

What Conversion Would Mean for Physicians

Our commitment to our safety-net mission, continued local leadership and independence are the driving factors in all that we do to ensure a vibrant future for our health system and the communities we serve.

Lee Health would not be the system it is today without the dedication and commitment of our physicians. It is with our physicians, team members and community in mind that Lee Health has been assessing the benefits and considerations of converting to a community-focused nonprofit. Here's what that looks like for physicians:

Continued Commitments

- ✓ Ensure a **sustainable future**
- ✓ **Preserve the safety-net status** for Lee County in perpetuity
- ✓ Deliver on our **nonprofit mission** for our region
- ✓ **Compete fairly** in a changing healthcare landscape
- ✓ **Pursue new strategic opportunities**
- ✓ **Partner and engage with physicians** as key stakeholders
- ✓ **Be transparent throughout the process**
- ✓ **Keep safe and high-quality care at the center** of all we do
- ✓ Continue our historic commitment of **not taxing the residents of Lee County**
- ✓ **Maintain local control** and not-for-profit ownership
- ✓ **Expand access** to meet patients where they need care
- ✓ **Improve quality, care coordination and boost retention** through expanded partnerships with physicians

Physician Benefits



Day-to-day operations for physicians would largely remain **unchanged**, as a result of a potential conversion



Ability to pursue **new alignment models** that have been challenging to execute to date, like clinically integrated networks



Opportunity to invest in specialty **provider joint ventures** with employed and independent physicians

Opportunities for Physician Input

Medical Staff Town Halls:
5/23 and 9/14

Lee Physician Group Town Halls:
5/20, 5/22, 9/1, 9/6

Lee Physician Group Meetings:
4/22, 4/25, 5/2, 5/6, 5/8, 5/20

Medical Society Meeting:
3/12

Leadership Recommendations

There is significant energy and enthusiasm among senior leadership about the opportunities conversion provides Lee Health, and we are confident in our team to navigate these changes.

We believe conversion is a strategic move towards securing our future, our safety-net mission and maximizing our impact in the communities we serve.

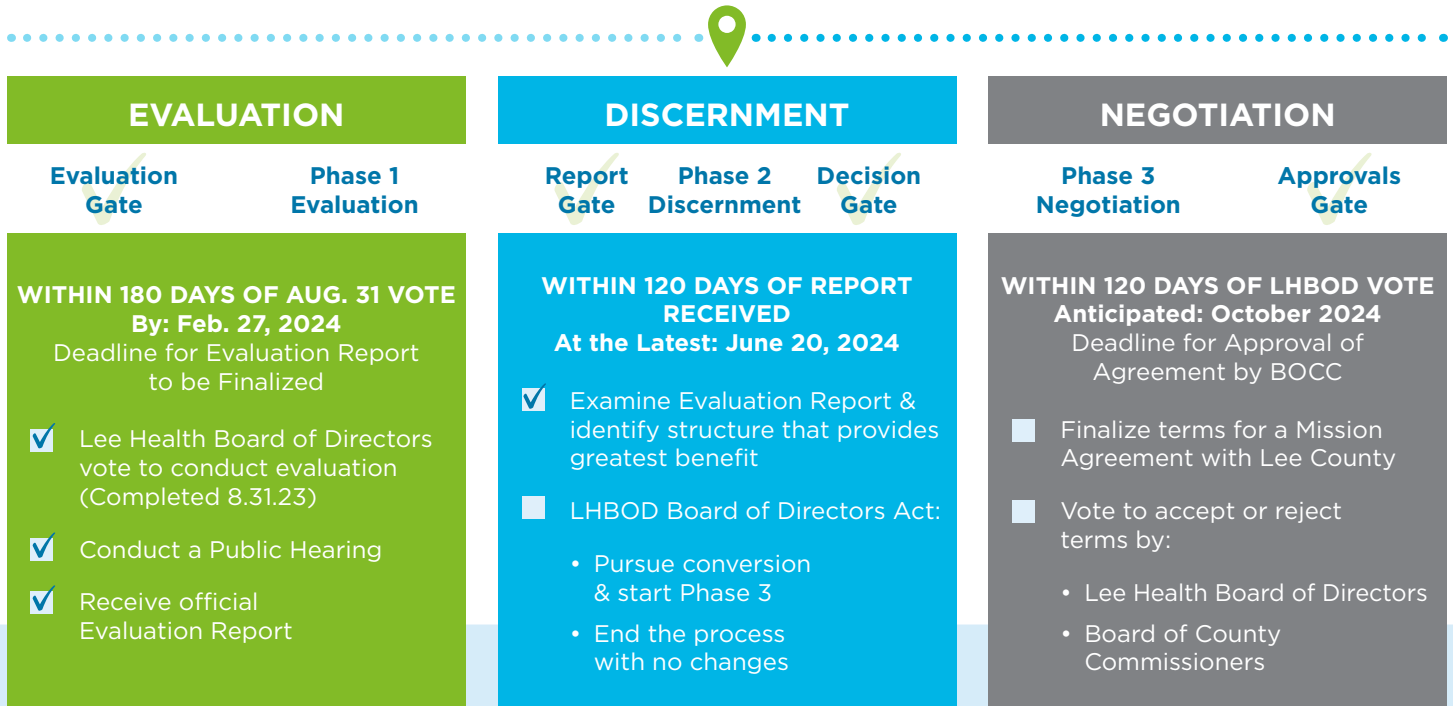
Key Concerns Addressed

Kaufman Hall, a highly respected health care advisory firm, assessed the following issues which have been addressed:

Lee Health 457(b) Retirement Savings Plan: Conversion would serve as a qualifying event, allowing employees to transition existing 457(b) plan funds to be an alternative investment vehicle (such as a 401k or IRA). No 457(b) plan funds will be at risk in the event of a conversion. The team is evaluating alternative supplemental retirement benefit options.

Sovereign Immunity: Lee Health would address sovereign immunity through enhanced insurance protections and provider education. The additional cost to Lee Health will be roughly \$5.3 million annually, which would be absorbed by Lee Health. **Lee Health will continue to protect employees from financial liability and risk.**

Process & Timeline



Stay Informed

We are committed to transparency and to making thoughtful and informed decisions about our shared future. For more details, regular updates and a growing list of answers to questions from our community, please visit:

LeeHealth.org/LookingAhead

