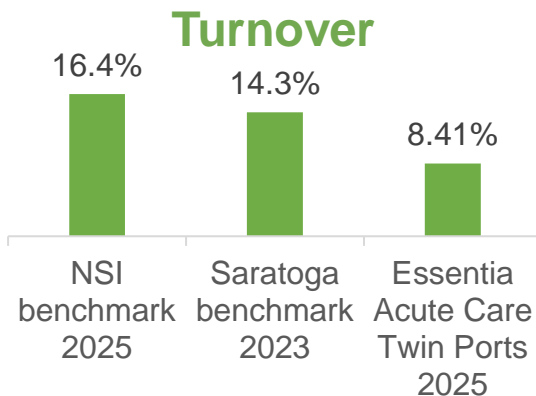


Rumor: Nurses are leaving Essentia because of working conditions



FACT: More nurses are choosing to stay at Essentia.



PROOF POINT:

Our ability to retain Twin Ports acute care RNs exceeds national benchmarks.

Also, in the bargaining unit:

- Turnover is lowest for longtime RNs – especially RNs with 40+ years!
- The top reasons for nurse turnover is for “family/personal reasons” and “moving.” “Pay/benefits” or “job/schedule” is low on the list. (7.1.23-4.20.25)
- We’ve seen a **77% increase** in nurses who recommend Essentia as a great place to work since September 2023.

Here are a few (of many) engagement, recruitment and retention improvements contributing to our success:

- Nurse staffing targets (playbook)
- Forecasting to hire before departures
- Internal training to fill some nurse assistant gaps
- Placing new grads as openings become available for entry-level RNs (St. Mary’s in Duluth has a waitlist!)
- Nurse retentionist support

Work-life balance:

On average, over 98% of Twin Ports acute care RNs work fewer than 40 hours a week.

