

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY

July 31, 2025

Phoebe Putney Memorial Hospital, Inc. (Corporation) is a not-for-profit health care organization that exists to serve the community. The Corporation opened in 1911 to serve the community by caring for the sick regardless of ability to pay. As a tax-exempt hospital, the Corporation has no stockholders or owners. All revenue after expenses is reinvested in our mission to care for the citizens of our community - into clinical care, health programs, state-of-the-art technology and facilities, research, and teaching and training of medical professionals now and for the future.

The Corporation operates as a charitable organization consistent with the requirements of Internal Revenue Code Section 501(c)(3) and the "community benefit standard" of IRS Revenue Ruling 69-545. The Corporation takes seriously its responsibility as the community's safety net hospital and has a strong record of meeting and exceeding the charitable care and the organizational and operational standards required for federal tax-exempt status. The Corporation demonstrates a continued and expanding commitment to meeting our mission and serving the citizens by providing community benefits. A community benefit is a planned, managed, organized, and measured approach to meeting identified community health needs, requiring a partnership between the healthcare organization and the community to benefit residents through programs and services that improve health status and quality of life.

The Corporation improves the health and well-being of Southwest Georgia through clinical services, education, research and partnerships that build health capacity in the community. The Corporation provides community benefits for every citizen in its service area as well as for the medically underserved. The Corporation conducts community needs assessments and pays close attention to the needs of low income and other vulnerable persons and the community at large. The Corporation often works with community groups to identify needs, strengthen existing community programs and plan newly needed services. It provides a wide-ranging array of community benefit services designed to improve community health and the health of individuals and to increase access to health care, in addition to providing free and discounted services to people who are uninsured and underinsured.

The Corporation's excellence in community benefit programs was recognized by the prestigious Foster McGaw Prize awarded to the Corporation in 2003 for its broad-based outreach in building collaboratives that make measurable improvements in health status, expand access to care and build community capacity, so that patients receive care closest to their own neighborhoods. Drawing on a dynamic and flexible structure, the community benefit programs are designed to respond to assessed needs and are focused on upstream prevention.

As Southwest Georgia's leading provider of cost-effective, patient-centered health care, the Corporation is also the region's largest employer with more than 3,900 members of the Corporation caring for patients. The Corporation participates in the Medicare and Medicaid programs and is one of the leading providers of Medicaid services in Georgia.

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SERVICE TO THE COMMUNITY, Continued
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The following table summarizes the amounts of charges foregone (i.e., contractual adjustments) and estimates the losses incurred by the Corporation due to inadequate payments by these programs and for indigent/charity. This table does not include discounts offered by the Corporation under managed care and other agreements:

	<u>Charges Foregone</u>	<u>Estimated Unreimbursed Cost</u>
Medicare	\$ 934,931,000	\$ 307,271,000
Medicaid	215,734,000	70,902,000
Indigent/Charity	<u>163,172,000</u>	<u>53,627,000</u>
	<u>\$ 1,313,837,000</u>	<u>\$ 431,800,000</u>

Indigent/Charity Care by County

The Corporation provided care to a total of 20,941 Indigent/Charity patients during 2025. These patients came from numerous counties throughout Georgia and surrounding states. The following table summarizes the amounts of charges foregone and estimates the losses incurred by the Corporation by county.

	<u>Charges Foregone</u>	<u>Estimated Unreimbursed Cost</u>
Dougherty	\$ 86,520,000	\$ 28,433,000
Lee	18,960,000	6,232,000
Worth	10,098,000	3,319,000
Terrell	8,063,000	2,650,000
Mitchell	5,827,000	1,915,000
Sumter	4,107,000	1,350,000
Calhoun	2,835,000	932,000
Out of State	2,763,000	908,000
Tift	2,531,000	832,000
Early	2,527,000	831,000
Randolph	2,436,000	801,000
Other Georgia	<u>16,505,000</u>	<u>5,424,000</u>
Total	<u>\$ 163,172,000</u>	<u>\$ 53,627,000</u>

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SERVICE TO THE COMMUNITY, Continued
July 31, 2025

The following is a summary of the community benefit activities and health improvement services offered by the Corporation and illustrates the activities and donations during fiscal year 2025.

I. Community Health Improvement Services

A. Community Health Education

The Corporation provided health education services that reached 9,555 individuals in 2025 at a cost of \$371,337. These services included the following free classes and seminars:

- Teen Pregnancy Prevention Education
- Teenage Parenting Classes (Network of Trust)
- CPR Training to Teachers
- Safe Sitter Classes
- Asthma & Epi-Pen Education
- Health Education at Summer Camps
- Breast Cancer Prevention Education
- Shop Talk discussions related to Prostate Cancer and Diabetes
- Various Cancer Specific Seminars and presentations
- Men's and Women's Health Conferences
- The Ribbon Walk
- Project Elevation Prostrate Cancer Screening Initiative

Men and Women's Health Conferences

The men's and women's conferences attracted a total of 647 participants. In June, the Men's Conference attracted 250 participants. The 2025 Men's Health Fair was a screen event that provided prostate cancer screening, blood pressure and glucose checks. Education on lung health wellness and primary care was also provided. The Women's Conference was held in October 2024 and had 397 participants. The Women's Conference focused on breast, lung, and colorectal cancer and screenings for cholesterol, glucose and blood pressure were provided. The total cost to the organization for the two conferences and other community health education events was \$100,398.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
July 31, 2025

I. **Community Health Improvement Services, Continued**

A. Community Health Education, Continued

Network of Trust

This is a nationally recognized program aimed at teen mothers to provide parenting skills, attempt to reduce repeat pregnancies, and complete high school. Internal evaluations show teens participating in the program are less likely to repeat a pregnancy prior to graduation. Network of Trust enrolled 3 teen parents (with zero repeat pregnancies) during the 2024/2025 school year. Program results demonstrate teens that graduated from the two-semester program are less likely to have a second pregnancy prior to age 21. Additionally, Network of Trust and the school nurse program provided teen pregnancy prevention programming, CPR training, handwashing education, asthma and epi-pen education, Stop the Bleed Training, and conducted health education at summer camps. Health information tables were also provided at local health fairs. The total cost to the organization for Network of Trust Community outreach totaled \$270,939.

B. Community Based Clinical Services

The Corporation provided community based clinical services that reached 31,846 individuals in 2025 at a cost of \$728,346. These services included the following free classes and seminars:

Flu Shots

The Corporation provides free flu shots to volunteers, students and homeless shelters. In 2025, the Corporation administered 39 flu shots at an unreimbursed cost of \$507.

Mammography

The Corporation provided 166 mammograms to the uninsured this year at a cost of \$13,001.

Lung Cancer Screenings and Prostate Specific Antigen (PSA) Testing

The Corporation provided 30 lung cancer screenings to the uninsured in 2025 at an estimated cost of \$2,818 and 38 PSA's to the uninsured in 2025 at an approximate cost of \$197.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
July 31, 2025

I. **Community Health Improvement Services, Continued**

B. Community Based Clinical Services, Continued

School Nurse Program

The Corporation places nurses in nineteen schools in its Primary Service Area with a goal of creating access to care for students and staff, assessing the health care status of each population represented, and effectively establishing referrals for all health care needs. Nurses conducted CPR training, Safe Sitter classes, teen pregnancy prevention education, asthma and epi-pen education, Stop the Bleed Training, and health education summer camps. During the 2024/2025 school year, the school nurse program covered approximately 31,473 student lives. This program operated at a cost of \$379,536 in 2025.

Nurse Family Partnership

The Nurse Family Partnership (NFP) is a home visitation training for eligible first time moms from pregnancy until the child's second birthday. Without a variance from the National Service Office (NSO), the mom should enter the program no later than the 28th week of pregnancy. The BSN-prepared nurse provides scheduled visits throughout the pregnancy and until the child turns two. The goal of NFP is to have healthy moms having healthy babies. Phoebe's Nurse Family Partnership program has proven to be effective in improving compliance with prenatal, postpartum and infant/child medical care, and has also shown fewer preterm deliveries than counterparts not in the program. In 2025, the Corporation spent \$332,287 and provided services to 100 clients.

Health Equity for All Teens (H.E.A.T.)

Health Equity for All Teens (H.E.A.T.) is a collaboration between Morehouse School of Medicine and 3 subcontractors across the state of Georgia. Phoebe Network of Trust is the subcontractor for the South Georgia Region. The target population for this project is youth aged 10-24 in Baker, Calhoun, Dougherty, Early, Mitchell, Seminole, Terrell, and Thomas counties, with the potential to expand to additional counties. The purpose of the project is to improve optimal adolescent health, reduce sexual risk behavior that leads to teen pregnancy and STI's, and increase positive youth behaviors known to protect against teen pregnancy. Through this program, 2,337 students were reached by implementing pre-approved Evidence Based Interventions (EBI's) including: InClued, Plan A, Be Proud, Be Responsible, and Positive Potential. In addition to providing health education to students, each county formed a Youth Leadership Council (YLC) group. YLC is a team of students selected to serve as leaders in community and school projects. The 2025 fiscal year was the second of five years of this grant funded project.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
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I. **Community Health Improvement Services, Continued**

C. Health Care Support Services

Although the Corporation anticipates possible reimbursement from various funding sources in fiscal year 2025, the Corporation wanted to highlight these life-saving benefits to the community.

The Light House

The Light House housing in Albany, GA provides a comforting and supportive haven for cancer patients and their families, offering a welcoming and nurturing environment during their challenging journey towards healing and recovery. It is designed to be a home away from home. The Light House affords each guest comfort, privacy, and state of the art accommodations for them and one family member. It's conveniently located across the street from the Phoebe Cancer Center and includes six bedrooms, each with a wheelchair accessible restroom and shower. There's a common area, a large kitchen, two quiet rooms, a veranda, sunroom and screened-in porch. The Light House provides a comfortable home-like setting where qualified patients can relax between treatments or spend the night to avoid having to travel back and forth to their home. It's a place where patients and families find solace and a caring environment during their most difficult times. The Light House was built on love and faith by the philanthropy giving from the community, survivors, and local business owners. In 2025, the Corporation spent \$8,893 on Light House facility maintenance.

The Phoebe Wellness Center

The Phoebe Wellness and Survivorship Center is a beacon of hope and support for cancer patients, survivors and thrivers. It offers a comprehensive range of services, programs, and resources aimed at empowering survivors to thrive beyond treatment and their cancer journey. This center provides a holistic approach to physical, emotional, and mental well-being, helping survivors regain their strength, find a sense of community, and embrace life after cancer. The Wellness Center offers a diverse array of services including educational programs, fitness classes, counseling referrals, and support groups, all tailored to meet the unique needs of survivors. It serves as a sanctuary for survivors to heal, connect, share similar experiences, and rediscover a fulfilling and vibrant life, post cancer, after diagnosis, treatment and throughout survivorship and surveillance. In 2025, the Corporation spent \$9,931 on the Phoebe Wellness and Survivorship Center.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
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I. **Community Health Improvement Services, Continued**

C. Health Care Support Services, Continued

Project Elevation Initiative

Project Elevation is an innovative, community-based initiative that strives to educate African American men on the importance of prevention, screening and early detection of prostate cancer, as well as overall health and wellness. Project Elevation was originally funded by Morehouse School of Medicine to create a community-based collaboration with local faith-based organizations and barbers to offer services and resources to community members. The community partners received intense training from the partnering healthcare organization, Phoebe Putney Memorial Hospital.

The partners were given the tools and resources to educate others within their inner circles and community on the importance of men's health screening guidelines. Community partners include Morehouse School of Medicine, Phoebe Putney Memorial Hospital, Albany Coalition of Pastors, and local barbers. Each organization offers a distinct and valuable resource that caters to the community's specific needs. This project has allowed us to build trusted relationships with faith-based organizations and key leaders within our communities. In 2025, there were 9 screening events, and 477 men were tested in the Southwest GA area. 19 men have been diagnosed with prostate cancer since the inception of the project in 2021.

Phoebe Lights of Love Transport

Phoebe Lights of Love offers a vital transportation service specifically designed for cancer patients, providing free and reliable rides to and from their daily radiation and medical oncology treatments. For many individuals navigating the complexities of a cancer diagnosis, this service serves not just as a means of travel but as an essential lifeline during an incredibly challenging time. Our dedicated drivers, who go beyond the role of mere chauffeurs, embody kindness and compassion, acting as supportive companions who offer comfort and understanding. They ensure that every patient feels cherished and connected as they embark on their journey toward healing.

Supported by the generous contributions of the Phoebe Foundation, the Lights of Love program reflects our unwavering commitment to instilling hope and promoting healing for those in need. Each day, we operate two well-equipped vans, designed to provide a safe and comfortable environment for our passengers. Our caring drivers, who understand the profound impact of their role, have successfully transported 3,042 patients this year alone, with operational costs totaling \$82,236. With each ride, our goal is to ease the burdens of treatment while fostering a sense of community, empathy, and care that our passengers can rely on during their most difficult times.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
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I. Community Health Improvement Services, Continued

C. Health Care Support Services, Continued

Government Sponsored Eligibility Applications to the Poor and Needy

The Corporation contracts for eligibility on behalf of the poor and needy that may be eligible for Medicaid. In some cases, it can take up to two years to be deemed eligible. In 2025, the Corporation paid \$588,937 to process these applications with 749 receiving Medicaid benefits.

Financial Assistance Policy (FAP)

The Corporation will extend free or discounted care to eligible individuals for all urgent, emergent, or otherwise medically necessary services. Patients whose household income is at or below 200% of the Federal Poverty Guidelines are eligible for free care. Patients whose household income is between 201% and 400% of the Federal Poverty Guidelines qualify for discounted charges based on a sliding fee schedule in the FAP. Phoebe will not charge eligible individuals more for emergency or other medically necessary care than the Amount Generally Billed (AGB) to individuals who have insurance coverage, and is compliant with the requirements for a not-for-profit charitable corporation in accordance with Internal Revenue Service Regulation §1.501(r).

D. Social and Environmental Improvement Activities

The Corporation participated in multiple food distributions throughout fiscal year 2025 and provided financial contributions to aid in community garden infrastructure. This was provided at a cost of \$10,428.

II. Health Professions Education

The Corporation recognizes that to continuously improve the Corporation's long-term value to our community and our customers, to encourage life-long learning among employees and to achieve a world-class employer status, it is in the organization's best interest to provide opportunities that will assist eligible employees in pursuing formal, healthcare related educational opportunities. PPMH also provides non-employees financial support in pursuing healthcare related degrees. In 2025, 2,962 students received clinical instruction from the Corporation's facilities at a total cost of \$6,370,284.

Nursing Students

In 2025, PPMH provided \$3,573,662 in clinical supervision and training to 2,164 nursing students. In 2021, the nursing clinical team added three full time employees for Academic Clinic Instructors to assist college nursing program supervisors and provided Simulation Lab instruction to all the nursing students.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
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II. Health Professions Education, Continued

Other Students

During fall 2024 and spring 2025, the Simulation Center trained medical residents in emergency response and labor and delivery measures. The medical residents attend training in the Simulation Center each quarter.

Simulation & Innovation Center

PPMH's technologically advanced Simulation & Innovation Center is the leading provider of nurse training and development in Southwest Georgia. The Simulation & Innovation Center features a state-of-the-art skills lab and simulators for labor & delivery, NICU, pediatrics, med-surg, surgery, trauma and critical care. Students participate in full patient codes on life-like mannequins that respond to a variety of conditions. What nurses experience in the Simulation & Innovation Center will mirror what one would experience on a nursing floor.

Other Health Professional Education

The Corporation provided an additional \$2,796,622 in clinical supervision and training to pharmacy, pharmacy techs, and other allied health professionals providing clinical opportunities for 798 students.

III. Subsidized Health Services

A. Other Subsidized Services

Inmate Care

The Corporation provides care to persons in jail for Dougherty County. In 2025, the Corporation provided \$2,035,112 of unreimbursed medical and drug treatment to 611 inmates.

Indigent Drug Pharmacy

Indigent Drug Pharmacy provides medication upon discharge to patients that are either indigent or uninsured. In 2025, the pharmacy dispensed prescriptions to 1,175 patients at a cost of \$249,316.

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SERVICE TO THE COMMUNITY, Continued
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III. Subsidized Health Services, Continued

A. Other Subsidized Services

Trauma Care

Phoebe Putney Memorial Hospital is currently a state designated Level II Trauma Center, providing specialized care to trauma patients every day in South Georgia. The PPMH Trauma and Emergency Center stands as a beacon of hope and resilience within its community, embodying a profound commitment to saving lives when every second matters. These centers are not just equipped—they are empowered—to deliver swift, comprehensive care to those experiencing traumatic injuries, serving as regional trauma hub in crisis situations when minutes matter.

Operating a trauma center requires substantial and ongoing investments to maintain readiness, deliver specialized care, and meet regulatory standards. The largest portion of costs is typically allocated to clinical medical staff, who must be available around the clock to respond to emergencies—this can represent over half of total expenses for Level II centers. Additional investments include administrative and program support, advanced medical equipment, facility upgrades, and continuous education and outreach programs. Immediate access to compassionate professionals, cutting-edge technology, and life-saving treatments can make the difference between tragedy and recovery. Beyond hospital walls, Phoebe Trauma Services ignite a spirit of safety through community outreach, injury prevention initiatives, and ongoing educational efforts in higher risk groups, schools and farming communities to make every life we touch better. During this fiscal year, we served 1,010 Trauma patients for a cost to the organization of \$11,501,618.

IV. Financial and In-Kind Support

In 2025, the Corporation provided \$680,458 in cash donations and in-kind support to non-profit organizations in Southwest Georgia. Listed are some highlights:

- Provided \$146,214 as a cash donation to Horizons Community Solutions for cancer screenings
- Provided forgone rent to non-profits at a cost of \$90,691.

V. Community Building Activities

A. Economic Development

The Corporation supports the Economic Development Commission of Dougherty County with funding to support improved employment and health coverage as a way to improve the overall health of the residents of the region.

V. Community Building Activities, Continued

B. Workforce Development, Continued

To address long-standing nursing and medical occupational shortages, the Corporation spent \$852,766 in developing and expanding enrollment in nursing and other medical occupational programs in 2025. This funding was provided to Morehouse School of Medicine, Albany State University, Albany Technical College, and 4C Academy.

Simulation Lab Other Educational Opportunities

The Corporation's \$5.3 million dollar Simulation Plan became operational in 2021. It was built to train workers in a variety of healthcare roles and duplicates hospital environments exactly, including patient and operating rooms, intensive care units, and the emergency center. The following are some training highlights for 2025:

a. Workforce Development

Through various investments with our academic partners, the Corporation has enabled the nursing programs to increase student enrollment by providing funding for full and/or part-time faculty for each of the nursing programs, as well as for three full time clinical faculty who are located in the Simulation & Innovation Center.

b. Albany State University ("ASU") Summer Health and STEM Camp:

This camp provided experiential learning opportunities to high school students in the areas of biology, chemistry/physics and biomedical/healthcare fields. Students engaged in scientific experimentation and demonstrations with ASU faculty in the aforementioned areas. Additionally, students meet with keynote motivational speakers and personnel at PPMH for a tour of medical facilities. Held in the Summer of 2025, there were approximately 41 student participants.

c. Phoebe Academy for Teens in Healthcare (PATH):

The Phoebe Academy for Teens in Healthcare (PATH) is a hands-on learning experience designed to introduce high school students to careers in healthcare. Through interactive simulations, professional mentorship, and exposure to a variety of medical specialties, students gain real-world insight into healthcare professions while building leadership skills and professional connections. PATH is ideal for students who have a strong interest in healthcare and are eager to explore future career opportunities in a meaningful and engaging way. Launched in the Summer of 2025, there were 14 students that participated.

PHOEBE PUTNEY MEMORIAL HOSPITAL, INC.

SERVICE TO THE COMMUNITY, Continued
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V. Community Building Activities, Continued

B. Workforce Development, Continued

Simulation Lab Other Educational Opportunities, Continued

d. Clinical Instructor Training:

Student services, in collaboration with the education department hosts Clinical Instructor Training for academic partners who bring students into the facility for clinical rotations. Members of the PPMH simulation and innovation team provide demonstration and hands on training to instructors. Student services delivers information and guidelines to instructors on student expectations, policies and procedures, and high reliability protocols. In July of 2025, 43 clinical instructors attended the session.

e. Phoebe Work Based Learning Internship Program:

Phoebe's High School Senior Internship Program offers students who have completed healthcare pathway coursework the opportunity to apply their classroom learning in real-world clinical environments. Through structured rotations in various hospital departments, students gain exposure to diverse healthcare roles, helping them clarify or confirm their career interests. This initiative not only deepens students' understanding of healthcare professions but also emphasizes professional development and the cultivation of essential employability skills such as communication, teamwork, and adaptability. By bridging academic preparation with hands-on experience, the program supports career readiness and strengthens the future healthcare workforce. Student Services had 15 high school seniors total from Lee County and Dougherty County that participated in 2025.

f. 4C Academy – Phoebe Health Science Pathway Internship Program:

The Phoebe High School Healthcare Internship Program provides graduating high school seniors who have previously participated in healthcare pathway programs with a structured opportunity to gain hands-on experience in clinical settings. Through this initiative, students choose between two focused tracks: a Certified Nursing Assistant (CNA) internship or a Medical Assistant (MA) clinic internship. This experiential learning model allows students to apply foundational knowledge, develop essential clinical skills, and gain exposure to real-world healthcare environments. The program is designed not only to support career readiness but also to serve as a pipeline for future employment at Phoebe Putney Memorial Hospital. Upon successful completion and graduation, students are considered for

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SERVICE TO THE COMMUNITY, Continued
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V. Community Building Activities, Continued

B. Workforce Development, Continued

Simulation Lab Other Educational Opportunities, Continued

f. 4C Academy – Phoebe Health Science Pathway Internship Program:

entry-level CNA and MA roles, with access to educational assistance as they pursue post-secondary degrees in healthcare. This initiative strengthens the local healthcare workforce, promotes career advancement, and supports the long-term professional development of youth in the community. There were 16 students from 4C that participated in 2025.

g. SOWEGA-AHEC Pathway to Medicine:

SOWEGA-AHEC, in collaboration with AAPHC and the PPMH Family Medicine Residency Program, created the Pathway to Med School Program to address the critical need for primary care physicians in Southwest Georgia. Knowing that students from rural communities are more likely to return to a rural area to practice and understanding the need to increase the pipeline of rural students enrolled in Georgia medical schools, it was determined that students from the 38-county region needed to become more competitive in the application process. This year, PPMH hosted eleven Pathways to Medicine Students.

To determine how to make the students more competitive, AHEC polled the admissions committees from each of the medical schools in Georgia to determine what, beyond MCAT scores and GPA would increase their chances of being accepted. The overwhelming consensus was a much needed and significant structured clinical shadowing and medical research experience. The Albany based Pathway to Medical School Program was structured accordingly as a 4-week residential experience to include 50 hours of clinical shadowing in a primary care setting and 75 hours of community-based research to include data collection, interpretation, and presentation.

Southwest Georgia is a medically underserved area (MUA) and by supporting the efforts of local aspiring medical students at the pre-med academic level, we can improve access to healthcare in our communities.

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SERVICE TO THE COMMUNITY, Continued
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V. Community Building Activities, Continued

B. Workforce Development, Continued

Simulation Lab Other Educational Opportunities, Continued

h. Colony Bank Leadership Academy:

The Colony Bank Leadership Academy aims to encourage high school juniors to recognize their own potential and develop their leadership skills. As part of the curricula, 43 students attended a day in the Simulation Center to participate in hands on skills (such as listening to heart tones and respirations) to educate them on medical skills and careers in hopes of encouraging them to seek a career in healthcare.

i. Junior Leadership Lee:

Junior Leadership Lee County draws together rising high school sophomores, juniors, and seniors who are deeply committed to our future and empowers them with the essential knowledge about every element of our community – from government, healthcare, and education to news, history, and charity. As part of the curricula, 24 students attended a day in the Simulation Center to participate in hands on skills (such as listening to heart tones and respirations) to educate them on medical skills and careers in hopes of encouraging them to seek a career in healthcare. Dr. Tracy Suber facilitated their session regarding communication.

g. Various Community Leaders and Organizations

- i. During 2025, PPMH began hosting hands on training and demonstrations for non-medical community members to step into the life of a health care professional. Five of these events were hosted this year at the PPMH Simulation and Innovation Center.
- ii. PPMH hosted multiple other community organizations in their simulation center and provided hands on opportunities to experience medical skills training. Over 400 individuals from around the community and state attended such events, more than 10 of such events were held.
- iii. PPMH hosted 9 high school and one middle school event covering hands-on training and demonstrations that allow the non-medical community member to step into the life and training required of our staff. Activities include: IV skills, tourniquet placement, heart, lung, listening to bowel sounds, pulse point checks and virtual reality health care simulation.

V. Community Building Activities, Continued

C. Coalition Building

In 2025, Phoebe made the decision to pay for each employee to volunteer in the community for a maximum of four hours annually. This is a voluntary opportunity, and employees are able to participate as their workload allows. There were 343 employees that volunteered during fiscal year 2025. Some of the events that were held are as follows including persons served:

- MLK Day of Service – 23 Phoebe employees participated providing 45 hours of time. Packed and distributed 650 crates fresh produce in Americus and Albany.
- Camp Good Grief – 27 volunteers, totaling 162 hours of time. Supported 53 children coping with loss, helping them navigate their grief journey.
- Salvation Army – 9 employees, totaling 26 hours of time. Served food to 30 individuals and cleaned several rooms.
- Feeding the Valley – 48 employees participated providing 100 hours of time. Packed 19,500 pounds of food, providing 46,913 healthy meals for the community.
- Men’s Health Fair – 67 employees, totaling 252.5 hours of time. Supported health screenings for 185 participants, including cholesterol and PSA tests.

Partnership with The Arc of Southwest Georgia

The System entered into an employment partnership with The Arc of SWGA that advances employment opportunities for individuals with disabilities. The program is unique in that it is a business-led, transition-to-work program, with training taking place entirely at PPMH. The anticipated outcome for each participant is competitive employment. This means employment in an integrated setting, working alongside coworkers with and without disabilities, year-round work that is not seasonal employment, and 15 or more hours per week at a wage of \$15.00 per hour or higher. During 2025, we expanded the partnership to include hiring individuals with disabilities from Easter Seals, Inc. In all, there were 5 individuals hired in positions as food service workers, certified nurse assistant, groundskeeping, and patient transport.

VI. Community Benefit Operations

The Corporation provided \$106,700 for grant reporting and recording software, data management and community dashboard that displays over 180 community health indicators on our website.

<http://www.phoebehealth.com/health-matters/building-healthy-communities>

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SERVICE TO THE COMMUNITY, Continued
July 31, 2025

Summary

	<u>2025</u>
Community Health Improvement Services:	
Community Health Education	\$ 371,337
Community Based Clinical Services	728,346
Healthcare Support Services	689,997
Social and Environmental Improvement Activities	<u>10,428</u>
Total community health improvement services	<u>1,800,108</u>
Health Professions Education:	
Nurses/nursing students	3,573,662
Other health professional education	<u>2,796,622</u>
Total health professional education	<u>6,370,284</u>
Subsidized Health Services:	
Other subsidized health services	<u>13,786,046</u>
Total subsidized health services	<u>13,786,046</u>
Financial and In-Kind Support:	
Cash donations	588,950
In-kind donations	<u>91,508</u>
Total financial and in-kind support	<u>680,458</u>
Community Building Activities:	
Workforce development	<u>852,766</u>
Total community building activities	<u>852,766</u>
Community Benefits Operations:	
Dedicated staff and other resources	<u>106,700</u>
Total community benefit operations	<u>106,700</u>

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SERVICE TO THE COMMUNITY, Continued
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Summary, Continued

	<u>2025</u>
Other:	
Traditional charity care - estimated unreimbursed cost of charity services	\$ 53,627,000
Unpaid cost of Medicare services - estimated unreimbursed cost of Medicare services	307,271,000
Unpaid cost of Medicaid services - estimated unreimbursed cost of Medicaid services	<u>70,902,000</u>
Total other	<u>431,800,000</u>
Total summary	\$ <u>455,396,362</u>

This report has been prepared in accordance with the community benefit reporting guidelines established by Catholic Health Association (CHA) and VHA. The Internal Revenue Services' requirements for reporting community benefits are different than the guidelines under which this report has been prepared.