242.34
Head, Jailee	Home Health RN	2,212.43
Hein, Kara	Hospice Access RN	16,531.46
Hein, Nathan	Hospice RN	2,578.37
Hernandez, Diana	Clinical Liaison RN	3,447.73
Herson, Josie	Home Health RN	1,873.62
Hirsch, Oran	Clinical Liaison RN	2,158.55
Hoeffner, Sharon	Hospice RN	8,985.37
Hoffman, Anthony	Hospice Access RN	29,974.81
Hoffman, Emily	Occupational Therapist	3,055.40
Hoffman, Heather	Physical Therapist	7,976.11
Franz, Kellie Holloway	Physical Therapist	19,808.97
Holzapfel, Joel	Physical Therapist	4,077.57
Howell, Melinda	Home Health RN	19,592.78
Howells, Melissa	Physical Therapist	25,083.48
Howlett, Gregory	Physical Therapist	12,844.94
Hurley, Connor	Physical Therapist	461.38
Hutte, Megan	Home Health RN	1,775.00
Hynes, Erin	Social Worker LCSW	9,656.39
Jackson, Shawntae	Hospice Aide	240.04
Jahn, Lydia	Physical Therapist	1,842.97
Jantz, Janine	Hospice Aide	34,908.36

Jebet, Rose	Home Health RN	824.00
Jensen, Shawna	Physical Therapy Assistant	20,536.74
Jeter-Ussery, Kymberly	Home Health RN	7,700.41
Jobsky, Ken	Hospice Access RN	1,282.17
Johnson, Brett	Physical Therapist	4,449.97
Johnson, Jessica	LPN LVN	15,816.96
Johnson, Lynnette	Hospice RN	3,429.56
Jones, Brooke	Social Worker MSW	160.00
Jones, Lisa	LPN LVN	12,058.65
Jones, Natalie	Hospice Access RN	8,250.37
Jones, Stephanie	Hospice Aide	10,639.13
Jordahl, Megan	LPN LVN	3,094.44
Jordan, Jeremy	Occupational Therapist	14,747.46
Kawachi, Janet	Physical Therapy Assistant	25,302.17
Ketchum, Adelia	Physical Therapist	4,543.71
King, Brittnie Donnae	Home Health RN	14,431.00
Klem, Sharon	Home Health RN	41,978.37
Kpeta, Essosinam	Hospice Aide	4,122.91
Kraft, Paula	Speech Language Pathologist	9,659.51
Krause, Angela	LPN LVN	38,172.89
Kubal, Kathryn	Hospice RN	22,832.77
Kulbel, Jaime	Hospice Access RN	3,984.19
Landerholm, Alexis	Social Worker MSW	2,400.00
Larkins, Nicole	Home Health RN	12,537.00
Larson, Kelly	Physical Therapist	31,063.82
Latessa, Nicole	Physical Therapist	11,760.03
Lawler-Schwartz, Ashley	Physical Therapist	19,768.52
Layne, Jennifer	Hospice RN	1,956.95
Lee, Eric	Hospice RN	5,498.36
Lee, Megan	Social Worker LCSW	17,248.00
Leendertse, Kathleen	Hospice RN	34,275.63
Leider, Beth	Hospice RN	28,064.37
LeVine, Vanessa	LPN LVN	2,811.00
Lindberg, Katherine	Clinical Liaison RN	3,729.42
Logan, Bert	Physical Therapist	34,674.06
Lopez, Whitney	Home Health Access RN	15,643.06
Losiewski, Christopher	Social Worker LCSW	7,184.00
Lozano, Jorge	Home Health RN	12,916.90
Luoma, Donna	Home Health RN	10,117.48
Manning, Colleen	Physical Therapist	9,099.87
Maor, Lilian	Hospice Aide	2,924.14
Marshall, Andrea	Home Health Access RN	19,124.65
Martin, Haley	Social Worker LCSW	3,585.26
Martin, Joy	Clinical Liaison RN	25,462.81

Mccoy, Janelle	Hospice RN	30,124.40
Mccurdy, Mark	Physical Therapist	20,703.40
Mcdonald, Claudia	Home Health RN	22,975.46
Mcdowell, Dana	Clinical Liaison RN	41,902.03
McEvoy, Jennifer	Occupational Therapist	8,168.68
Mcgraw, James	Hospice RN	28,350.97
Mckenzie, Kelsie	Physical Therapy Assistant	11,345.45
Mcleod, Andrew	Physical Therapy Assistant	6,148.94
Meidam, Noelle	Hospice RN	35,636.41
Meier, Andrea	LPN LVN	3,986.15
Menton, Carol	Social Worker LCSW	11,075.45
Merrifield, Kyla	Hospice RN	14,753.81
Merrifield, Michael	Hospice RN	18,862.65
Merrill, Carrie	Hospice RN	9,028.64
Meyer, Dawn	Speech Language Pathologist	19,694.62
Mil, Ronald	Occupational Therapist	13,976.73
Miller, Lisa	Clinical Liaison RN	31,592.36
Miller, Patricia	Hospice RN	32,750.97
Miller, Ronda	Hospice RN	3,779.35
Miller, Sara	Home Health RN	14,554.38
Mody, Bella	Physical Therapist	7,624.00
Montalto, Amanda	Physical Therapist	23,458.24
Morgan, Ana	Home Health RN	7,799.88
Morris, Rachael	Home Health RN	34,353.82
Moua, Ai	Home Health Access RN	18,165.94
Mueller, Diane	Hospice RN	16,359.21
Munro, Heather	Hospice RN	14,134.99
Murphy, Byron	Physical Therapist	11,900.09
Mwikhali, Jenifer	LPN LVN	10,943.83
Neves, David	Home Health Access RN	27,002.68
Newell, Mihaela	Physical Therapy Assistant	21,064.64
Newman, Izabella	Home Health Aide	401.71
Nguyen, Kevin	Physical Therapist	3,514.00
Nielsen, Sara	Clinical Liaison RN	22,962.26
Nix, Cindy	Hospice RN	13,881.13
Norby, Thomas	Social Worker LCSW	30,789.60
Notz, Melissa	Social Worker LCSW	34,910.95
Nyboer, Kristin	Speech Language Pathologist	8,046.95
O'Connor, Kathleen	Hospice RN	21,839.92
O'Neal, Jennifer	Hospice RN	1,553.80
Oakes, Kristin	Hospice RN	45,397.26
Ochse, Seraiah	Hospice RN	2,173.66
Oey, Stacey	Physical Therapist	18,709.20
Ojeda, Ricardo	Home Health RN	36,179.95

Okoye, Uzoamaka	Clinical Liaison RN	6,198.25
Oleson, Samantha	Hospice Aide	8,252.27
Oliver, Annette	Home Health RN	30,915.77
Olsen, Sarah	Home Health RN	23,197.48
Ostby, Brittany	Home Health RN	63,046.20
Oster, Steven	Physical Therapist	31,389.69
Otto, Dana	Social Worker LCSW	22,331.42
Parris, Kimmie	Hospice RN	2,327.36
Parry, Donna	Physical Therapist	43,457.83
Paruskiewicz, Kristin	Physical Therapist	7,015.74
Patrick, Lacy	Home Health RN	6,835.83
Pattishall, Sharon	Home Health RN	27,566.98
Perron, Jan	Physical Therapist	21,572.79
Perry, Christopher	Hospice Access RN	8,571.87
Peters, Susan	Hospice RN	37,915.85
Peterson, Stephanie	Home Health RN	41,749.60
Phelps, Alicia	Social Worker LCSW	2,320.00
Phelps, Shannon	Physical Therapist	18,102.47
Pierce, Shizuko	Social Worker LCSW	24,752.31
Pieretti, Gina	Physical Therapist	8,078.27
Por, Amanda	Occupational Therapist	13,513.15
Pottle, Mitchell	Occupational Therapist	18,154.89
Prescott, Marina	Hospice RN	9,505.67
Pruitt, Joel	Hospice RN	10,260.92
Quinlan, Kiera	Hospice RN	6,678.49
Rabuck, Kevin	Occupational Therapist	19,156.80
Rabuck, Sara	Occupational Therapist	18,932.06
Ragan, Martha	Social Worker LCSW	240.00
Rainey, Robin	LPN LVN	1,649.88
Ramirez, Jody	LPN LVN	5,845.95
Reece, Leigh	Physical Therapist	12,441.18
Reed, Randi	Occupational Therapist	1,157.28
Reeves, Jennifer	Home Health Aide	5,953.04
Rekofke, Jennifer	Hospice Aide	3,679.31
Remmers, Dayna	Home Health RN	13,395.19
Rendel, Christina	Physical Therapist	1,387.17
Rens, Sarah	Social Worker LCSW	10,528.00
Repnik, Kristin	Occupational Therapist	720.32
Reynolds, Angela	Clinical Liaison RN	3,003.33
Ridenour, Jennifer	Hospice RN	7,618.72
Riggs, Heather	Speech Language Pathologist	5,395.49
Riley, Danielle	Hospice Access RN	11,048.77
Rodriguez, Annalicia	Home Health Aide	2,514.93
Rogers, Elizabeth	Hospice Access RN	7,186.29

Roof, Laurel	Physical Therapist	4,406.74
Rosekrans, Kathleen	Occupational Therapist	1,610.23
Rosser, Stacy	Home Health RN	35,965.18
Ruck, Rebecca	Home Health RN	2,337.93
Rufino, Dessirea	Home Health RN	3,312.36
Rumsey, Melinda	Home Health RN	3,289.50
Russell, Jodi	Hospice RN	5,386.23
Ryan, Jessica	Hospice Access RN	2,608.24
Salinas, Lindsey	Occupational Therapist	24,012.78
Ortega, Leticia Salinas	Hospice Aide	25,966.09
Sanchez, Russell	Physical Therapy Assistant	10,029.85
Sands, Chera	Hospice Access RN	23,251.77
Sanford, Julie	Occupational Therapist	32,342.75
Santini, Sophia	LPN LVN	1,770.28
Saucier, Lisa	Hospice RN	11,672.37
Sauer, Kristi	Hospice Aide	1,573.08
Sawyer, Gail	Wound Ostomy RN	15,882.84
Schneider, Pax	Occupational Therapist	27,537.82
Scholz, Casey	Hospice RN	2,664.18
Schraufnagel, Elizabeth	Physical Therapist	13,075.92
Schumacher, Diana	Home Health RN	37,632.11
Schwab, Ashley	Occupational Therapist	13,235.05
Scruggs, Darshelle	Hospice Aide	7,739.01
Seale, Dale	Home Health RN	33,419.53
Seaver, Anna	Hospice Access RN	27,975.80
Seay, Roxanna	Home Health Aide	41,054.00
Selway, Richard	Home Health RN	27,754.77
Sheffield, Linda	Clinical Liaison RN	32,522.19
Sherwood, Alison	Home Health RN	445.19
Shieh, Alan	Home Health RN	4,886.45
Shoji, Jennifer	Social Worker LCSW	29,636.77
Shreve, Heidi	Clinical Liaison RN	18,675.36
Shrotri, Sayali	Physical Therapist	5,385.77
Shved, Oksana	Hospice RN	2,937.35
Siaroff, Barbara	Occupational Therapist	51,596.81
Sigafoose, Elaina	Hospice Access RN	6,103.99
Simpson, Bridget	Clinical Liaison RN	3,513.36
Sinchuk, Marcus	Hospice RN	2,561.47
Singh, Gurpreet	Certified Occupational Therapy Assistant	4,288.08
Sinnott, Jamie	Social Worker LCSW	20,693.00
Sisson, Marlene	Home Health RN	17,062.98
Sitmann, Amanda	Clinical Liaison RN	5,467.97
Skinner, Cathryn	Hospice RN	7,831.51

Smith, Angela	Physical Therapy Assistant	18,132.00
Smith, Halle	Social Worker MSW	256.00
Smith, Jessica	Hospice RN	26,857.46
Smith, Stephanie	Physical Therapist	231.78
Sommer, Kristina	Physical Therapist	5,829.08
Sonkin, Anya	Home Health RN	7,998.91
Sono, Emily	Social Worker LCSW	8,994.00
Sparks, Emily	Hospice RN	26,703.97
Sparrow, Eric-Paul	Physical Therapy Assistant	10,491.98
Spencer, Tamara	Home Health RN	1,481.34
Spinner, Marin	Hospice Access RN	6,724.33
Spooner, Elizabeth	LPN LVN	26,582.03
Denis, Mary St.	Occupational Therapist	12,195.15
Staehnke, Ellyn	Home Health RN	3,884.44
Stamey, Christina	Physical Therapist	19,299.45
Starr, Sheila	Occupational Therapist	4,939.00
Steinman, James	Hospice RN	14,282.39
Stevens, Samantha	Social Worker MSW	2,320.00
Still, Ismira	Occupational Therapist	776.20
Stockford, Alanna	Physical Therapist	10,558.57
Stone, Anthony	Home Health RN	21,180.11
Strunk, Jacquelyn	Home Health RN	10,757.29
Sullivan, Sophia	LPN LVN	3,340.23
Summit, Eileen	Social Worker LCSW	4,392.37
Suratt, Angela	Occupational Therapist	29,955.65
Surette, Elyse	Physical Therapist	21,792.45
Susi, Maria	Home Health RN	47,484.19
Swain, Jacob	Speech Language Pathologist	22,416.71
Szabo, Jeffery	Occupational Therapist	13,313.00
Tagumasi, Jenelyn	Hospice Aide	13,874.58
Tanner, Barbara	Hospice RN	15,113.24
Tate, Amanda	Hospice Aide	16,241.27
Taylor, Jolie	Home Health RN	31,617.95
Terry, Sherrie	Home Health RN	19,840.25
Tewksbury, Lori	Clinical Liaison RN	29,397.98
Thompson, Holly	Social Worker LCSW	2,969.91
Thomson, Emily	Physical Therapist	720.00
Timpani, Chelsea	Hospice RN	6,897.13
Tjaden, Amy	Hospice RN	24,331.67
Tolleshaug, Katelyn	LPN LVN	6,944.18
Tompkins, Becky	Physical Therapy Assistant	47,588.52
Tran-Garcia, Pauline	Physical Therapist	1,584.64
Trofitter, Nicole	Hospice Aide	1,631.30
Troxel, Yvonne	Home Health RN	31,143.25

Twogood, Cindy	Home Health Aide	30,050.08
Valerio, Melissa	Social Worker LCSW	9,995.35
Vandehey, Laurel	Speech Language Pathologist	5,498.88
VanHorn, Asia	Social Worker MSW	1,987.78
Vanous, Ann	Hospice RN	13,990.17
Vaughn, Arianna	Hospice Aide	28,757.37
Vickery, Judy	Home Health RN	7,458.55
Villagrana-Gutierrez, Jean	Physical Therapist	10,416.73
Villarreal, Omatzu	Hospice Aide	1,398.97
Vitela, Robyn	Hospice Aide	8,576.38
Vogt, Sharon	Hospice Aide	1,372.99
Vonderhaar, Jill	Physical Therapist	8,351.06
Vu, Amy	Social Worker MSW	2,237.80
Vu, Kim-Phuong	Home Health Access RN	543.93
Wakefield, Jonathan	Home Health RN	14,251.00
Vandenover, Janine Walden	Hospice Aide	1,320.39
Waller, Kathryn	Speech Language Pathologist	10,201.35
Walston, Jamie	Clinical Liaison RN	2,054.53
Waters, Annette	Home Health RN	30,825.74
Watkins, Elizabeth	Physical Therapy Assistant	10,368.42
Deroo, Alecia Weber	Home Health RN	13,876.82
Weber, Stephanie	Hospice Aide	17,474.50
Webster, Kaitlyn	Hospice RN	11,134.74
Westby, Shirlee	Hospice RN	29,227.77
Wheeler, Candi	Physical Therapist	16,691.77
White-Pedeaux, Collin	Social Worker LCSW	1,676.32
Whitney, Tiffany	Hospice RN	25,771.12
Wiedenmann, Jennifer	Hospice Aide	35,967.88
Wiggins, Susan	Speech Language Pathologist	3,225.20
Wilkinson, Denise	Physical Therapist	29,372.46
Williams, Jonna	Occupational Therapist	136.00
Wilson, Denise	Home Health RN	32,779.47
Wilson, Julianne	Physical Therapist	30,629.12
Wilson, Paige	Hospice RN	1,833.01
Woodside, Amelia	Hospice RN	8,470.08
Woodside, Melissa	Speech Language Pathologist	19,527.14
Wright, Justin	Hospice RN	1,578.41
Wuest, Ashley	Hospice RN	20,733.89
Yensan, Elizabeth	Wound Ostomy RN	31,516.16
Youngs, Sommer	Clinical Liaison RN	24,774.67
Zacarias-Banderas, Erika	Home Health Aide	12,065.61
Zacher, Delbert	Physical Therapist	833.81
Zafiropoulos, Julia	Hospice Access RN	3,287.05
Zand, Sonia	Social Worker MSW	2,160.00

Zayman, Samantha	Home Health RN	10,086.00
Alas, Sheila Mae	Physical Therapist	14,225.58
Anderson, Sarah	LPN LVN	32,409.94
Antonio-Craig, Analyne	Physical Therapist	18,123.40
Aquino, Rodolfo	Physical Therapist	11,491.60
Avellaneda, Leilani	Physical Therapist	16,592.95
Bain, Patricia	Physical Therapy Assistant	14,628.44
Baker, Theresa	Physical Therapy Assistant	473.42
Beckner, Angela	Physical Therapist	40,160.81
Bella, Ann Raissa	Physical Therapist	10,048.89
Berry, Ka Sondra	Home Health RN	1,317.04
Braden, Jennifer	LPN LVN	2,617.70
Bucher, Kayla	Wound Ostomy RN	8,193.82
Burbank, Holly	Home Health RN	1,363.90
Caldwell, Tamara	Home Health RN	32,937.74
Castelluccio, Elizabeth	Hospice RN	1,893.13
Chambers, Nicole	Hospice RN	13,350.24
Clark, Jennifer	Home Health RN	30,938.69
Combelic, Bethany	Home Health RN	10,648.85
Correa, Marisol	Home Health Aide	22,307.53
Cox, Karol	LPN LVN	9,266.45
Cunningham, Jessica	Hospice RN	882.14
Davidson, Tabitha	LPN LVN	8,263.00
Dawkins, Stephanie	Hospice RN	494.46
Destephano, Chaleen	Hospice RN	23,635.39
Dimaya, Zae	Physical Therapist	24,428.17
Dixon-Mcdonald, Margaret	Physical Therapy Assistant	12,733.70
Emery, Kristopher	Home Health RN	22,311.77
Flanigan, Tricia	Home Health RN	36,251.02
Galvez, Marinela Ann	Physical Therapist	18,217.03
Gammaru, Flordeliza	Physical Therapist	2,681.95
Gammaru, Raul	Physical Therapist	4,583.08
Gapasin, Buenagracia	Physical Therapist	23,772.94
Geisler, Sarah	Home Health RN	18,129.05
Gerritsen, Michael	Home Health RN	2,222.15
Graham, Amy	Home Health RN	25,074.26
Graves, Kara	Home Health RN	6,100.87
Gray, Krista	Home Health RN	18,818.07
Gross, Amanda	Hospice RN	7,245.00
Harder, Julianna	Physical Therapist	26,846.16
Hinkle, Gwendolyn	Home Health RN	40,363.32
Hood, Jonel	Physical Therapy Assistant	7,149.70
Kalak, Sara	LPN LVN	1,171.98
Kloss, Martine	Home Health Aide	401.78

Kohlwey, Amanda	Home Health RN	21,506.60
Kyar, Carilee	Hospice RN	6,929.59
Lefevre, Martha	Hospice RN	23,154.42
Long, Lillian	Home Health RN	6,223.51
Lugasing, Adrian	Occupational Therapist	15,590.55
Lugasing, Ethel	Occupational Therapist	11,661.32
Lupoli, Bobbie	Hospice RN	5,780.39
Mae, Kathryn	Hospice RN	7,460.28
Brewer, Nancy Mannelli	Hospice RN	6,201.66
Mariano, Carrie	LPN LVN	1,631.88
Matthews, Jacqueline	Speech Language Pathologist	28,633.56
Mcbride, Rebecca	Home Health RN	727.58
McCoy, Cindy	Home Health RN	6,308.38
Mcfee, Marleen	Home Health RN	33,013.70
Miller, Kathleen	Physical Therapy Assistant	18,884.07
Nelson, Gina	Home Health RN	20,730.47
Nelson, Tamara	Hospice RN	4,476.14
Nugent-Shah, Danna	Occupational Therapist	14,864.22
Ocampo, Renan Martin Peter	Physical Therapist	548.86
Oconnor, Rosanne	Social Worker LCSW	17,112.00
Polzel, Steve	Home Health RN	2,274.91
Rankin, Dawn	Physical Therapy Assistant	655.77
Romero, Ramel	Physical Therapist	26,407.84
Schmidt, Donovan	Home Health RN	636.66
Schweighardt, Susan	Physical Therapist	1,927.00
sherry, grace	Occupational Therapist	13,295.45
Smith, Dollie	Occupational Therapist	29,055.27
Stuart, Justin	Physical Therapist	35,241.75
Taylor, Reece	Physical Therapy Assistant	657.96
VanCampen, Andrea	Physical Therapist	804.75
Villa, Liz	Home Health RN	265.28
Virgin, Cory	Social Worker LCSW	22,404.80
Wagener, Cindy	Home Health RN	17,309.85
Weaver, Amy	Occupational Therapist	7,532.24
Welter, Malia	Occupational Therapist	12,022.36
Young, Kevin	Occupational Therapist	43,034.00
Zimmerman, Ben	Hospice RN	4,804.03
McCrae, Julie	Manager Home Health/Wound Ostomy RN	9,864.50