

November 22, 2019

Dear Colleague:

As the year draws to a close, we would like to take this opportunity to reflect on all that we have accomplished, from improving the safety and quality of our patient care to expanding access to those in need of our programs and services. Those accomplishments have not been without its challenges, but through your commitment and support, we were able to perform well against many of the goals set for the year.

Because of your engagement, we were able to achieve various objectives established in our 2019 Performance Incentive Program (PIP). Consistent with previous years, the PIP payment calculation (for eligible employees) is based on the total wages earned from September 30, 2018 to September 28, 2019. A direct deposit will be made to your bank account (separate from your regular paycheck) on December 5, 2019.

NEMG Community PIP award will be 2.80 percent of your eligible earnings. This performance award is over and above your annual merit increase and recognizes your efforts in the areas of safety and quality, patient experience, employee engagement and financial performance.

NEMG hospital-based PIP eligible employees should check with their manager on their respective delivery network's PIP outcome.

As a reminder, in order to be eligible for a PIP award, you must be employed by NEMG at the time of payout and must be:

- In an eligible position on the last day of fiscal year 2019 (9/28/19);
- Actively employed or on an approved leave of absence on the actual date of any award payment;
- Have worked at least 1,000 hours in the fiscal year; and
- Not participating in any other incentive, bonus or quality plan/program, such as QVS or other productivity bonuses.

Should you have any questions regarding the PIP program, please feel free to contact Madeline Martinez at Madeline.Martinez@ynhh.org or by calling 203.200.3424.

Thank you for your efforts throughout the year on behalf of the patients and families who entrust us with their care. The foundation of our success truly begins with you. We offer our best wishes and happiness to you and your family this upcoming holiday season as we look forward to a successful 2020.

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