



# Iowa Department of Human Services

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Terry E. Branstad  
Governor

Kim Reynolds  
Lt. Governor

Charles M. Palmer  
Director

December 1, 2015

Michael Marshall  
Secretary of Senate  
State Capitol  
LOCAL

Carmine Boal  
Chief Clerk of the House  
State Capitol  
LOCAL

Dear Mr. Marshall and Ms. Boal:

Enclosed please find a copy of the 2015 report to the General Assembly relative to the analysis of employee turnover in nursing facilities. This report was prepared pursuant to the directive contained in House File 2539, Section 71 (82<sup>nd</sup> G.A.).

In accordance with this legislation, the Department of Human Services was directed to submit a report on an annual basis to the governor and general assembly, which provides an analysis of direct care worker and other nursing facility employee turnover.

Sincerely,

Paige M. Thorson  
Policy Advisor

Enclosure

cc: Terry E. Branstad, Governor



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The Honorable Terry E. Branstad  
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State Capitol Building  
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Sincerely,

A handwritten signature in blue ink that reads "Paige M. Thorson".

Paige M. Thorson  
Policy Advisor

Enclosure

cc: Michael Marshall, Secretary Iowa Senate  
Carmine Boal, Chief Clerk of the House

# Iowa Department of Human Services



## *Direct Care Worker In Nursing Facilities Turnover Report*

December 2015

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Appendix A: Employee Turnover Rates by Job Classification for Each Nursing Facility

## I. Introduction and Background

The 2001 Iowa Acts (HF 740) directed the Iowa Department of Human Services (DHS) to begin reimbursing nursing facilities under a modified price-based case-mix reimbursement system beginning July 1, 2001. The components of the case mix reimbursement system resulted from a series of meetings that involved providers, industry association representatives, advocacy organizations, and state agency staff.

Throughout the process, the advocacy organizations stressed the importance of including a provision in the reimbursement structure that would financially recognize a nursing facility's capacity to provide quality of life and appropriate access to medical assistance program beneficiaries in a cost-effective manner. With consensus and support of the organizations that participated in the discussions, reference to an Accountability Measures initiative was included in the legislation. The legislation directed DHS to implement a process to collect data for measurements and develop a program to increase nursing facility payments effective July 1, 2002 based on achievement of multiple favorable outcomes.

Following passage of the legislation, DHS convened a workgroup comprised of industry representatives, advocacy groups, state agency representatives and others interested in long-term care. The charge to the workgroup was to refocus reimbursement on quality, encourage compliance with the Health Care Financing Association (HCFA) (now the Centers for Medicare and Medicaid Services, or CMS) quality indicators and survey process, and to do so in a format that was measurable. Per the legislation, a portion of the Medicaid rates under the new case mix system would be based on a facility's achievement of certain accountability measures that would, in turn, link to reimbursement.

The workgroup ultimately settled on ten measures which then went through the administrative rule review process resulting in enactment of 441 IAC 81.6(16)g. Each measure developed was designed to be an "objective" and "measurable" nursing facility characteristic that indicated quality care, efficiency or a commitment to care for special populations. Members of the workgroup recognized that no single measure ensured a "good facility". There was also recognition that the measures would need to be reviewed and modified as more data became available.

One of the ten measures implemented was High Employee Retention Rate. This data was not available prior to the implementation of the Accountability Measures. Therefore, the cost report form, (DHS Form 470-0030, Financial and Statistical Report) was modified to include an additional schedule (Schedule I-1) to collect employee retention data. All nursing facilities are required to submit the Financial and Statistical Report to Iowa Medicaid Enterprise on an annual basis within three months after the nursing facilities fiscal year end.

A workgroup made up of industry representatives, advocacy groups, state agency representatives and other interested parties, met annually to review the Accountability Measures in context of the goals developed when the Accountability Measures were initially implemented in SFY 2001. In early 2008 the workgroup concluded, based on research

completed, that a measure based on employee turnover would better align with the work being completed by Medicare. This would allow Iowa data to be compared to national data.

In order to determine if a change of the measure to Employee Turnover rather than Employee Retention was warranted, additional data was needed. In order to collect the needed information, a new employee turnover form was developed by the workgroup and sent to nursing facilities requesting that they complete the form and voluntarily submit to the Iowa Medicaid Enterprise. Nursing facilities were requested to complete the form for the period January 1, 2007 through December 31, 2007. This would allow the department and workgroup to collect and analyze the information to allow for future recommendations to the Accountability Measures.

The 2008 general assembly acknowledged in House File (HF) 2539, Section 71 that employee turnover rates in nursing facilities should be documented but also recognized that this information was not currently being collected. The department was directed to modify the nursing facility cost report to capture information on the turnover rates of direct care and other employees of nursing facilities. The department was also required to submit a report on an annual basis to the governor and general assembly which provides an analysis of direct care worker and other nursing facility employee turnover by individual nursing facility, a comparison of the turnover rate in each individual nursing facility with the state wide average, and an analysis of any improvement or decline in meeting any accountability goals or other measures related to turnover rates. The annual report was to include any data available regarding turnover rate trends, and other information the department deemed appropriate.

The department provided public notice on November 13, 2008 of the changes to the cost report and submission requirements. The cost report was modified to include a new schedule that required nursing facilities to report turnover rates of direct care and other employees of the nursing facility. This schedule is identified as Schedule I-1 and is required to be submitted for all cost reports completed on or after December 1, 2008. The department submitted a Medicaid State Plan Amendment reflecting this change to the Centers for Medicare and Medicaid and received approval effective December 1, 2008.

The 2009 general assembly further required in House File (HF) 811, Section 32, that the department implement a system to recognize nursing facilities that provide improved quality of life and appropriate access to medical assistance program beneficiaries in a cost-effective manner. The department adopted administrative rules which rename the program as the "Pay for Performance" program and would direct its implementation. As part of the pay for performance program, the employee retention benchmark was changed to a measure of employee turnover. The legislature did not provide funding for the program in 2010 and has not funded the program since that time; however, employee turnover data continues to be collected annually.

## II. Observations

The summary below uses data from nursing facilities who submitted Schedule I-1 of the Financial and Statistical Report, Form 470-0030. The data represents Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014. However, not all nursing facilities complied with the requirements or did not submit complete data that could be used in the analysis.

Schedule I-1 collects data for the following job classifications: administrator, business office, laundry, housekeeping, maintenance, director of nursing, registered nurse, licensed practical nurse, certified nurse's aide, activities, social services, medical records services, medical director, dietary and other. An employee turnover rate is calculated for each job classification, a facility-wide rate and a nursing only rate. The nursing only rate includes the director of nursing, registered nurse, licensed practical nurse and certified nurse's aide. Contracted employees are not reported. Therefore the number of providers reporting data for each job classification varies.

The table below provides a summary of the employee turnover rates by job classification for cost reports received with fiscal year ends occurring during calendar year 2014. See *Appendix A* for employee turnover rates by job classification for each nursing facility that submitted data.

| <b>Job Classification</b> | <b>Number of Providers</b> | <b>Number of providers with Zero Turnover</b> | <b>Minimum Turnover Rate</b> | <b>Maximum Turnover Rate</b> | <b>Average Turnover Rate</b> |
|---------------------------|----------------------------|---|------------------------------|------------------------------|------------------------------|
| Administrator             | 411                        | 335   | 0%                           | 400%                         | 23%                          |
| Business Office           | 411                        | 283   | 0%                           | 600%                         | 23%                          |
| Laundry                   | 411                        | 261   | 0%                           | 1200%                        | 33%                          |
| Housekeeping              | 411                        | 141   | 0%                           | 1200%                        | 42%                          |
| Maintenance               | 411                        | 268   | 0%                           | 218%                         | 24%                          |
| Director of Nursing       | 411                        | 319   | 0%                           | 353%                         | 24%                          |
| Registered Nurse          | 411                        | 48  | 0%                           | 240%                         | 48%                          |
| Licensed Practical Nurse  | 411                        | 64  | 0%                           | 364%                         | 43%                          |
| CNA                       | 411                        | 8   | 0%                           | 223%                         | 58%                          |
| Activities                | 411                        | 242   | 0%                           | 200%                         | 27%                          |
| Social Services           | 411                        | 339   | 0%                           | 900%                         | 19%                          |
| Medical Records           | 411                        | 387   | 0%                           | 240%                         | 6%                           |
| Medical Director          | 411                        | 409   | 0%                           | 100%                         | 0%                           |
| Dietary                   | 411                        | 37  | 0%                           | 500%                         | 61%                          |
| Other Staff               | 411                        | 279   | 0%                           | 300%                         | 20%                          |
| Total Facility            | 411                        | 5   | 0%                           | 162%                         | 48%                          |
| Total Nursing             | 411                        | 6   | 0%                           | 169%                         | 52%                          |

The table below provides a summary of the employee turnover rates by job classification for each nursing facility cost report received from January 2014 through December 2014, (identified as 2015 Report) and cost reports received with fiscal year ends occurring during calendar year 2013 (identified as 2014 Report).

| Job Classification       | Number of Providers |             | Number of providers with Zero Turnover |             | Percent of Providers With Zero Turnover |             | Minimum Turnover Rate |             | Maximum Turnover Rate |             | Average Turnover Rate |             |
|--------------------------|---------------------|-------------|--|-------------|---|-------------|-----------------------|-------------|-----------------------|-------------|-----------------------|-------------|
|                          | 2014 Report         | 2015 Report | 2014 Report                            | 2015 Report | 2014 Report                             | 2015 Report | 2014 Report           | 2015 Report | 2014 Report           | 2015 Report | 2014 Report           | 2015 Report |
| Administrator            | 425                 | 411         | 348                                    | 335         | 82%                                     | 82%         | 0%                    | 0%          | 600%                  | 400%        | 23%                   | 23%         |
| Business Office          | 425                 | 411         | 299                                    | 283         | 70%                                     | 69%         | 0%                    | 0%          | 212%                  | 600%        | 18%                   | 23%         |
| Laundry                  | 425                 | 411         | 275                                    | 261         | 65%                                     | 64%         | 0%                    | 0%          | 400%                  | 1200%       | 26%                   | 33%         |
| Housekeeping             | 425                 | 411         | 137                                    | 141         | 32%                                     | 34%         | 0%                    | 0%          | 600%                  | 1200%       | 39%                   | 42%         |
| Maintenance              | 425                 | 411         | 291                                    | 268         | 68%                                     | 65%         | 0%                    | 0%          | 1200%                 | 218%        | 28%                   | 24%         |
| Director of Nursing      | 425                 | 411         | 322                                    | 319         | 76%                                     | 78%         | 0%                    | 0%          | 1100%                 | 353%        | 30%                   | 24%         |
| Registered Nurse         | 425                 | 411         | 62                                     | 48          | 15%                                     | 12%         | 0%                    | 0%          | 270%                  | 240%        | 49%                   | 48%         |
| Licensed Practical Nurse | 425                 | 411         | 81                                     | 64          | 19%                                     | 16%         | 0%                    | 0%          | 351%                  | 364%        | 39%                   | 43%         |
| CNA                      | 425                 | 411         | 5                                      | 8           | 1%                                      | 2%          | 0%                    | 0%          | 207%                  | 223%        | 57%                   | 58%         |
| Activities               | 425                 | 411         | 261                                    | 242         | 61%                                     | 59%         | 0%                    | 0%          | 1000%                 | 200%        | 30%                   | 27%         |
| Social Services          | 425                 | 411         | 356                                    | 339         | 84%                                     | 82%         | 0%                    | 0%          | 300%                  | 900%        | 16%                   | 19%         |
| Medical Records          | 425                 | 411         | 406                                    | 387         | 96%                                     | 94%         | 0%                    | 0%          | 300%                  | 240%        | 5%                    | 6%          |
| Medical Director         | 425                 | 411         | 422                                    | 409         | 99%                                     | 100%        | 0%                    | 0%          | 120%                  | 100%        | 1%                    | 0%          |
| Dietary                  | 425                 | 411         | 35                                     | 37          | 8%                                      | 9%          | 0%                    | 0%          | 369%                  | 500%        | 52%                   | 61%         |
| Other Staff              | 425                 | 411         | 286                                    | 279         | 67%                                     | 68%         | 0%                    | 0%          | 1200%                 | 300%        | 27%                   | 20%         |
| Total Facility           | 425                 | 411         | 0                                      | 5           | 0%                                      | 1%          | 2%                    | 0%          | 157%                  | 162%        | 47%                   | 48%         |
| Total Nursing            | 425                 | 411         | 1                                      | 6           | 0%                                      | 1%          | 0%                    | 0%          | 176%                  | 169%        | 51%                   | 52%         |



### **III. Appendices**

Appendix A: Employee Turnover Rates by Job Classification for Nursing Facilities

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | FYE        | Administrator           | Administrator         | Business      |                         |                              | Laundry            |                         |                               | Housekeeping |                         |                       | Maintenance       |                         |                       | DON<br>Average for<br>The Year |             |
|--|------------|-------------------------|-----------------------|---------------|-------------------------|------------------------------|--------------------|-------------------------|-------------------------------|--------------|-------------------------|-----------------------|-------------------|-------------------------|-----------------------|--------------------------------|-------------|
|  |            | Average for<br>The Year | Total<br>Terminations | Administrator | Average for<br>The Year | Office Total<br>Terminations | Business<br>Office | Average for<br>The Year | Laundry Total<br>Terminations | Laundry      | Average for<br>The Year | Total<br>Terminations | House-<br>keeping | Average for<br>The Year | Total<br>Terminations |                                | Maintenance |
| Aase Haugen Homes, Inc.                | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 5.92                    | 2.00                         | 34%                | 5.00                    | 0.00                          | 0%           | 8.33                    | 4.00                  | 48%               | 4.92                    | 0.00                  | 0%                             | 2.00        |
| Adel Acres                             | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.00                    | 0.00                          | 0%           | 6.50                    | 4.00                  | 62%               | 1.00                    | 0.00                  | 0%                             | 2.00        |
| Aflon Care Center                      | 5/31/2014  | 0.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 3.00                    | 1.00                          | 33%          | 3.00                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Akron Care Center                      | 6/30/2014  | 1.00                    | 0.00                  | 0%            | 3.00                    | 0.00                         | 0%                 | 1.25                    | 1.00                          | 80%          | 4.00                    | 0.00                  | 0%                | 0.00                    | 0.00                  | 0%                             | 2.00        |
| Algona Manor Care Center, Inc.         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 2.25                    | 0.00                          | 0%           | 2.25                    | 5.00                  | 222%              | 2.00                    | 0.00                  | 0%                             | 1.00        |
| All-American Care - Washington         | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 0.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 0.00                    | 0.00                  | 0%                | 0.00                    | 0.00                  | 0%                             | 0.00        |
| Altoona Nursing & Rehab Center         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 3.00                    | 0.00                         | 0%                 | 6.83                    | 1.00                          | 15%          | 6.92                    | 0.00                  | 0%                | 3.00                    | 1.00                  | 33%                            | 1.00        |
| Anamosa Care Center                    | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 0.83                    | 3.00                         | 360%               | 5.25                    | 0.00                          | 0%           | 5.17                    | 3.00                  | 58%               | 2.00                    | 0.00                  | 0%                             | 1.00        |
| Arbor Court                            | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 1.17                    | 1.00                          | 86%          | 3.17                    | 1.00                  | 32%               | 4.00                    | 1.00                  | 25%                            | 1.00        |
| Atlantic Nursing & Rehab Center        | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 2.75                    | 3.00                          | 109%         | 3.00                    | 3.00                  | 100%              | 1.30                    | 2.00                  | 154%                           | 2.00        |
| Avoca Nursing & Rehab Center           | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.08                    | 0.00                          | 0%           | 3.00                    | 0.00                  | 0%                | 1.08                    | 0.00                  | 0%                             | 1.00        |
| Bedford Nursing & Rehab Center         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 2.75                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Belle Plaine Nursing & Rehab Center    | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 0.00                    | 2.00                          | 0%           | 4.92                    | 3.00                  | 61%               | 1.00                    | 0.00                  | 0%                             | 2.00        |
| Bethany Home                           | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 5.00                    | 0.00                         | 0%                 | 3.00                    | 0.00                          | 0%           | 8.17                    | 1.00                  | 12%               | 6.00                    | 0.00                  | 0%                             | 1.00        |
| Bethany Lutheran Home                  | 12/31/2014 | 2.00                    | 0.00                  | 0%            | 8.25                    | 1.00                         | 12%                | 4.25                    | 1.00                          | 24%          | 8.67                    | 3.00                  | 35%               | 5.00                    | 1.00                  | 20%                            | 1.00        |
| Bethany Manor                          | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 6.92                    | 1.00                         | 14%                | 0.00                    | 0.00                          | 0%           | 0.00                    | 0.00                  | 0%                | 5.67                    | 1.00                  | 18%                            | 7.42        |
| Bettendorf Health Care Center          | 12/31/2014 | 1.17                    | 2.00                  | 171%          | 3.50                    | 1.00                         | 29%                | 6.42                    | 4.00                          | 62%          | 7.00                    | 6.00                  | 86%               | 2.00                    | 0.00                  | 0%                             | 1.92        |
| Bishop Drumm Care Center               | 6/30/2014  | 1.00                    | 0.00                  | 0%            | 5.75                    | 0.00                         | 0%                 | 3.00                    | 0.00                          | 0%           | 11.08                   | 5.00                  | 45%               | 3.00                    | 0.00                  | 0%                             | 1.00        |
| Blackhawk Life Care Center             | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 2.00                    | 0.00                          | 0%           | 4.92                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Blair House                            | 12/31/2014 | 1.00                    | 1.00                  | 100%          | 1.50                    | 2.00                         | 133%               | 2.33                    | 0.00                          | 0%           | 4.58                    | 2.00                  | 44%               | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Bloomfield Care Center                 | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 3.00                    | 0.00                          | 0%           | 3.75                    | 0.00                  | 0%                | 2.00                    | 1.00                  | 50%                            | 0.83        |
| Briarwood Healthcare Center            | 12/31/2014 | 2.00                    | 0.00                  | 0%            | 4.00                    | 0.00                         | 0%                 | 1.00                    | 0.00                          | 0%           | 4.08                    | 2.00                  | 49%               | 3.00                    | 0.00                  | 0%                             | 2.00        |
| Brooklyn Community Estates             | 2/28/2014  | 0.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 3.92                    | 2.00                          | 51%          | 4.08                    | 1.00                  | 24%               | 1.00                    | 1.00                  | 100%                           | 2.00        |
| Buchanan County Health                 | 6/30/2014  | 0.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 0.00                    | 0.00                  | 0%                | 0.00                    | 0.00                  | 0%                             | 1.33        |
| Calvin Community                       | 4/30/2014  | 1.13                    | 0.80                  | 71%           | 8.45                    | 0.00                         | 0%                 | 3.07                    | 0.00                          | 0%           | 8.24                    | 6.00                  | 73%               | 5.04                    | 0.00                  | 0%                             | 1.00        |
| Careage Hills Rehab & Healthcare       | 12/31/2014 | 1.00                    | 1.00                  | 100%          | 1.00                    | 0.00                         | 0%                 | 1.17                    | 0.00                          | 0%           | 1.33                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 0.67        |
| Caring Acres Nursing & Rehab           | 12/31/2014 | 1.00                    | 1.00                  | 100%          | 1.92                    | 1.00                         | 52%                | 3.00                    | 0.00                          | 0%           | 2.00                    | 6.00                  | 300%              | 2.00                    | 2.00                  | 100%                           | 1.50        |
| Carlisle Care Center                   | 12/31/2014 | 0.92                    | 1.00                  | 109%          | 2.00                    | 0.00                         | 0%                 | 2.58                    | 1.00                          | 39%          | 5.17                    | 6.00                  | 116%              | 2.00                    | 0.00                  | 0%                             | 3.83        |
| Carroll Health Center                  | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 2.50                    | 2.00                         | 80%                | 2.92                    | 0.00                          | 0%           | 7.25                    | 4.00                  | 55%               | 1.83                    | 2.00                  | 109%                           | 1.00        |
| Casa De Paz Health Care Center         | 9/30/2014  | 1.17                    | 1.00                  | 86%           | 2.00                    | 0.00                         | 0%                 | 4.00                    | 0.00                          | 0%           | 3.00                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Cedar Falls Health Care Center         | 9/30/2014  | 1.00                    | 0.00                  | 0%            | 1.92                    | 0.00                         | 0%                 | 3.00                    | 0.00                          | 0%           | 4.25                    | 0.00                  | 0%                | 1.00                    | 1.00                  | 100%                           | 1.00        |
| Cedar Health                           | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 0.00                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Cedar Manor                            | 6/30/2014  | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.00                    | 0.00                          | 0%           | 5.00                    | 2.00                  | 40%               | 2.00                    | 0.00                  | 0%                             | 1.00        |
| Centerville Nursing & Rehab Center     | 12/31/2014 | 1.00                    | 2.00                  | 200%          | 1.00                    | 0.00                         | 0%                 | 1.67                    | 0.00                          | 0%           | 3.50                    | 4.00                  | 114%              | 2.00                    | 0.00                  | 0%                             | 1.00        |
| Chariton Nursing & Rehab Center        | 12/31/2014 | 1.67                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 3.00                    | 1.00                          | 33%          | 6.67                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.25        |
| Chautauqua #2                          | 12/31/2014 | 2.00                    | 0.00                  | 0%            | 2.92                    | 1.00                         | 34%                | 4.33                    | 0.00                          | 0%           | 3.25                    | 3.00                  | 92%               | 1.33                    | 0.00                  | 0%                             | 2.00        |
| Chautauqua #3                          | 12/31/2014 | 2.00                    | 0.00                  | 0%            | 4.00                    | 0.00                         | 0%                 | 4.17                    | 1.00                          | 24%          | 5.33                    | 5.00                  | 94%               | 1.00                    | 1.00                  | 100%                           | 1.00        |
| Cherokee Nursing & Rehab Center        | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 2.00                    | 1.00                          | 50%          | 3.00                    | 0.00                  | 0%                | 1.00                    | 1.00                  | 100%                           | 1.00        |
| Clarence Nursing Home                  | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 2.00                    | 0.00                          | 0%           | 3.00                    | 0.00                  | 0%                | 2.25                    | 1.00                  | 44%                            | 1.00        |
| Clarion Wellness & Rehab               | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 0.67                    | 0.00                         | 0%                 | 2.92                    | 2.00                          | 69%          | 4.17                    | 1.00                  | 24%               | 1.92                    | 0.00                  | 0%                             | 0.92        |
| Clarksville Skilled Nursing & Rehab    | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.00                    | 1.00                         | 50%                | 2.00                    | 0.00                          | 0%           | 4.92                    | 2.00                  | 41%               | 1.08                    | 0.00                  | 0%                             | 1.00        |
| Clearview Home                         | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 1.00                    | 1.00                         | 100%               | 1.17                    | 1.00                          | 86%          | 0.92                    | 0.00                  | 0%                | 4.83                    | 3.00                  | 62%                            | 1.00        |
| Clearview Home                         | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 4.00                    | 1.00                         | 25%                | 2.25                    | 1.00                          | 44%          | 3.92                    | 4.00                  | 102%              | 4.17                    | 3.00                  | 72%                            | 1.00        |
| Colonial Manor of Amana                | 12/31/2014 | 2.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 3.00                    | 0.00                          | 0%           | 4.17                    | 3.00                  | 72%               | 2.00                    | 0.00                  | 0%                             | 1.25        |
| Colonial Manor of Columbus Junction    | 6/30/2014  | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 1.00                    | 0.00                          | 0%           | 5.00                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Colonial Manor of Elma                 | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 6.00                    | 0.00                  | 0%                | 1.00                    | 1.00                  | 100%                           | 1.00        |
| Community Care Center                  | 9/30/2014  | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 6.08                    | 1.00                          | 16%          | 0.00                    | 0.00                  | 0%                | 3.58                    | 0.00                  | 0%                             | 1.00        |
| Community Memorial Health Center       | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 8.83                    | 0.00                  | 0%                | 3.50                    | 0.00                  | 0%                             | 1.00        |
| Concord Care center                    | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 3.00                    | 0.00                         | 0%                 | 1.00                    | 0.00                          | 0%           | 7.00                    | 2.00                  | 29%               | 1.00                    | 0.00                  | 0%                             | 0.33        |
| Corning Nursing & Rehab Center         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.75                    | 0.00                          | 0%           | 1.50                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Correctionville Nursing & Rehab Center | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.92                    | 2.00                          | 104%         | 3.00                    | 2.00                  | 67%               | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Corydon Nursing & Rehab Center         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.00                    | 2.00                          | 200%         | 4.00                    | 1.00                  | 25%               | 1.00                    | 0.00                  | 0%                             | 2.00        |
| Country View                           | 6/30/2014  | 1.00                    | 0.00                  | 0%            | 5.92                    | 2.00                         | 34%                | 5.75                    | 0.00                          | 0%           | 9.83                    | 1.00                  | 10%               | 7.00                    | 0.00                  | 0%                             | 1.00        |
| Country View Manor                     | 10/31/2014 | 1.00                    | 0.00                  | 0%            | 0.00                    | 0.00                         | 0%                 | 1.25                    | 1.00                          | 80%          | 4.00                    | 1.00                  | 25%               | 1.75                    | 1.00                  | 57%                            | 1.00        |
| Countryside Nursing & Rehab            | 12/31/2014 | 1.00                    | 1.00                  | 100%          | 1.00                    | 0.00                         | 0%                 | 4.00                    | 0.00                          | 0%           | 8.13                    | 7.00                  | 86%               | 1.88                    | 1.00                  | 53%                            | 1.00        |
| Cresco Care Center                     | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 2.00                    | 1.00                         | 50%                | 2.92                    | 2.00                          | 69%          | 8.50                    | 2.00                  | 24%               | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Crest Haven Care Centre                | 12/31/2014 | 1.00                    | 2.00                  | 200%          | 1.00                    | 0.00                         | 0%                 | 2.00                    | 0.00                          | 0%           | 2.83                    | 7.00                  | 247%              | 1.00                    | 0.00                  | 0%                             | 1.58        |
| Creston Nursing & Rehab Center         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 2.00                         | 200%               | 1.00                    | 0.00                          | 0%           | 5.08                    | 4.00                  | 79%               | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Crestridge Care Center Inc             | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 5.00                    | 0.00                          | 0%           | 3.67                    | 0.00                  | 0%                | 2.08                    | 1.00                  | 48%                            | 1.00        |
| Crestview Acres Inc                    | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.08                    | 1.00                         | 48%                | 4.83                    | 3.00                          | 62%          | 5.00                    | 5.00                  | 100%              | 2.00                    | 0.00                  | 0%                             | 0.92        |
| Crestview Nursing & Rehab              | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 1.00                         | 100%               | 0.00                    | 0.00                          | 0%           | 5.92                    | 1.00                  | 17%               | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Crestview Nursing & Rehab Center       | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 2.00                    | 0.00                          | 0%           | 5.33                    | 2.00                  | 38%               | 1.00                    | 0.00                  | 0%                             | 1.92        |
| Crystal Heights Care Center            | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.50                    | 3.00                         | 120%               | 4.17                    | 4.00                          | 96%          | 4.42                    | 11.00                 | 249%              | 3.42                    | 4.00                  | 117%                           | 1.00        |
| Danville Care Center                   | 12/31/2014 | 1.00                    | 1.00                  | 100%          | 4.08                    | 1.00                         | 24%                | 1.83                    | 0.00                          | 0%           | 2.58                    | 7.00                  | 271%              | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Davenport Lutheran Home                | 8/31/2014  | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 5.17                    | 5.00                          | 97%          | 8.58                    | 4.00                  | 47%               | 3.17                    | 1.00                  | 32%                            | 1.00        |
| Dave's Place                           | 12/31/2014 | 1.00                    | 2.00                  | 200%          | 0.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 6.08                    | 5.00                  | 82%               | 1.25                    | 2.00                  | 160%                           | 1.00        |
| Davis Center optimae LifeServices      | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 3.00                    | 0.00                          | 0%           | 2.00                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |
| Denison Care Center Inc                | 9/30/2014  | 1.33                    | 2.00                  | 150%          | 2.08                    | 1.00                         | 48%                | 2.25                    | 0.00                          | 0%           | 5.33                    | 5.00                  | 94%               | 1.00                    | 1.00                  | 100%                           | 1.00        |
| Denver Sunset Home                     | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 1.00                    | 0.00                         | 0%                 | 1.00                    | 0.00                          | 0%           | 3.00                    | 0.00                  | 0%                | 2.00                    | 0.00                  | 0%                             | 1.00        |
| Donnellson Health Center               | 9/30/2014  | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 0.00                    | 0.00                          | 0%           | 6.42                    | 0.00                  | 0%                | 1.17                    | 2.00                  | 171%                           | 1.00        |
| Dubuque Nursing & Rehab Center         | 12/31/2014 | 1.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 2.92                    | 0.00                          | 0%           | 3.08                    | 6.00                  | 195%              | 1.00                    | 0.00                  | 0%                             | 1.42        |
| Dumont Wellness Center                 | 12/31/2014 | 0.00                    | 0.00                  | 0%            | 2.00                    | 0.00                         | 0%                 | 2.00                    | 1.00                          | 50%          | 2.00                    | 0.00                  | 0%                | 1.00                    | 0.00                  | 0%                             | 1.00        |



**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | FYE        | Administrator        | Administrator      | Office        | Business             | Laundry                   | Housekeeping    | Housekeeping         | Maintenance                | Maintenance | DON                  |                    |             |                      |      |      |       |
|--|------------|----------------------|--------------------|---------------|----------------------|---------------------------|-----------------|----------------------|----------------------------|-------------|----------------------|--------------------|-------------|----------------------|------|------|-------|
|  |            | Average for The Year | Total Terminations | Administrator | Average for The Year | Office Total Terminations | Business Office | Average for The Year | Laundry Total Terminations | Laundry     | Average for The Year | Total Terminations | Maintenance | Average for The Year |      |      |       |
| Hallmark Care Center - Mt. Vernon      | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.75                 | 1.00                      | 36%             | 2.00                 | 1.00                       | 50%         | 3.00                 | 3.00               | 100%        | 2.50                 | 0.00 | 0%   | 1.00  |
| Happy Siesta                           | 12/31/2014 | 2.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 2.75                 | 1.00 | 36%  | 1.00  |
| Harmony House Health Care Center       | 12/31/2014 | 0.00                 | 0.00               | 0%            | 5.92                 | 6.00                      | 101%            | 8.00                 | 4.00                       | 50%         | 10.00                | 4.00               | 40%         | 8.17                 | 2.00 | 24%  | 1.00  |
| Hearthstone, A ministry of Wesley Life | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.58                 | 3.00                      | 189%            | 1.00                 | 0.00                       | 0%          | 5.00                 | 1.00               | 20%         | 3.50                 | 2.00 | 57%  | 0.83  |
| Heartland Care Center                  | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 3.50                 | 1.00                       | 29%         | 4.75                 | 1.00               | 21%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Hegg Memorial Health Center            | 6/30/2014  | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 6.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 4.00                 | 0.00 | 0%   | 1.00  |
| Henry County Health Center             | 6/30/2014  | 0.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.00  |
| Heritage Care & Rehab Center           | 12/31/2014 | 0.00                 | 0.00               | 0%            | 36.00                | 0.00                      | 0%              | 47.00                | 2.00                       | 4%          | 62.00                | 0.00               | 0%          | 12.00                | 0.00 | 0%   | 24.00 |
| Heritage Care Center - Iowa Falls      | 6/30/2014  | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 2.92                 | 1.00 | 34%  | 1.17  |
| Heritage House - Atlantic              | 12/31/2014 | 1.00                 | 0.00               | 0%            | 6.67                 | 2.00                      | 30%             | 3.00                 | 2.00                       | 67%         | 7.92                 | 1.00               | 13%         | 4.92                 | 1.00 | 20%  | 1.00  |
| Heritage Manor                         | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.67                 | 0.00                      | 0%              | 3.00                 | 1.00                       | 33%         | 6.75                 | 1.00               | 15%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Heritage Nursing & Rehab Center        | 12/31/2014 | 2.17                 | 1.00               | 46%           | 2.17                 | 1.00                      | 46%             | 4.58                 | 5.00                       | 109%        | 7.58                 | 4.00               | 53%         | 3.00                 | 0.00 | 0%   | 3.00  |
| Heritage Nursing Home of Bancroft      | 12/31/2014 | 0.00                 | 0.00               | 0%            | 0.92                 | 1.00                      | 109%            | 1.00                 | 0.00                       | 0%          | 3.42                 | 2.00               | 59%         | 2.00                 | 0.00 | 0%   | 1.00  |
| Hiawatha Care Center                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 4.08                 | 1.71                       | 42%         | 6.08                 | 0.66               | 11%         | 3.00                 | 0.00 | 0%   | 2.17  |
| Highland Ridge Care Center             | 9/30/2014  | 2.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.50                 | 0.00                       | 0%          | 6.08                 | 2.00               | 33%         | 4.00                 | 0.00 | 0%   | 1.00  |
| Hillcrest Healthcare Center            | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 7.00                       | 350%        | 3.75                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Hillcrest Home                         | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 7.42                 | 4.00               | 54%         | 3.00                 | 0.00 | 0%   | 1.00  |
| Hilltop Care Center                    | 12/31/2014 | 0.00                 | 0.00               | 0%            | 3.17                 | 4.00                      | 126%            | 1.83                 | 2.00                       | 109%        | 5.75                 | 2.00               | 35%         | 2.00                 | 0.00 | 0%   | 1.00  |
| Holy Spirit Retirement Home            | 12/31/2014 | 0.00                 | 0.00               | 0%            | 4.83                 | 3.00                      | 62%             | 2.00                 | 0.00                       | 0%          | 7.92                 | 0.00               | 0%          | 3.00                 | 0.00 | 0%   | 3.00  |
| Hubbard Care Center                    | 12/31/2014 | 1.92                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 3.33                 | 3.00               | 90%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Humboldt County Memorial Hospital      | 6/30/2014  | 1.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.25                 | 0.00                       | 0%          | 1.00                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.00  |
| Iowa City Rehab & Health Care Center   | 9/30/2014  | 1.08                 | 2.00               | 185%          | 2.00                 | 1.00                      | 50%             | 1.83                 | 1.00                       | 55%         | 4.42                 | 4.00               | 91%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Iowa Jewish Senior Life Center         | 6/30/2014  | 1.00                 | 0.00               | 0%            | 4.67                 | 3.00                      | 64%             | 0.00                 | 4.42                       | 0.00        | 8.00                 | 0.00               | 0%          | 3.00                 | 0.00 | 0%   | 1.08  |
| Iowa Masonic Health Facilities         | 7/31/2014  | 1.00                 | 0.00               | 0%            | 6.83                 | 1.00                      | 15%             | 2.00                 | 0.00                       | 0%          | 7.00                 | 1.00               | 14%         | 5.75                 | 2.00 | 35%  | 1.00  |
| Iowa Odd Fellows & Orphan Home         | 7/31/2014  | 2.00                 | 0.00               | 0%            | 2.92                 | 3.00                      | 103%            | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 3.00  |
| Kahl Home for the Aged                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 12.58                | 2.00                      | 16%             | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 8.17                 | 4.00 | 49%  | 2.00  |
| Kanawha Community Home                 | 3/31/2014  | 0.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Karen Acres Health Care Center         | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 1.92                 | 0.00               | 0%          | 0.92                 | 1.00 | 109% | 1.00  |
| Kennybrook Village                     | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Keota Health Care Center               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 4.00                 | 1.00               | 25%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Keystone Nursing Care Center           | 10/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 3.75                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Kingsley Nursing & Rehab Center        | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 3.00                 | 0.00                       | 0%          | 2.42                 | 2.00               | 83%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Lake Mills Care Center                 | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 4.08                 | 1.00                       | 24%         | 2.83                 | 1.00               | 35%         | 2.00                 | 1.00 | 50%  | 1.00  |
| Lake Park Care Center                  | 12/31/2014 | 1.00                 | 1.00               | 100%          | 0.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 1.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 0.83  |
| Lakeside Lutheran Home                 | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.25                 | 1.00                      | 80%             | 3.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 2.00  |
| Lamoni Nursing & Rehab Center          | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 1.42                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Lantern Park Nursing & Rehab Center    | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.25                 | 1.00                      | 80%             | 2.00                 | 0.00                       | 0%          | 5.25                 | 2.00               | 38%         | 2.08                 | 1.00 | 48%  | 2.00  |
| LaPorte City Nursing & Rehab Center    | 12/31/2014 | 1.00                 | 1.00               | 100%          | 1.00                 | 3.00                      | 300%            | 1.25                 | 2.00                       | 160%        | 2.33                 | 0.00               | 0%          | 2.83                 | 0.00 | 0%   | 1.00  |
| Laurens Care Center                    | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 1.42                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 1.00  |
| Lenox Care Center Inc                  | 9/30/2014  | 1.00                 | 1.00               | 100%          | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 2.25                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Lexington Square                       | 12/31/2014 | 1.00                 | 2.00               | 200%          | 4.50                 | 2.00                      | 44%             | 4.00                 | 0.00                       | 0%          | 7.92                 | 3.00               | 38%         | 1.25                 | 1.00 | 80%  | 1.00  |
| Liebe Care Center                      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 5.00                 | 0.00                       | 0%          | 5.17                 | 1.00               | 19%         | 0.00                 | 0.00 | 0%   | 1.00  |
| Linn Haven Rehab & Healthcare          | 12/31/2014 | 1.00                 | 1.00               | 100%          | 1.00                 | 0.00                      | 0%              | 3.00                 | 0.00                       | 0%          | 4.42                 | 4.00               | 91%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Linn Manor Care Center                 | 6/30/2014  | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.92                 | 1.00 | 52%  | 0.92  |
| Little Flower Haven                    | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 0.17                 | 1.00                       | 600%        | 2.92                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.00  |
| Living Center East                     | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 3.25                 | 1.00                       | 31%         | 6.42                 | 4.00               | 62%         | 2.00                 | 0.00 | 0%   | 1.00  |
| Living Center West                     | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.00                 | 1.00                      | 33%             | 3.00                 | 0.00                       | 0%          | 6.75                 | 2.00               | 30%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Lone Tree Health Care Center           | 11/30/2014 | 0.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 2.83                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 1.00  |
| Longhouse Northshire LTD               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.33                 | 0.00                      | 0%              | 3.83                 | 2.00                       | 52%         | 5.75                 | 4.00               | 70%         | 2.92                 | 0.00 | 0%   | 1.00  |
| Longview Home                          | 12/31/2014 | 0.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 1.92                 | 1.00                       | 52%         | 5.17                 | 2.00               | 39%         | 5.92                 | 0.00 | 0%   | 1.00  |
| Luther Manor Retirement Home           | 12/31/2014 | 2.00                 | 0.00               | 0%            | 9.83                 | 9.00                      | 92%             | 7.42                 | 6.00                       | 81%         | 11.25                | 8.00               | 71%         | 4.25                 | 0.00 | 0%   | 3.75  |
| Lutheran Home of the Aged Vinton       | 8/31/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 3.50                 | 0.00                       | 0%          | 5.58                 | 2.00               | 36%         | 1.50                 | 0.00 | 0%   | 0.00  |
| Lutheran Home Perry                    | 8/31/2014  | 2.67                 | 0.00               | 0%            | 2.33                 | 1.00                      | 43%             | 4.17                 | 4.00                       | 96%         | 4.33                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 2.00  |
| Lutheran Living Senior Campus          | 12/31/2014 | 1.00                 | 0.00               | 0%            | 4.50                 | 3.00                      | 67%             | 0.67                 | 8.00                       | 1200%       | 0.75                 | 9.00               | 1200%       | 9.17                 | 1.00 | 11%  | 1.00  |
| Lutheran Retirement Home               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 3.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 3.00                 | 1.00 | 33%  | 1.00  |
| Lyon Nursing & Rehab Center            | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 6.33                 | 2.00               | 32%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Madrid Home of the Aging               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 11.33                | 2.00                      | 18%             | 6.67                 | 1.00                       | 15%         | 8.33                 | 3.00               | 36%         | 6.58                 | 2.00 | 30%  | 1.00  |
| Manilla Manor                          | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Manly Nursing & Rehab Center           | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00  |
| Manor Care Health Services CR          | 5/31/2014  | 0.83                 | 1.00               | 120%          | 2.75                 | 0.00                      | 0%              | 1.58                 | 1.00                       | 63%         | 4.33                 | 1.00               | 23%         | 2.00                 | 0.00 | 0%   | 1.00  |
| Manor Care Health Services Davenport   | 5/31/2014  | 1.00                 | 0.00               | 0%            | 3.08                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 8.17                 | 1.00               | 12%         | 1.00                 | 0.00 | 0%   | 0.50  |
| Manor Care Health Services Dubuque     | 5/31/2014  | 1.00                 | 0.00               | 0%            | 2.00                 | 1.00                      | 50%             | 0.00                 | 0.00                       | 0%          | 6.42                 | 3.00               | 47%         | 1.00                 | 0.00 | 0%   | 0.92  |
| Manor Care Health Services Utica       | 5/31/2014  | 1.00                 | 0.00               | 0%            | 4.08                 | 3.00                      | 73%             | 2.42                 | 1.00                       | 41%         | 10.08                | 2.00               | 20%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Manor Care Health Services Waterloo    | 5/31/2014  | 1.00                 | 0.00               | 0%            | 3.83                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 5.92                 | 3.00               | 51%         | 2.00                 | 0.00 | 0%   | 1.08  |
| Manor Care Health Services WDM         | 5/31/2014  | 1.00                 | 0.00               | 0%            | 4.83                 | 1.00                      | 21%             | 3.42                 | 0.00                       | 0%          | 6.58                 | 4.00               | 61%         | 1.67                 | 0.00 | 0%   | 1.00  |
| Manor House Care Center                | 12/31/2014 | 0.67                 | 0.00               | 0%            | 1.58                 | 0.00                      | 0%              | 3.00                 | 1.00                       | 33%         | 4.58                 | 2.00               | 44%         | 1.08                 | 0.00 | 0%   | 1.00  |
| Maple Crest Manor                      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 3.58                 | 1.00               | 28%         | 1.00                 | 0.00 | 0%   | 1.00  |
| Maple Heights Care Center              | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 9.33                 | 3.00               | 32%         | 1.33                 | 1.00 | 75%  | 1.00  |
| Maple Manor Village                    | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 4.92                 | 1.00               | 20%         | 2.00                 | 1.00 | 50%  | 0.17  |
| Maquoketa Care Center                  | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 4.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 0.83                 | 1.00 | 120% | 1.00  |
| Marian Home                            | 8/31/2014  | 1.00                 | 0.00               | 0%            | 4.25                 | 3.00                      | 71%             | 3.75                 | 0.00                       | 0%          | 13.83                | 4.00               | 29%         | 2.00                 | 0.00 | 0%   | 1.00  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                              | FYE        | Administrator        | Administrator      | Office        | Business             | Laundry                   | Housekeeping    | Housekeeping         | Maintenance                | Maintenance | DON                  |                    |             |                      |      |      |      |
|--|------------|----------------------|--------------------|---------------|----------------------|---------------------------|-----------------|----------------------|----------------------------|-------------|----------------------|--------------------|-------------|----------------------|------|------|------|
|  |            | Average for The Year | Total Terminations | Administrator | Average for The Year | Office Total Terminations | Business Office | Average for The Year | Laundry Total Terminations | Laundry     | Average for The Year | Total Terminations | Maintenance | Average for The Year |      |      |      |
| Mayflower Home                             | 3/31/2014  | 1.00                 | 0.00               | 0%            | 8.92                 | 2.00                      | 22%             | 3.58                 | 0.00                       | 0%          | 12.75                | 3.00               | 24%         | 20.25                | 3.00 | 15%  | 1.00 |
| Mechanicsville Nursing & Rehab Center      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 3.67                 | 4.00               | 109%        | 1.00                 | 0.00 | 0%   | 1.00 |
| Mercy Hospital of Franciscan Sisters       | 6/30/2014  | 0.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 0.00 |
| Mercy Living Center North                  | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 3.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00 |
| Mercy Living Center South                  | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 1.00 |
| Mercy Medical Center Centerville           | 6/30/2014  | 0.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.00 |
| Mercy Medical Ctr Dyersville               | 6/30/2014  | 1.00                 | 0.00               | 0%            | 4.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 8.25                 | 5.00               | 61%         | 4.00                 | 0.00 | 0%   | 1.00 |
| Methodist Manor Retirement                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.50                 | 0.00                      | 0%              | 3.25                 | 1.00                       | 31%         | 6.67                 | 5.00               | 75%         | 4.00                 | 0.00 | 0%   | 1.00 |
| Meth-Wick Health Center                    | 3/31/2014  | 1.00                 | 0.00               | 0%            | 17.75                | 3.00                      | 17%             | 4.50                 | 9.00                       | 200%        | 23.17                | 4.00               | 17%         | 7.42                 | 0.00 | 0%   | 1.67 |
| Midlands Living Center LLP                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 4.00                 | 1.00                      | 25%             | 3.25                 | 2.00                       | 62%         | 6.58                 | 4.00               | 61%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Milford Nursing Center                     | 12/31/2014 | 0.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 0.83                 | 2.00                       | 240%        | 2.83                 | 4.00               | 141%        | 2.00                 | 0.00 | 0%   | 1.00 |
| Mill Pond Retirement Community             | 9/30/2014  | 1.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 9.50                 | 0.00               | 0%          | 6.33                 | 1.00 | 16%  | 1.00 |
| Mill Valley Care Center                    | 12/31/2014 | 1.00                 | 0.00               | 0%            | 0.92                 | 1.00                      | 109%            | 5.00                 | 0.00                       | 0%          | 4.25                 | 2.00               | 47%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Monroe Care Center, Inc.                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 3.00                 | 2.00                       | 67%         | 4.92                 | 2.00               | 41%         | 1.00                 | 0.00 | 0%   | 2.00 |
| Montezuma Nursing & Rehab Center           | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.08                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 1.58                 | 1.00               | 63%         | 1.00                 | 0.00 | 0%   | 1.08 |
| Monticello Nursing & Rehab Center          | 12/31/2014 | 1.00                 | 100%               | 1.00          | 1.00                 | 0.00                      | 0%              | 5.42                 | 3.00                       | 55%         | 6.08                 | 1.00               | 16%         | 1.42                 | 0.00 | 0%   | 0.92 |
| Montrose Health Center Inc                 | 9/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 5.33                 | 0.00               | 0%          | 2.67                 | 0.00 | 0%   | 1.00 |
| Morning Sun Care Center                    | 12/31/2014 | 0.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 3.00                 | 2.00                       | 67%         | 3.08                 | 1.00               | 32%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Morningside Healthcare Community           | 12/31/2014 | 0.92                 | 1.00               | 109%          | 1.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 1.75                 | 1.00 | 57%  | 0.58 |
| Mount Ayr Health Care Center               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 3.25                 | 2.00                       | 62%         | 2.25                 | 1.00               | 44%         | 3.58                 | 3.00 | 84%  | 1.00 |
| Nelson Manor                               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.75                 | 1.00                       | 36%         | 2.08                 | 1.00               | 48%         | 2.00                 | 0.00 | 0%   | 1.67 |
| New Aldaya Lifescapes                      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 10.75                | 1.00                      | 9%              | 0.00                 | 0.00                       | 0%          | 15.75                | 11.00              | 70%         | 7.00                 | 0.00 | 0%   | 1.00 |
| New Hampton Nursing & Rehab Center         | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.25                 | 1.00                      | 80%             | 3.08                 | 1.00                       | 32%         | 6.25                 | 1.00               | 16%         | 1.00                 | 2.00 | 200% | 0.83 |
| New London Nursing & Rehab Center          | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 4.25                 | 0.00               | 0%          | 1.00                 | 1.00 | 100% | 1.00 |
| Newton Health Care Center                  | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 6.75                 | 5.00               | 74%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Newton Village HealthCare Center           | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.58                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.83                 | 0.00               | 0%          | 0.92                 | 1.00 | 109% | 0.67 |
| Nora Springs Care Center                   | 12/31/2014 | 0.00                 | 0.00               | 0%            | 3.50                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 4.08                 | 1.00               | 24%         | 1.00                 | 0.00 | 0%   | 1.00 |
| North Lake Manor                           | 12/31/2014 | 0.92                 | 1.00               | 109%          | 0.92                 | 2.00                      | 218%            | 0.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.17 |
| Northbrook Manor Care Center               | 12/31/2014 | 2.00                 | 0.00               | 0%            | 2.67                 | 0.00                      | 0%              | 5.67                 | 1.00                       | 18%         | 3.50                 | 8.00               | 229%        | 2.00                 | 0.00 | 0%   | 4.00 |
| Northcrest Living Center                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 5.67                 | 1.00               | 18%         | 1.92                 | 1.00 | 52%  | 1.00 |
| NorthCrest Specialty Care                  | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.58                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 5.75                 | 5.00               | 87%         | 2.75                 | 1.00 | 36%  | 2.00 |
| Northern Mahaska Nursing & Rehab Center    | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 4.75                 | 1.00               | 21%         | 1.00                 | 0.00 | 0%   | 2.00 |
| Northgate Care Center                      | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 2.00                 | 1.00                       | 50%         | 2.08                 | 1.00               | 48%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Norwalk Nursing & Rehab Center             | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.42                 | 0.00                       | 0%          | 4.00                 | 1.00               | 25%         | 2.00                 | 4.00 | 200% | 1.00 |
| Oakland Manor                              | 12/31/2014 | 1.08                 | 1.00               | 92%           | 1.17                 | 1.00                      | 86%             | 4.58                 | 0.00                       | 0%          | 2.58                 | 2.00               | 77%         | 1.00                 | 0.00 | 0%   | 1.75 |
| Oaknoll Retirement Residence               | 6/30/2014  | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 1.58                 | 0.00                       | 0%          | 14.08                | 1.00               | 7%          | 7.67                 | 0.00 | 0%   | 1.00 |
| Oakwood Home, Inc                          | 12/31/2014 | 0.25                 | 1.00               | 400%          | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 5.50                 | 4.00               | 73%         | 1.00                 | 1.00 | 100% | 2.00 |
| Oakwood Care Center                        | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 2.92                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00 |
| Oakwood Care Center Nursing & Rehab Center | 12/31/2014 | 1.42                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.58                 | 1.00                       | 63%         | 5.50                 | 1.00               | 18%         | 1.00                 | 0.00 | 0%   | 2.00 |
| Odebolt Nursing & Rehab Center             | 12/31/2014 | 1.00                 | 1.00               | 100%          | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 1.67                 | 1.00               | 60%         | 1.00                 | 1.00 | 100% | 1.00 |
| Oelwein Healthcare Center                  | 12/31/2014 | 0.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%              | 3.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00 |
| On With Life at Ankeny                     | 6/30/2014  | 1.00                 | 0.00               | 0%            | 2.83                 | 1.00                      | 35%             | 1.00                 | 1.00                       | 100%        | 3.75                 | 2.00               | 53%         | 2.50                 | 0.00 | 0%   | 1.00 |
| On With Life at Glenwood                   | 6/30/2014  | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.00 |
| Osage Rehab & Health Care Center           | 9/30/2014  | 1.00                 | 2.00               | 200%          | 1.00                 | 0.00                      | 0%              | 2.17                 | 1.00                       | 46%         | 2.67                 | 4.00               | 150%        | 1.00                 | 2.00 | 200% | 1.00 |
| Oskaloosa Care Center, Inc                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 1.00                       | 100%        | 5.33                 | 8.00               | 150%        | 2.00                 | 0.00 | 0%   | 1.00 |
| Ossian Senior Hospice Inc                  | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 2.25                 | 1.00                       | 44%         | 1.00                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 1.00 |
| Palo Alto County Hospital                  | 6/30/2014  | 0.00                 | 0.00               | 0%            | 5.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 5.25                 | 0.00               | 0%          | 1.58                 | 0.00 | 0%   | 1.00 |
| Panora Nursing & Rehab Center              | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.92                 | 2.00                       | 104%        | 3.50                 | 1.00               | 29%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Park Centre                                | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.75                 | 1.00                      | 57%             | 2.00                 | 0.00                       | 0%          | 13.33                | 3.00               | 23%         | 4.42                 | 1.00 | 23%  | 1.00 |
| Park View Care Center                      | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 6.42                 | 1.00               | 16%         | 1.00                 | 0.00 | 0%   | 1.83 |
| Parkridge Specialty Care                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 4.00                 | 0.00                       | 0%          | 5.42                 | 2.00               | 37%         | 1.00                 | 1.00 | 100% | 1.00 |
| Parkview Care Center Inc                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 1.00                      | 100%            | 2.08                 | 1.00                       | 48%         | 5.42                 | 2.00               | 37%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Parkview Home                              | 12/31/2014 | 0.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 3.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 3.58                 | 0.00 | 0%   | 1.00 |
| Parkview Manor                             | 12/31/2014 | 1.42                 | 2.00               | 141%          | 2.00                 | 0.00                      | 0%              | 2.67                 | 3.00                       | 113%        | 6.25                 | 3.00               | 48%         | 3.00                 | 1.00 | 33%  | 2.00 |
| Parkview Manor Care Center                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 2.42                 | 1.00               | 41%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Patty Elwood Center                        | 6/30/2014  | 0.83                 | 1.00               | 120%          | 2.00                 | 0.00                      | 0%              | 5.00                 | 0.00                       | 0%          | 6.67                 | 1.00               | 15%         | 1.00                 | 1.00 | 100% | 1.92 |
| Pella Regional Health Center               | 12/31/2014 | 0.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.50                 | 0.00               | 0%          | 0.00                 | 0.00 | 0%   | 1.00 |
| Perry Health Care Center                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 2.00                 | 3.00               | 150%        | 1.00                 | 1.00 | 100% | 0.92 |
| Pleasant View Home                         | 12/31/2014 | 1.08                 | 1.00               | 92%           | 1.00                 | 0.00                      | 0%              | 2.42                 | 1.00                       | 41%         | 3.25                 | 2.00               | 62%         | 1.00                 | 0.00 | 0%   | 1.00 |
| Pleasant View, Inc                         | 12/31/2014 | 0.67                 | 1.00               | 150%          | 3.00                 | 0.00                      | 0%              | 7.25                 | 0.00                       | 0%          | 14.67                | 4.00               | 27%         | 1.92                 | 1.00 | 52%  | 1.00 |
| Pleasantview Home                          | 12/31/2014 | 1.83                 | 0.00               | 0%            | 6.75                 | 1.00                      | 15%             | 4.08                 | 1.00                       | 24%         | 7.50                 | 5.00               | 67%         | 4.67                 | 1.00 | 21%  | 6.83 |
| Plymouth Manor Care Center                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 2.00                 | 0.00                       | 0%          | 5.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00 |
| Pocahontas Manor Care Center               | 12/31/2014 | 0.92                 | 1.00               | 109%          | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 4.25                 | 1.00               | 24%         | 1.00                 | 1.00 | 100% | 1.00 |
| Polk City Nursing & Rehab Center           | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.58                 | 0.63                       | 40%         | 1.58                 | 1.89               | 120%        | 2.92                 | 0.69 | 24%  | 1.00 |
| Pomeroy Care Center                        | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%              | 1.00                 | 0.00                       | 0%          | 1.75                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00 |
| Prairie Ridge Care & Rehab                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 2.00                 | 0.00 | 0%   | 1.00 |
| Prairie Ridge Care Center                  | 6/30/2014  | 1.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 8.42                 | 1.00               | 12%         | 2.00                 | 0.00 | 0%   | 1.58 |
| Prairie View Home                          | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 1.00                      | 50%             | 5.00                 | 2.00                       | 40%         | 8.83                 | 2.00               | 23%         | 3.17                 | 0.00 | 0%   | 1.00 |
| Prairie Vista Village                      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.78                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.67                 | 1.00 | 60%  | 1.00 |
| Premier Estates of Muscatine               | 12/31/2014 | 1.00                 | 1.00               | 100%          | 3.00                 | 1.00                      | 33%             | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 1.00                 | 1.00 | 100% | 1.00 |
| Premier Estates of Toledo                  | 12/31/2014 | 1.11                 | 2.00               | 180%          | 2.78                 | 0.00                      | 0%              | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 1.00                 | 0.00 | 0%   | 1.00 |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | FYE        | Business                                 |  |                               | Business                          |                                 |                    | Laundry                 |                                  |         | Housekeeping            |              |                   | Maintenance             |                       |             | DON<br>Average for<br>The Year |
|--|------------|--|--|-------------------------------|-----------------------------------|---------------------------------|--------------------|-------------------------|----------------------------------|---------|-------------------------|--------------|-------------------|-------------------------|-----------------------|-------------|--------------------------------|
|  |            | Administrator<br>Average for<br>The Year | Administrator<br>Total<br>Terminations | Administrator<br>Terminations | Office<br>Average for<br>The Year | Office<br>Total<br>Terminations | Business<br>Office | Average for<br>The Year | Laundry<br>Total<br>Terminations | Laundry | Average for<br>The Year | Terminations | House-<br>keeping | Average for<br>The Year | Total<br>Terminations | Maintenance |                                |
| Primghar Care Center                   | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 0.00                              | 0.00                            | 0%                 | 0.00                    | 0.00                             | 0%      | 2.83                    | 1.00         | 35%               | 0.00                    | 0.00                  | 0%          | 1.00                           |
| QHC Fort Dodge Villa LLC               | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 2.00                              | 0.00                            | 0%                 | 3.17                    | 0.00                             | 0%      | 5.50                    | 3.00         | 55%               | 2.83                    | 0.00                  | 0%          | 1.00                           |
| QHC Humboldt North LLC                 | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 4.58                    | 4.00                             | 87%     | 5.58                    | 5.00         | 90%               | 1.25                    | 1.00                  | 80%         | 0.92                           |
| QHC Humboldt South LLC                 | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 2.58                    | 0.00                             | 0%      | 1.83                    | 2.00         | 109%              | 1.00                    | 0.00                  | 0%          | 0.75                           |
| QHC Mitchellville LLC                  | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 3.00                    | 5.00                             | 167%    | 2.83                    | 1.00         | 35%               | 2.00                    | 1.00                  | 50%         | 1.00                           |
| QHC Winterset North LLC                | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 2.42                    | 3.00                             | 124%    | 4.42                    | 1.00         | 23%               | 2.00                    | 1.00                  | 50%         | 0.75                           |
| QHC Winterset South LLC                | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 4.08                    | 5.00                             | 122%    | 3.00                    | 1.00         | 33%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Ramsey Village                         | 12/31/2014 | 1.00                                     | 1.00                                   | 100%                          | 7.08                              | 1.00                            | 14%                | 1.25                    | 1.00                             | 80%     | 12.58                   | 3.00         | 24%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Ravenwood Nursing & Rehab Center       | 12/31/2014 | 1.08                                     | 1.00                                   | 92%                           | 7.67                              | 6.00                            | 78%                | 4.00                    | 0.00                             | 0%      | 10.17                   | 1.00         | 10%               | 3.00                    | 0.00                  | 0%          | 4.58                           |
| Red Oak Healthcare Community           | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 0.00                    | 0.00                             | 0%      | 0.00                    | 0.00         | 0%                | 2.00                    | 0.00                  | 0%          | 2.00                           |
| Regency Care Center                    | 12/31/2014 | 1.00                                     | 1.00                                   | 100%                          | 2.00                              | 1.00                            | 50%                | 3.83                    | 3.00                             | 78%     | 6.00                    | 5.00         | 83%               | 2.00                    | 4.00                  | 200%        | 2.67                           |
| Regency Park Nursing & Rehab - Carro   | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 2.00                    | 0.00                             | 0%      | 3.58                    | 4.00         | 112%              | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Regency Park Nursing & Rehab - Jeff    | 12/31/2014 | 1.00                                     | 1.00                                   | 100%                          | 1.00                              | 0.00                            | 0%                 | 2.08                    | 0.00                             | 0%      | 4.25                    | 0.00         | 0%                | 2.00                    | 0.00                  | 0%          | 1.00                           |
| Regency Rehab and Skilled Nursing      | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 3.58                              | 5.00                            | 140%               | 4.08                    | 2.00                             | 49%     | 4.92                    | 12.00        | 244%              | 1.00                    | 1.00                  | 100%        | 1.00                           |
| Rehab Center of Allison                | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 2.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 4.42                    | 1.00         | 23%               | 1.00                    | 0.00                  | 0%          | 2.00                           |
| Rehab Center of Belmond                | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 2.00                              | 1.00                            | 50%                | 4.00                    | 0.00                             | 0%      | 4.08                    | 0.00         | 0%                | 2.08                    | 0.00                  | 0%          | 1.00                           |
| Rehab Center of Hampton                | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 2.00                              | 0.00                            | 0%                 | 4.00                    | 0.00                             | 0%      | 5.33                    | 2.00         | 38%               | 1.00                    | 1.00                  | 100%        | 1.00                           |
| Rehab Center of Independence - East    | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 0.25                    | 0.00                             | 0%      | 2.92                    | 0.00         | 0%                | 1.00                    | 0.00                  | 0%          | 0.00                           |
| Rehab Center of Independence - West    | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 3.00                              | 0.00                            | 0%                 | 2.83                    | 2.00                             | 71%     | 5.00                    | 1.00         | 20%               | 3.00                    | 0.00                  | 0%          | 2.00                           |
| Rehabilitation Center of Des Moines    | 12/31/2014 | 1.67                                     | 1.00                                   | 60%                           | 3.00                              | 0.00                            | 0%                 | 3.08                    | 8.00                             | 259%    | 4.83                    | 10.00        | 207%              | 1.33                    | 1.00                  | 75%         | 2.00                           |
| Riceville Family Care & Therapy Center | 3/31/2014  | 0.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.50                    | 2.00                             | 133%    | 2.92                    | 0.00         | 0%                | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Ridgecrest Village                     | 6/30/2014  | 1.00                                     | 1.00                                   | 100%                          | 7.00                              | 1.00                            | 14%                | 3.00                    | 0.00                             | 0%      | 7.42                    | 2.00         | 27%               | 10.00                   | 1.00                  | 10%         | 2.00                           |
| Ridgeview Nursing & Rehab Center       | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 2.83                    | 2.00         | 71%               | 1.00                    | 1.00                  | 100%        | 1.00                           |
| Risen Son Christian Village            | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 7.92                              | 2.00                            | 25%                | 3.92                    | 2.00                             | 51%     | 9.00                    | 7.00         | 78%               | 6.17                    | 4.00                  | 65%         | 0.83                           |
| River Hills Village                    | 9/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 5.67                              | 1.00                            | 18%                | 2.75                    | 4.00                             | 145%    | 6.92                    | 5.00         | 72%               | 4.75                    | 4.00                  | 84%         | 1.00                           |
| Riverview Manor                        | 12/31/2014 | 1.00                                     | 2.00                                   | 200%                          | 1.00                              | 1.00                            | 100%               | 2.08                    | 0.00                             | 0%      | 2.00                    | 1.00         | 50%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Rock Rapids Care Centre                | 12/31/2014 | 1.17                                     | 1.00                                   | 86%                           | 1.00                              | 0.00                            | 0%                 | 2.00                    | 0.00                             | 0%      | 3.00                    | 0.00         | 0%                | 2.00                    | 0.00                  | 0%          | 1.00                           |
| Rockwell Community Nursing Home        | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 2.00                    | 0.00                             | 0%      | 3.00                    | 0.00         | 0%                | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Rolling Green Village                  | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 2.00                              | 0.00                            | 0%                 | 3.67                    | 1.00                             | 27%     | 5.00                    | 1.00         | 20%               | 1.75                    | 0.00                  | 0%          | 1.00                           |
| Rose Haven Nursing Home                | 12/31/2014 | 2.00                                     | 0.00                                   | 0%                            | 1.00                              | 1.00                            | 100%               | 1.00                    | 0.00                             | 0%      | 4.33                    | 1.00         | 23%               | 0.58                    | 0.00                  | 0%          | 0.75                           |
| Rose Vista Home                        | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 0.00                              | 0.00                            | 0%                 | 3.00                    | 0.00                             | 0%      | 4.00                    | 0.00         | 0%                | 4.25                    | 1.00                  | 24%         | 1.00                           |
| Rosewood Manor                         | 12/31/2014 | 1.00                                     | 1.00                                   | 100%                          | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 2.17                    | 3.00         | 138%              | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Rotary Senior Living                   | 6/30/2014  | 1.00                                     | 1.00                                   | 100%                          | 1.67                              | 1.00                            | 60%                | 3.00                    | 1.00                             | 33%     | 3.00                    | 0.00         | 0%                | 2.75                    | 1.00                  | 36%         | 1.58                           |
| Rowley Memorial Masonic Home           | 7/31/2014  | 0.90                                     | 0.00                                   | 0%                            | 1.80                              | 2.00                            | 111%               | 1.08                    | 0.00                             | 0%      | 3.58                    | 0.00         | 0%                | 1.55                    | 0.00                  | 0%          | 0.91                           |
| Ruthven Community Care Center          | 12/31/2014 | 1.00                                     | 1.00                                   | 100%                          | 1.00                              | 0.00                            | 0%                 | 1.17                    | 1.00                             | 86%     | 2.92                    | 0.00         | 0%                | 1.58                    | 2.00                  | 126%        | 0.92                           |
| Sanford Senior Care Sheldon            | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 0.00                              | 0.00                            | 0%                 | 1.67                    | 1.00                             | 60%     | 10.00                   | 0.00         | 0%                | 3.83                    | 1.00                  | 26%         | 1.00                           |
| Scenic Manor                           | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 3.00                              | 0.00                            | 0%                 | 4.50                    | 2.00                             | 44%     | 5.17                    | 4.00         | 77%               | 3.83                    | 2.00                  | 52%         | 1.00                           |
| Scottish Rite Park                     | 10/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 3.00                              | 1.00                            | 33%                | 2.00                    | 0.00                             | 0%      | 8.00                    | 0.00         | 0%                | 4.33                    | 1.00                  | 23%         | 2.00                           |
| Shady Oaks                             | 6/30/2014  | 2.25                                     | 0.00                                   | 0%                            | 1.83                              | 1.00                            | 55%                | 2.75                    | 3.00                             | 109%    | 5.92                    | 6.00         | 101%              | 2.00                    | 1.00                  | 50%         | 0.92                           |
| Shady Rest Care Center                 | 9/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 1.08                              | 2.00                            | 185%               | 0.00                    | 0.00                             | 0%      | 7.17                    | 2.00         | 28%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Sheffield Care Center                  | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 1.00                             | 100%    | 4.08                    | 0.00         | 0%                | 1.00                    | 1.00                  | 100%        | 1.00                           |
| Shell Rock Senior Living               | 12/31/2014 | 1.00                                     | 1.00                                   | 100%                          | 1.00                              | 0.00                            | 0%                 | 1.25                    | 1.00                             | 80%     | 4.67                    | 2.00         | 43%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Sibley Nursing & Rehab Center          | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.25                    | 0.00                             | 0%      | 3.58                    | 0.00         | 0%                | 1.00                    | 1.00                  | 100%        | 1.00                           |
| Sigourney Health Care                  | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 3.00                    | 0.00         | 0%                | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Simpson Memorial Home                  | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 2.75                              | 0.00                            | 0%                 | 0.00                    | 0.00                             | 0%      | 7.75                    | 4.00         | 52%               | 3.92                    | 0.00                  | 0%          | 1.00                           |
| Sioux Care Center                      | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 0.17                              | 1.00                            | 600%               | 1.75                    | 2.00                             | 114%    | 1.92                    | 1.00         | 52%               | 2.33                    | 0.00                  | 0%          | 1.00                           |
| Sioux Center Community Hospital        | 6/30/2014  | 0.00                                     | 0.00                                   | 0%                            | 0.00                              | 0.00                            | 0%                 | 0.00                    | 0.00                             | 0%      | 0.00                    | 0.00         | 0%                | 0.00                    | 0.00                  | 0%          | 0.42                           |
| Solon Nursing Care Center              | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 2.92                              | 2.00                            | 69%                | 0.42                    | 1.00                             | 240%    | 7.83                    | 5.00         | 64%               | 3.00                    | 0.00                  | 0%          | 2.00                           |
| Southern Hills Specialty Care          | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 3.50                    | 1.00                             | 29%     | 4.25                    | 1.00         | 24%               | 1.58                    | 0.00                  | 0%          | 2.00                           |
| Southfield Wellness                    | 12/31/2014 | 0.00                                     | 0.00                                   | 0%                            | 2.00                              | 0.00                            | 0%                 | 1.00                    | 1.00                             | 100%    | 5.58                    | 4.00         | 72%               | 1.75                    | 0.00                  | 0%          | 1.00                           |
| Southridge Nursing & Rehab Center      | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 5.00                    | 0.00         | 0%                | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Spurgeon Manor Inc.                    | 9/30/2014  | 1.58                                     | 0.00                                   | 0%                            | 1.42                              | 3.00                            | 212%               | 0.00                    | 0.00                             | 0%      | 7.58                    | 3.00         | 40%               | 2.58                    | 3.00                  | 116%        | 1.00                           |
| St. Anthony Nursing Home               | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 3.00                              | 0.00                            | 0%                 | 1.17                    | 0.00                             | 0%      | 5.00                    | 0.00         | 0%                | 2.00                    | 0.00                  | 0%          | 0.75                           |
| St. Francis Manor                      | 12/31/2014 | 1.33                                     | 1.00                                   | 75%                           | 6.00                              | 0.00                            | 0%                 | 3.00                    | 0.00                             | 0%      | 9.17                    | 3.00         | 33%               | 5.50                    | 0.00                  | 0%          | 2.00                           |
| St. Luke Lutheran Home, Inc            | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 4.00                              | 0.00                            | 0%                 | 3.92                    | 1.00                             | 26%     | 6.33                    | 1.00         | 16%               | 7.58                    | 1.00                  | 13%         | 1.00                           |
| St. Mary Healthcare & Rehabilitation   | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 2.00                              | 0.00                            | 0%                 | 3.83                    | 1.00                             | 26%     | 4.83                    | 1.00         | 21%               | 1.00                    | 0.00                  | 0%          | 2.00                           |
| Stacyville Community Nursing Home      | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 1.83                    | 4.00         | 218%              | 1.42                    | 1.00                  | 71%         | 1.00                           |
| Stanton Care Center                    | 6/30/2014  | 0.67                                     | 1.00                                   | 150%                          | 1.00                              | 0.00                            | 0%                 | 3.00                    | 0.00                             | 0%      | 5.00                    | 0.00         | 0%                | 1.00                    | 0.00                  | 0%          | 1.00                           |
| State Center Nursing & Rehab Center    | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 5.00                    | 4.00         | 80%               | 0.00                    | 0.00                  | 0%          | 1.00                           |
| Stonehill Care Center                  | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 10.83                             | 2.00                            | 18%                | 8.00                    | 0.00                             | 0%      | 20.58                   | 8.00         | 39%               | 7.00                    | 0.00                  | 0%          | 1.00                           |
| Story County Medical Center            | 6/30/2014  | 0.00                                     | 0.00                                   | 0%                            | 0.00                              | 0.00                            | 0%                 | 0.00                    | 0.00                             | 0%      | 0.00                    | 0.00         | 0%                | 0.00                    | 0.00                  | 0%          | 1.00                           |
| Stratford Nursing & Rehab Center       | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 5.25                    | 1.00         | 19%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Strawberry Point Lutheran Home         | 12/31/2014 | 1.58                                     | 0.00                                   | 0%                            | 3.00                              | 1.00                            | 33%                | 0.67                    | 0.00                             | 0%      | 5.42                    | 7.00         | 129%              | 4.83                    | 5.00                  | 103%        | 1.00                           |
| Sunny Hill Care Center                 | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 1.00                    | 0.00                             | 0%      | 4.83                    | 2.00         | 41%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Sunny Knoll Care Centre                | 12/31/2014 | 1.08                                     | 0.00                                   | 0%                            | 1.00                              | 1.00                            | 100%               | 1.50                    | 1.00                             | 67%     | 1.08                    | 0.00         | 0%                | 1.00                    | 1.00                  | 100%        | 1.00                           |
| Sunny View Care Center                 | 12/31/2014 | 1.00                                     | 2.00                                   | 200%                          | 1.42                              | 1.00                            | 71%                | 3.00                    | 0.00                             | 0%      | 4.67                    | 1.00         | 21%               | 1.00                    | 0.00                  | 0%          | 1.00                           |
| Sunnybrook Living Care Center          | 12/31/2014 | 1.00                                     | 2.00                                   | 200%                          | 1.00                              | 1.00                            | 100%               | 3.00                    | 1.00                             | 33%     | 3.75                    | 1.00         | 27%               | 2.17                    | 1.00                  | 46%         | 1.00                           |
| Sunnycrest Manor                       | 6/30/2014  | 0.67                                     | 1.00                                   | 150%                          | 4.00                              | 2.00                            | 50%                | 4.50                    | 1.00                             | 22%     | 14.08                   | 6.00         | 43%               | 5.00                    | 0.00                  | 0%          | 2.00                           |
| Sunnycrest Nursing Center              | 12/31/2014 | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 1.00                            | 100%               | 0.08                    | 1.00                             | 1200%   | 5.42                    | 3.00         | 55%               | 0.92                    | 1.00                  | 109%        | 0.92                           |
| Sunrise Hill Care Center               | 6/30/2014  | 1.00                                     | 0.00                                   | 0%                            | 1.00                              | 0.00                            | 0%                 | 3.83                    | 0.00                             | 0%      | 5.92                    | 4.00         | 68%               | 2.00                    | 0.00                  | 0%          | 2.00                           |
| Sunrise Retirement Community           | 12/31/2014 | 1.25                                     | 1.00                                   | 80%                           | 11.83                             | 0.00                            | 0%                 | 1.58                    | 1.00                             | 63%     | 10.25                   | 1.00         | 10%               | 6.08                    | 1.00                  | 16%         | 1.00                           |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | FYE        | Administrator        | Administrator      | Office        | Business             | Laundry                   | Housekeeping | Housekeeping         | Maintenance                | Maintenance | DON                  |                    |             |                    |             |                      |      |
|--|------------|----------------------|--------------------|---------------|----------------------|---------------------------|--------------|----------------------|----------------------------|-------------|----------------------|--------------------|-------------|--------------------|-------------|----------------------|------|
|  |            | Average for The Year | Total Terminations | Administrator | Average for The Year | Office Total Terminations | Business     | Average for The Year | Laundry Total Terminations | Laundry     | Average for The Year | Total Terminations | Maintenance | Total Terminations | Maintenance | Average for The Year |      |
| Sunrise Terrace Care Center            | 6/30/2014  | 1.00                 | 0.00               | 0%            | 2.83                 | 1.00                      | 35%          | 1.83                 | 1.00                       | 55%         | 4.17                 | 2.00               | 48%         | 1.00               | 0.00        | 0%                   | 1.00 |
| Sunset Knoll Inc                       | 5/31/2014  | 0.92                 | 0.00               | 0%            | 1.58                 | 2.00                      | 126%         | 3.08                 | 1.00                       | 32%         | 2.33                 | 3.00               | 129%        | 1.25               | 2.00        | 160%                 | 1.00 |
| Suntherland Care Center                | 12/31/2014 | 1.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%           | 1.00                 | 0.00                       | 0%          | 1.75                 | 1.00               | 57%         | 1.00               | 0.00        | 0%                   | 1.00 |
| Tabor Manor Care Center                | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 1.00                      | 50%          | 3.00                 | 0.00                       | 0%          | 4.58                 | 0.00               | 0%          | 2.00               | 0.00        | 0%                   | 1.00 |
| The Abbey of LeMars                    | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 3.92                 | 1.00               | 26%         | 1.00               | 0.00        | 0%                   | 1.00 |
| The Alverno Health Care Facility       | 6/30/2014  | 1.00                 | 0.00               | 0%            | 10.33                | 0.00                      | 0%           | 5.25                 | 5.00                       | 95%         | 14.00                | 1.00               | 7%          | 9.92               | 2.00        | 20%                  | 2.00 |
| The Ambassador Sidney Inc              | 6/30/2014  | 1.00                 | 1.00               | 100%          | 0.92                 | 1.00                      | 109%         | 2.00                 | 0.00                       | 0%          | 2.25                 | 1.00               | 44%         | 1.00               | 0.00        | 0%                   | 1.00 |
| The Cottages                           | 12/31/2014 | 1.00                 | 0.00               | 0%            | 0.67                 | 0.00                      | 0%           | 1.00                 | 0.00                       | 0%          | 3.00                 | 0.00               | 0%          | 1.08               | 0.00        | 0%                   | 1.00 |
| The New Homestead                      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 4.00                 | 1.00                      | 25%          | 1.00                 | 0.00                       | 0%          | 5.08                 | 3.00               | 59%         | 2.00               | 0.00        | 0%                   | 1.00 |
| The Village                            | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 10.83                | 2.00               | 18%         | 2.83               | 1.00        | 35%                  | 1.00 |
| Thomas Rest Haven                      | 6/30/2014  | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 3.00                 | 0.00                       | 0%          | 5.00                 | 1.00               | 20%         | 1.50               | 1.00        | 67%                  | 1.33 |
| Thornton Manor Care Center             | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 6.58                 | 2.00                       | 30%         | 0.00                 | 0.00               | 0%          | 1.00               | 1.00        | 100%                 | 1.00 |
| Timely Mission Nursing Home            | 7/31/2014  | 1.00                 | 1.00               | 100%          | 2.00                 | 0.00                      | 0%           | 4.00                 | 1.00                       | 25%         | 4.92                 | 3.00               | 61%         | 1.00               | 0.00        | 0%                   | 1.00 |
| Titonka Care Center                    | 12/31/2014 | 0.00                 | 0.00               | 0%            | 0.92                 | 1.00                      | 109%         | 2.08                 | 1.00                       | 48%         | 2.50                 | 3.00               | 120%        | 1.00               | 0.00        | 0%                   | 1.00 |
| Touchstone Living Center               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.92                 | 3.00                      | 103%         | 4.92                 | 3.00                       | 61%         | 5.75                 | 14.00              | 243%        | 2.50               | 1.00        | 40%                  | 1.00 |
| Trinity at Luther Park                 | 12/31/2014 | 1.00                 | 1.00               | 100%          | 3.67                 | 0.00                      | 0%           | 4.42                 | 2.00                       | 45%         | 11.75                | 6.00               | 51%         | 4.83               | 1.00        | 21%                  | 1.00 |
| Tripoli Nursing & Rehab                | 9/30/2014  | 1.00                 | 1.00               | 100%          | 0.50                 | 1.00                      | 200%         | 1.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.00               | 0.00        | 0%                   | 1.00 |
| Tru Rehab of Grinnell                  | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.50               | 0.00        | 0%                   | 0.00 |
| Twilight Acres, Inc.                   | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 3.83                 | 1.00                       | 26%         | 6.75                 | 0.00               | 0%          | 1.58               | 0.00        | 0%                   | 1.00 |
| Union Park Health Services             | 12/31/2014 | 0.80                 | 2.00               | 250%          | 0.50                 | 1.00                      | 200%         | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 1.00               | 1.00        | 100%                 | 0.75 |
| Unified Presbyterian Home              | 12/31/2014 | 2.00                 | 0.00               | 0%            | 5.00                 | 0.00                      | 0%           | 8.83                 | 0.00                       | 0%          | 9.75                 | 1.00               | 10%         | 4.00               | 0.00        | 0%                   | 1.00 |
| University Park Nursing & Rehab Center | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 4.58                 | 2.00                       | 44%         | 10.50                | 6.00               | 57%         | 2.08               | 1.00        | 48%                  | 1.00 |
| Urbandale Health Care Center           | 12/31/2014 | 1.00                 | 0.00               | 0%            | 4.83                 | 2.00                      | 41%          | 2.75                 | 3.00                       | 109%        | 8.83                 | 10.00              | 113%        | 2.00               | 0.00        | 0%                   | 1.00 |
| Valley View Nursing & Rehab Center     | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 1.00               | 0.00        | 0%                   | 1.00 |
| Valley View Village                    | 12/31/2014 | 1.00                 | 0.00               | 0%            | 9.08                 | 2.00                      | 22%          | 4.58                 | 2.00                       | 44%         | 4.92                 | 2.00               | 41%         | 7.83               | 1.00        | 13%                  | 1.00 |
| Valley Vue Care Center                 | 12/31/2014 | 0.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 1.25                 | 0.00                       | 0%          | 4.42                 | 2.00               | 45%         | 3.00               | 0.00        | 0%                   | 1.00 |
| Villa Del Sol                          | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.58                 | 1.00                      | 39%          | 3.75                 | 2.00                       | 53%         | 6.33                 | 2.00               | 32%         | 2.00               | 0.00        | 0%                   | 1.00 |
| Village At Legacy Pointe NF            | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.00                 | 0.00                      | 0%           | 1.00                 | 0.00                       | 0%          | 5.00                 | 3.00               | 60%         | 3.08               | 2.00        | 65%                  | 1.00 |
| Virginia Gay Hospital                  | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 0.00               | 0.00        | 0%                   | 1.00 |
| Vista Woods Care Center                | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 5.25                 | 3.00               | 57%         | 1.67               | 1.00        | 60%                  | 1.00 |
| Wapello Nursing & Rehab Center         | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 1.00                 | 0.00                       | 0%          | 5.00                 | 1.00               | 20%         | 1.00               | 0.00        | 0%                   | 2.00 |
| Washington County Hospital & Clinics   | 6/30/2014  | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 2.00                 | 0.00               | 0%          | 1.00               | 0.00        | 0%                   | 1.00 |
| Wellington Place                       | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 3.50                 | 1.00                       | 29%         | 6.25                 | 2.00               | 32%         | 2.50               | 0.00        | 0%                   | 1.00 |
| Wesley Acres                           | 12/31/2014 | 0.92                 | 0.00               | 0%            | 4.25                 | 2.00                      | 47%          | 2.00                 | 0.00                       | 0%          | 17.17                | 5.00               | 29%         | 8.33               | 1.00        | 12%                  | 1.00 |
| West Bend Care Center                  | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 3.00                 | 0.00                       | 0%          | 1.00                 | 0.00               | 0%          | 1.00               | 0.00        | 0%                   | 1.00 |
| West Bridge Care & Rehab               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 0.00                 | 1.00                       | 0%          | 0.00                 | 1.00               | 0%          | 1.00               | 1.00        | 100%                 | 1.00 |
| West Point Care Center                 | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 3.00                 | 0.00                       | 0%          | 3.67                 | 1.00               | 27%         | 0.83               | 1.00        | 120%                 | 0.92 |
| West Ridge Nursing & Rehab Center      | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 6.83                 | 3.00               | 44%         | 1.00               | 1.00        | 100%                 | 1.92 |
| Westbrook Acres                        | 12/31/2014 | 1.00                 | 1.00               | 100%          | 4.00                 | 0.00                      | 0%           | 1.67                 | 1.00                       | 60%         | 4.00                 | 2.00               | 50%         | 1.00               | 0.00        | 0%                   | 1.00 |
| Western Home Communities               | 12/31/2014 | 1.00                 | 0.00               | 0%            | 35.58                | 2.00                      | 6%           | 8.00                 | 4.00                       | 50%         | 7.25                 | 0.00               | 0%          | 8.67               | 1.00        | 12%                  | 1.00 |
| Westhaven Community                    | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 4.00                 | 0.00                       | 0%          | 11.58                | 8.00               | 69%         | 5.25               | 4.00        | 76%                  | 2.00 |
| Westmonth Healthcare Community         | 12/31/2014 | 0.83                 | 1.00               | 120%          | 0.92                 | 1.00                      | 109%         | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 0.92               | 2.00        | 218%                 | 1.00 |
| Westridge Quality Care & Rehab         | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 0.00                 | 0.00                       | 0%          | 0.00                 | 0.00               | 0%          | 1.58               | 1.00        | 63%                  | 2.00 |
| Westview Acres Care Center             | 12/31/2014 | 1.33                 | 1.00               | 75%           | 1.00                 | 0.00                      | 0%           | 1.33                 | 1.00                       | 75%         | 4.00                 | 1.00               | 25%         | 1.00               | 0.00        | 0%                   | 1.00 |
| Westview Care Center                   | 12/31/2014 | 0.42                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 0.00                 | 0.00                       | 0%          | 5.33                 | 0.00               | 0%          | 0.92               | 0.00        | 0%                   | 1.00 |
| Westview of Indianola Care Center      | 12/31/2014 | 0.00                 | 0.00               | 0%            | 2.00                 | 1.00                      | 50%          | 2.58                 | 2.00                       | 77%         | 5.00                 | 0.00               | 0%          | 1.00               | 0.00        | 0%                   | 2.00 |
| Westwood Nursing & Rehab Center        | 12/31/2014 | 1.00                 | 0.00               | 0%            | 2.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 5.75                 | 3.00               | 52%         | 1.92               | 1.00        | 52%                  | 1.00 |
| Wheatland Manor                        | 12/31/2014 | 1.00                 | 0.00               | 0%            | 0.00                 | 0.00                      | 0%           | 3.00                 | 0.00                       | 0%          | 4.00                 | 0.00               | 0%          | 1.00               | 0.00        | 0%                   | 1.00 |
| Willow Dale Wellness Village           | 12/31/2014 | 0.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 2.00                 | 0.00                       | 0%          | 3.00                 | 1.00               | 33%         | 1.75               | 0.00        | 0%                   | 2.00 |
| Willow Garden Care Center              | 12/31/2014 | 1.00                 | 0.00               | 0%            | 3.83                 | 0.00                      | 0%           | 2.42                 | 1.00                       | 41%         | 6.33                 | 3.00               | 47%         | 1.00               | 1.00        | 100%                 | 1.00 |
| Windmill Manor                         | 12/31/2014 | 1.00                 | 0.00               | 0%            | 6.17                 | 3.00                      | 49%          | 1.67                 | 3.00                       | 180%        | 6.58                 | 10.00              | 152%        | 2.17               | 2.00        | 92%                  | 1.08 |
| Windsor Nursing & Rehab Center         | 12/31/2014 | 1.00                 | 1.00               | 100%          | 1.00                 | 0.00                      | 0%           | 1.00                 | 2.00                       | 200%        | 3.00                 | 2.00               | 67%         | 2.00               | 0.00        | 0%                   | 1.00 |
| Winslow House Care Center              | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 1.92                 | 2.00                       | 104%        | 2.92                 | 1.00               | 34%         | 1.00               | 0.00        | 0%                   | 1.00 |
| Woodland Terrace                       | 12/31/2014 | 2.00                 | 0.00               | 0%            | 14.08                | 2.00                      | 14%          | 0.00                 | 0.00                       | 0%          | 14.75                | 8.00               | 54%         | 10.50              | 0.00        | 0%                   | 2.00 |
| Zearing Health Care Center             | 12/31/2014 | 1.00                 | 0.00               | 0%            | 1.00                 | 0.00                      | 0%           | 1.00                 | 0.00                       | 0%          | 1.75                 | 1.00               | 57%         | 2.50               | 1.00        | 40%                  | 1.00 |

|  |     |     |     |      |      |       |       |       |       |       |       |       |       |       |       |       |       |
|--|-----|-----|-----|------|------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Number of Providers Reporting Data             | 411 | 411 | 411 | 411  | 411  | 411   | 411   | 411   | 411   | 411   | 411   | 411   | 411   | 411   | 411   | 411   | 411   |
| Number of Providers with Zero Percent Turnover |     |     |     | 335  | 283  | 261   | 261   | 261   | 261   | 261   | 261   | 261   | 261   | 261   | 261   | 261   | 261   |
| Minimum  |     |     |     | 0%   | 0%   | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    | 0%    |
| Maximum  |     |     |     | 400% | 600% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% | 1200% |
| Average  |     |     |     | 23%  | 23%  | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   | 33%   |

A blank entry means that the nursing facility did not have any employees at that job classification.

| No Turnover Information Reported |            |
|----------------------------------|------------|
| All-American Care - Muscatine    | 7/31/2014  |
| All-American Care - Washington   | 12/31/2014 |
| Baxter Health Care Center        | 12/31/2014 |
| Careage of Newton                | 12/31/2014 |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                      | FYE        | Administrator           | Administrator         | Business      |                         | Laundry                      | Housekeeping       | Housekeeping            | Maintenance                   | Maintenance | DON                     |                       |                   |                         |                       |             |                         |
|------------------------------------|------------|-------------------------|-----------------------|---------------|-------------------------|------------------------------|--------------------|-------------------------|-------------------------------|-------------|-------------------------|-----------------------|-------------------|-------------------------|-----------------------|-------------|-------------------------|
|                                    |            | Average for<br>The Year | Total<br>Terminations | Administrator | Average for<br>The Year | Office Total<br>Terminations | Business<br>Office | Average for<br>The Year | Laundry Total<br>Terminations | Laundry     | Average for The<br>Year | Total<br>Terminations | House-<br>keeping | Average for<br>The Year | Total<br>Terminations | Maintenance | Average for<br>The Year |
| Childserve Habilitation Center     | 6/30/2014  |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Clarinda Mental Health Institute   | 6/30/2014  |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Countryside Estates                | 12/31/2014 |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Hallmark Care Center - Sioux City  | 12/31/2014 |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Heritage Manor Care Center         | 12/31/2014 |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Knoxville Rehab Center             | 12/31/2014 |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Manning Regional Healthcare Center | 6/30/2014  |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Ogden Manor                        | 12/31/2014 |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Pleasant Care Living Center        | 12/31/14   |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Riverside North                    | 12/31/14   |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |
| Riverside South                    | 12/31/14   |                         |                       |               |                         |                              |                    |                         |                               |             |                         |                       |                   |                         |                       |             |                         |



**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | DON Total    |        | RN Average   | RN Total     | Registered | LPN Average  | LPN Total    | Licensed  | CNA         | CNA Total    | Certified | Activities  | Activities | Social     | Social Services | Records | Medical  |                |
|--|--------------|--------|--------------|--------------|------------|--------------|--------------|-----------|-------------|--------------|-----------|-------------|------------|------------|-----------------|---------|----------|----------------|
|  | Terminations | D.O.N. | for The Year | Terminations | Nurse      | for The Year | Terminations | Practical | Average for | Terminations | Nurses    | Average for | Total      | Activities | Average for     | Total   | Services | Services Total |
| Aase Haugen Homes, Inc.                | 0.00         | 0%     | 9.00         | 7.00         | 78%        | 17.42        | 6.00         | 34%       | 73.50       | 44.00        | 60%       | 5.17        | 3.00       | 58%        | 3.00            | 0.00    | 2.00     | 0.00           |
| Adel Acres                             | 0.00         | 0%     | 5.33         | 2.00         | 38%        | 4.50         | 1.00         | 22%       | 38.75       | 23.00        | 59%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Afton Care Center                      | 0.00         | 0%     | 2.17         | 1.00         | 46%        | 2.00         | 0.00         | 0%        | 18.83       | 16.00        | 85%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Akron Care Center                      | 0.00         | 0%     | 6.92         | 2.00         | 29%        | 3.50         | 1.00         | 29%       | 24.17       | 12.00        | 50%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Algona Manor Care Center, Inc.         | 0.00         | 0%     | 6.00         | 0.00         | 0%         | 3.00         | 0.00         | 0%        | 30.33       | 10.00        | 33%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00    | 1.00     | 0.00           |
| All-American Care - Washington         | 0.00         | 0%     | 0.00         | 0.00         | 0%         | 0.00         | 0.00         | 0%        | 0.00        | 0.00         | 0%        | 0.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Altoona Nursing & Rehab Center         | 0.00         | 0%     | 7.00         | 4.00         | 57%        | 18.67        | 10.00        | 54%       | 38.58       | 30.00        | 78%       | 4.00        | 2.00       | 50%        | 1.00            | 0.00    | 1.00     | 0.00           |
| Anamosa Care Center                    | 0.00         | 0%     | 6.67         | 6.00         | 90%        | 6.92         | 2.00         | 29%       | 30.83       | 17.00        | 55%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Arbor Court                            | 0.00         | 0%     | 8.92         | 2.00         | 22%        | 2.00         | 0.00         | 0%        | 31.42       | 36.00        | 115%      | 3.25        | 2.00       | 62%        | 0.83            | 1.00    | 120%     | 0.00           |
| Atlantic Nursing & Rehab Center        | 0.00         | 0%     | 6.25         | 4.00         | 64%        | 5.92         | 2.00         | 34%       | 39.08       | 23.00        | 59%       | 2.00        | 0.00       | 0%         | 1.33            | 1.00    | 75%      | 0.00           |
| Avoca Nursing & Rehab Center           | 0.00         | 0%     | 4.67         | 3.00         | 64%        | 6.25         | 1.00         | 16%       | 21.75       | 9.00         | 41%       | 2.08        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Bedford Nursing & Rehab Center         | 0.00         | 0%     | 1.00         | 0.00         | 0%         | 6.42         | 2.00         | 31%       | 17.00       | 11.00        | 65%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Belle Plaine Nursing & Rehab Center    | 1.00         | 50%    | 1.67         | 1.00         | 60%        | 6.08         | 1.00         | 16%       | 24.67       | 16.00        | 65%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Bethany Home                           | 0.00         | 0%     | 13.33        | 4.00         | 30%        | 9.50         | 3.00         | 32%       | 39.75       | 11.00        | 28%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Bethany Lutheran Home                  | 0.00         | 0%     | 12.25        | 3.00         | 24%        | 21.00        | 4.00         | 19%       | 57.33       | 52.00        | 91%       | 5.00        | 1.00       | 20%        | 2.00            | 0.00    | 2.00     | 0.00           |
| Bethany Manor                          | 0.00         | 0%     | 27.17        | 10.00        | 37%        | 17.42        | 4.00         | 23%       | 113.00      | 63.00        | 56%       | 14.67       | 7.00       | 48%        | 2.67            | 0.00    | 1.00     | 0.00           |
| Bettendorf Health Care Center          | 2.00         | 104%   | 10.92        | 11.00        | 101%       | 8.33         | 10.00        | 120%      | 45.00       | 26.00        | 58%       | 1.00        | 0.00       | 0%         | 1.08            | 1.00    | 92%      | 0.00           |
| Bishop Drumm Care Center               | 1.00         | 100%   | 12.25        | 6.00         | 49%        | 18.00        | 3.00         | 17%       | 88.33       | 22.00        | 25%       | 6.92        | 0.00       | 0%         | 1.17            | 0.00    | 0.00     | 0.92           |
| Blackhawk Life Care Center             | 0.00         | 0%     | 5.92         | 1.00         | 17%        | 5.25         | 2.00         | 38%       | 20.75       | 5.00         | 24%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Blair House                            | 1.00         | 100%   | 10.25        | 5.00         | 49%        | 5.83         | 1.00         | 17%       | 29.58       | 17.00        | 57%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 1.00           |
| Bloomfield Care Center                 | 1.00         | 120%   | 9.17         | 10.00        | 109%       | 8.42         | 8.00         | 95%       | 31.42       | 24.00        | 76%       | 2.00        | 1.00       | 50%        | 1.00            | 0.00    | 0.00     | 2.00           |
| Briarwood Healthcare Center            | 0.00         | 0%     | 7.67         | 2.00         | 26%        | 8.00         | 1.00         | 13%       | 46.83       | 42.00        | 90%       | 2.83        | 3.00       | 106%       | 1.00            | 0.00    | 0.00     | 0.00           |
| Brooklyn Community Estates             | 0.00         | 0%     | 4.25         | 1.00         | 24%        | 3.25         | 2.00         | 62%       | 25.75       | 6.00         | 23%       | 3.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 1.00           |
| Buchanan County Health                 | 2.00         | 150%   | 5.58         | 1.00         | 18%        | 7.58         | 1.00         | 13%       | 21.58       | 7.00         | 32%       | 3.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Calvin Community                       | 0.00         | 0%     | 7.39         | 5.00         | 68%        | 9.40         | 0.00         | 0%        | 40.60       | 9.00         | 22%       | 6.30        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 1.12           |
| Careage Hills Rehab & Healthcare       | 1.00         | 150%   | 4.58         | 4.00         | 87%        | 1.58         | 0.00         | 0%        | 14.58       | 9.00         | 62%       | 1.08        | 1.00       | 92%        | 1.00            | 0.00    | 0.00     | 0.00           |
| Caring Acres Nursing & Rehab           | 2.00         | 133%   | 6.25         | 5.00         | 80%        | 1.25         | 4.00         | 320%      | 19.25       | 19.00        | 99%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Carlisle Care Center                   | 4.00         | 104%   | 5.67         | 7.00         | 124%       | 15.42        | 17.00        | 110%      | 38.08       | 41.00        | 108%      | 2.83        | 1.00       | 35%        | 0.92            | 2.00    | 218%     | 1.00           |
| Carroll Health Center                  | 0.00         | 0%     | 8.67         | 3.00         | 35%        | 12.83        | 1.00         | 8%        | 42.50       | 18.00        | 42%       | 5.42        | 4.00       | 74%        | 0.83            | 1.00    | 120%     | 0.00           |
| Casa De Paz Health Care Center         | 0.00         | 0%     | 10.92        | 2.00         | 18%        | 5.25         | 0.00         | 0%        | 29.50       | 21.00        | 71%       | 1.00        | 0.00       | 0%         | 2.08            | 1.00    | 48%      | 1.00           |
| Cedar Falls Health Care Center         | 0.00         | 0%     | 7.08         | 4.00         | 56%        | 9.33         | 2.00         | 21%       | 29.08       | 15.00        | 52%       | 2.17        | 2.00       | 92%        | 2.00            | 0.00    | 0.00     | 1.00           |
| Cedar Health                           | 0.00         | 0%     | 2.00         | 0.00         | 0%         | 5.50         | 0.00         | 0%        | 29.50       | 2.00         | 7%        | 2.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Cedar Manor                            | 0.00         | 0%     | 5.00         | 0.00         | 0%         | 4.00         | 0.00         | 0%        | 26.25       | 11.00        | 42%       | 2.42        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Centerville Nursing & Rehab Center     | 2.00         | 200%   | 5.00         | 3.00         | 60%        | 7.17         | 5.00         | 70%       | 27.17       | 22.00        | 81%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Chariton Nursing & Rehab Center        | 0.00         | 0%     | 5.75         | 0.00         | 0%         | 8.50         | 2.00         | 24%       | 26.50       | 5.00         | 19%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Chautauqua #2                          | 0.00         | 0%     | 5.50         | 2.00         | 36%        | 5.75         | 1.00         | 17%       | 25.58       | 12.00        | 47%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 1.00           |
| Chautauqua #3                          | 0.00         | 0%     | 5.58         | 0.00         | 0%         | 8.00         | 1.00         | 13%       | 32.83       | 22.00        | 67%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 1.00           |
| Cherokee Nursing & Rehab Center        | 1.00         | 100%   | 6.00         | 4.00         | 67%        | 4.08         | 3.00         | 73%       | 18.83       | 26.00        | 138%      | 3.00        | 1.00       | 33%        | 0.00            | 0.00    | 0.00     | 0.00           |
| Clarence Nursing Home                  | 0.00         | 0%     | 3.42         | 0.00         | 0%         | 3.42         | 1.00         | 29%       | 19.58       | 12.00        | 61%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Clarion Wellness & Rehab               | 0.00         | 0%     | 7.00         | 6.00         | 86%        | 8.58         | 2.00         | 23%       | 28.33       | 16.00        | 56%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Clarksville Skilled Nursing & Rehab    | 0.00         | 0%     | 2.83         | 1.00         | 35%        | 9.67         | 1.00         | 10%       | 29.17       | 12.00        | 41%       | 4.00        | 0.00       | 0%         | 1.00            | 1.00    | 100%     | 0.00           |
| Clearview Home                         | 0.00         | 0%     | 3.25         | 1.00         | 31%        | 6.58         | 0.00         | 0%        | 13.33       | 16.00        | 120%      | 2.00        | 1.00       | 50%        | 1.00            | 0.00    | 0.00     | 0.00           |
| Clearview Home                         | 0.00         | 0%     | 6.75         | 3.00         | 44%        | 10.67        | 5.00         | 47%       | 38.00       | 32.00        | 84%       | 4.42        | 1.00       | 23%        | 1.00            | 0.00    | 0.00     | 0.00           |
| Colonial Manor of Amana                | 1.00         | 80%    | 4.58         | 4.00         | 87%        | 6.00         | 0.00         | 0%        | 33.17       | 11.00        | 33%       | 2.00        | 0.00       | 0%         | 1.42            | 1.00    | 71%      | 0.00           |
| Colonial Manor of Columbus Junction    | 0.00         | 0%     | 6.75         | 3.00         | 44%        | 5.50         | 1.00         | 18%       | 24.25       | 9.00         | 37%       | 1.00        | 0.00       | 0%         | 0.67            | 1.00    | 150%     | 0.00           |
| Colonial Manor of Elma                 | 0.00         | 0%     | 4.17         | 0.00         | 0%         | 4.75         | 2.00         | 42%       | 25.33       | 9.00         | 36%       | 1.92        | 0.00       | 0%         | 1.67            | 0.00    | 0.00     | 0.00           |
| Community Care Center                  | 0.00         | 0%     | 8.25         | 3.00         | 36%        | 6.67         | 4.00         | 60%       | 49.92       | 14.00        | 28%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Community Memorial Health Center       | 0.00         | 0%     | 7.92         | 1.00         | 13%        | 9.08         | 1.00         | 11%       | 31.50       | 16.00        | 51%       | 3.75        | 2.00       | 53%        | 1.00            | 0.00    | 0.00     | 0.00           |
| Concord Care center                    | 0.00         | 0%     | 10.50        | 8.00         | 76%        | 6.42         | 1.00         | 16%       | 33.83       | 9.00         | 27%       | 2.17        | 2.00       | 92%        | 1.08            | 0.00    | 0.00     | 0.00           |
| Corning Nursing & Rehab Center         | 0.00         | 0%     | 3.75         | 3.00         | 80%        | 4.50         | 1.00         | 22%       | 18.33       | 9.00         | 49%       | 0.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Correctionville Nursing & Rehab Center | 0.00         | 0%     | 2.42         | 0.00         | 0%         | 4.25         | 0.00         | 0%        | 19.83       | 7.00         | 35%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Corydon Nursing & Rehab Center         | 1.00         | 50%    | 5.92         | 2.00         | 34%        | 10.67        | 2.00         | 19%       | 28.67       | 18.00        | 63%       | 2.00        | 1.00       | 50%        | 3.00            | 0.00    | 0.00     | 0.00           |
| Country View                           | 0.00         | 0%     | 6.75         | 0.00         | 0%         | 12.92        | 9.00         | 70%       | 47.42       | 32.00        | 67%       | 5.92        | 0.00       | 0%         | 3.58            | 1.00    | 28%      | 1.00           |
| Country View Manor                     | 0.00         | 0%     | 6.00         | 0.00         | 0%         | 4.00         | 0.00         | 0%        | 27.75       | 9.00         | 32%       | 1.83        | 2.00       | 109%       | 0.00            | 0.00    | 0.00     | 0.00           |
| Countryside Nursing & Rehab            | 0.00         | 0%     | 8.50         | 6.00         | 71%        | 12.25        | 6.00         | 49%       | 33.50       | 23.00        | 69%       | 2.88        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 1.00           |
| Cresco Care Center                     | 0.00         | 0%     | 7.92         | 2.00         | 25%        | 5.58         | 1.00         | 18%       | 26.83       | 10.00        | 37%       | 5.67        | 1.00       | 18%        | 0.50            | 0.00    | 0.00     | 0.00           |
| Crest Haven Care Centre                | 2.00         | 126%   | 3.33         | 6.00         | 180%       | 4.33         | 2.00         | 46%       | 16.00       | 14.00        | 88%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Creston Nursing & Rehab Center         | 0.00         | 0%     | 8.75         | 4.00         | 46%        | 2.67         | 5.00         | 188%      | 20.75       | 15.00        | 72%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Crestridge Care Center Inc             | 0.00         | 0%     | 9.58         | 1.00         | 10%        | 9.50         | 1.00         | 11%       | 27.75       | 11.00        | 40%       | 1.42        | 2.00       | 141%       | 1.00            | 0.00    | 0.00     | 0.00           |
| Crestview Acres Inc                    | 1.00         | 109%   | 6.42         | 2.00         | 31%        | 12.58        | 15.00        | 119%      | 36.17       | 30.00        | 83%       | 2.00        | 0.00       | 0%         | 1.00            | 1.00    | 100%     | 1.00           |
| Crestview Nursing & Rehab              | 0.00         | 0%     | 3.25         | 1.00         | 31%        | 6.58         | 4.00         | 61%       | 21.67       | 9.00         | 42%       | 1.83        | 1.00       | 55%        | 1.00            | 0.00    | 0.00     | 1.00           |
| Crestview Nursing & Rehab Center       | 0.00         | 0%     | 7.67         | 4.00         | 52%        | 8.42         | 1.00         | 12%       | 40.50       | 23.00        | 57%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Crystal Heights Care Center            | 0.00         | 0%     | 5.42         | 4.00         | 74%        | 5.00         | 6.00         | 120%      | 28.00       | 30.00        | 107%      | 2.50        | 5.00       | 200%       | 1.00            | 0.00    | 0.00     | 0.00           |
| Danville Care Center                   | 1.00         | 100%   | 5.67         | 2.00         | 35%        | 3.17         | 5.00         | 158%      | 13.92       | 31.00        | 223%      | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Davenport Lutheran Home                | 0.00         | 0%     | 8.92         | 15.00        | 168%       | 12.42        | 13.00        | 105%      | 57.33       | 51.00        | 89%       | 2.00        | 1.00       | 50%        | 3.00            | 0.00    | 0.00     | 0.00           |
| Dave's Place                           | 1.00         | 100%   | 8.17         | 10.00        | 122%       | 8.08         | 4.00         | 49%       | 19.92       | 37.00        | 186%      | 4.67        | 4.00       | 86%        | 1.00            | 0.00    | 0.00     | 1.00           |
| Davis Center optima LifeServices       | 0.00         | 0%     | 3.33         | 2.00         | 60%        | 3.83         | 1.00         | 26%       | 11.83       | 9.00         | 76%       | 3.75        | 2.00       | 53%        | 1.00            | 0.00    | 0.00     | 0.00           |
| Denison Care Center Inc                | 1.00         | 100%   | 4.42         | 3.00         | 68%        | 4.25         | 4.00         | 94%       | 21.50       | 24.00        | 112%      | 1.08        | 0.00       | 0%         | 1.00            | 0.00    | 0.00     | 0.00           |
| Denver Sunset Home                     | 0.00         | 0%     | 5.00         | 1.00         | 20%        | 1.00         | 0.00         | 0%        | 11.83       | 4.00         | 34%       | 3.00        | 0.00       | 0%         | 0.00            | 0.00    | 0.00     | 0.00           |
| Donnellson Health Center               | 0.00         | 0%     | 3.50         | 2.00         | 57%        | 6.83         | 7.00         | 102%      | 30.58       | 18.00        | 59%       | 2.00        | 1.00       | 50%        | 1.08            | 1.00    | 92%      | 1.00           |
| Dubuque Nursing & Rehab Center         | 5.00         | 353%   | 4.75         | 7.00         | 147%       | 10.83        | 12.00        | 111%      | 44.08       | 44.00        | 100%      | 2.92        | 0.00       | 0%         | 2.00            | 0.00    | 0.00     | 0.00           |
| Dumont Wellness Center                 | 0.00         | 0%     | 5.4          |              |            |              |              |           |             |              |           |             |            |            |                 |         |          |                |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                             | DON Total    |        | RN Average   |              | RN Total     |              | Registered LPN Average |              | LPN Total    |              | Licensed Practical Nurse |              | CNA Average for The Year |              | CNA Total    |              | Certified Nurses Aide |              | Activities Average for The Year |              | Activities Total |              | Social Services Average for The Year |              | Social Services Total |              | Records Services Average for The Year |              | Medical Records Services Total |  |
|---|--------------|--------|--------------|--------------|--------------|--------------|------------------------|--------------|--------------|--------------|--------------------------|--------------|--------------------------|--------------|--------------|--------------|-----------------------|--------------|---------------------------------|--------------|------------------|--------------|--------------------------------------|--------------|-----------------------|--------------|---------------------------------------|--------------|--------------------------------|--|
|   | Terminations | D.O.N. | for The Year | Terminations | for The Year | Terminations | for The Year           | Terminations | for The Year | Terminations | for The Year             | Terminations | for The Year             | Terminations | for The Year | Terminations | for The Year          | Terminations | for The Year                    | Terminations | for The Year     | Terminations | for The Year                         | Terminations | for The Year          | Terminations | for The Year                          | Terminations | for The Year                   |  |
| Dunlap Nursing & Rehab Center             | 0.00         | 0%     | 5.83         | 2.00         | 34%          | 8.00         | 0.00                   | 0%           | 19.58        | 3.00         | 15%                      | 1.00         | 0.00                     | 0%           | 19.58        | 3.00         | 15%                   | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 0.00         | 0.00                  | 0%           | 0.00                                  | 0.00         |                                |  |
| Eagle Point Nursing & Rehab               | 3.00         | 300%   | 9.50         | 8.00         | 84%          | 8.67         | 5.00                   | 58%          | 46.25        | 50.00        | 108%                     | 2.83         | 2.00                     | 71%          | 1.92         | 2.00         | 104%                  | 1.00         | 1.00                            | 104%         | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| East Village Center Wellness & Rehab      | 2.00         | 150%   | 2.58         | 1.00         | 39%          | 6.92         | 5.00                   | 72%          | 19.83        | 17.00        | 86%                      | 1.00         | 0.00                     | 0%           | 19.83        | 17.00        | 86%                   | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Eastern Star Masonic Home                 | 0.00         | 0%     | 13.83        | 6.00         | 43%          | 25.00        | 3.00                   | 12%          | 69.58        | 24.00        | 34%                      | 3.58         | 1.00                     | 28%          | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Edgewater, A Wesley Active Life Community | 0.00         | 0%     | 4.25         | 0.00         | 0%           | 6.92         | 0.00                   | 0%           | 24.50        | 5.00         | 20%                      | 3.58         | 1.00                     | 28%          | 1.08         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Edgewood Convalescent Home                | 1.00         | 100%   | 5.17         | 2.00         | 39%          | 6.50         | 0.00                   | 0%           | 33.33        | 17.00        | 51%                      | 1.00         | 0.00                     | 0%           | 33.33        | 17.00        | 51%                   | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Eldora Nursing & Rehab Center             | 0.00         | 0%     | 3.00         | 2.00         | 67%          | 3.67         | 0.00                   | 0%           | 17.42        | 3.00         | 17%                      | 1.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Elkander Care Center                      | 1.00         | 100%   | 7.50         | 5.00         | 67%          | 2.25         | 2.00                   | 89%          | 21.33        | 20.00        | 94%                      | 1.00         | 0.00                     | 0%           | 21.33        | 20.00        | 94%                   | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Elm Crest Retirement Community            | 0.00         | 0%     | 14.67        | 5.00         | 34%          | 7.17         | 4.00                   | 56%          | 23.83        | 18.00        | 76%                      | 3.33         | 1.00                     | 30%          | 3.00         | 0.00         | 0%                    | 3.00         | 0.00                            | 0%           | 3.00             | 0.00         | 0%                                   | 3.00         | 0.00                  | 0%           | 3.00                                  | 0.00         |                                |  |
| Elm Heights Care Center                   | 0.00         | 0%     | 8.00         | 1.00         | 13%          | 3.00         | 0.00                   | 0%           | 25.42        | 9.00         | 35%                      | 1.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Elmwood Care Centre                       | 0.00         | 0%     | 2.92         | 3.00         | 103%         | 6.92         | 2.00                   | 29%          | 16.83        | 6.00         | 36%                      | 1.00         | 0.00                     | 0%           | 1.25         | 1.00         | 80%                   | 1.00         | 0.00                            | 0%           | 1.25             | 1.00         | 80%                                  | 1.00         | 0.00                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Embassy Healthcare Community              | 1.00         | 100%   | 8.00         | 6.00         | 75%          | 4.75         | 8.00                   | 168%         | 18.67        | 31.00        | 166%                     | 1.83         | 3.00                     | 164%         | 1.50         | 0.00         | 0%                    | 1.50         | 0.00                            | 0%           | 1.50             | 0.00         | 0%                                   | 1.50         | 0.00                  | 0%           | 1.50                                  | 0.00         |                                |  |
| Emmetsburg Care Center                    | 0.00         | 0%     | 9.00         | 4.00         | 44%          | 3.08         | 2.00                   | 65%          | 30.92        | 22.00        | 71%                      | 2.00         | 0.00                     | 0%           | 30.92        | 22.00        | 71%                   | 2.00         | 0.00                            | 0%           | 30.92            | 22.00        | 71%                                  | 2.00         | 0.00                  | 0%           | 30.92                                 | 22.00        |                                |  |
| English Valley Nursing Home               | 0.00         | 0%     | 8.67         | 0.00         | 0%           | 3.42         | 0.00                   | 0%           | 27.42        | 11.00        | 40%                      | 1.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Ennoble Skilled Nursing & Rehab           | 0.00         | 0%     | 11.58        | 7.00         | 60%          | 5.33         | 2.00                   | 38%          | 47.00        | 54.00        | 115%                     | 3.25         | 4.00                     | 123%         | 1.08         | 1.00         | 92%                   | 1.00         | 0.00                            | 0%           | 1.08             | 1.00         | 92%                                  | 1.00         | 0.00                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Evans Memorial Home                       | 1.00         | 100%   | 6.00         | 3.00         | 50%          | 8.08         | 2.00                   | 25%          | 30.67        | 15.00        | 49%                      | 1.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Eventide Lutheran Home for the Aged       | 0.00         | 0%     | 8.00         | 1.00         | 13%          | 12.50        | 4.00                   | 32%          | 38.33        | 12.00        | 31%                      | 2.92         | 1.00                     | 34%          | 2.00         | 0.00         | 0%                    | 2.00         | 0.00                            | 0%           | 2.00             | 0.00         | 0%                                   | 2.00         | 0.00                  | 0%           | 2.00                                  | 0.00         |                                |  |
| Exira Care Center                         | 0.00         | 0%     | 4.00         | 0.00         | 0%           | 8.08         | 2.00                   | 25%          | 23.25        | 0.00         | 0%                       | 1.25         | 1.00                     | 80%          | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Faith Lutheran Home                       | 0.00         | 0%     | 7.75         | 1.00         | 13%          | 5.83         | 3.00                   | 51%          | 26.42        | 13.00        | 49%                      | 2.00         | 0.00                     | 0%           | 26.42        | 13.00        | 49%                   | 2.00         | 0.00                            | 0%           | 26.42            | 13.00        | 49%                                  | 2.00         | 0.00                  | 0%           | 2.00                                  | 0.00         |                                |  |
| Fellowship Village                        | 0.00         | 0%     | 7.00         | 4.00         | 57%          | 4.00         | 2.00                   | 50%          | 34.50        | 8.00         | 23%                      | 3.67         | 3.00                     | 82%          | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Fleur Heights Care Center                 | 1.00         | 60%    | 15.00        | 17.00        | 113%         | 23.17        | 16.00                  | 69%          | 67.50        | 37.00        | 55%                      | 3.58         | 2.00                     | 56%          | 2.00         | 1.00         | 50%                   | 1.00         | 0.00                            | 0%           | 2.00             | 1.00         | 50%                                  | 1.00         | 0.00                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Fonda Nursing & Rehab Center              | 0.00         | 0%     | 4.58         | 1.00         | 22%          | 4.00         | 0.00                   | 0%           | 22.17        | 16.00        | 72%                      | 2.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Fort Dodge Health & Rehab                 | 1.00         | 100%   | 3.83         | 1.00         | 26%          | 5.42         | 4.00                   | 74%          | 27.33        | 28.00        | 102%                     | 1.67         | 1.00                     | 60%          | 1.00         | 100%         | 0.00                  | 1.00         | 0.00                            | 0%           | 1.00             | 100%         | 0.00                                 | 1.00         | 0.00                  | 0.00         | 1.00                                  | 0.00         |                                |  |
| Fort Madison Health Center                | 0.00         | 0%     | 3.00         | 4.00         | 133%         | 12.58        | 2.00                   | 16%          | 32.42        | 23.00        | 71%                      | 2.33         | 0.00                     | 0%           | 2.33         | 1.00         | 43%                   | 1.00         | 0.00                            | 0%           | 2.33             | 1.00         | 43%                                  | 1.00         | 0.00                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Fountain West Health Center               | 0.00         | 0%     | 15.08        | 6.00         | 40%          | 16.08        | 6.00                   | 37%          | 55.92        | 51.00        | 91%                      | 2.00         | 0.00                     | 0%           | 55.92        | 51.00        | 91%                   | 2.00         | 0.00                            | 0%           | 55.92            | 51.00        | 91%                                  | 2.00         | 0.00                  | 0%           | 55.92                                 | 51.00        |                                |  |
| Franklin General Hospital                 | 0.00         | 0%     | 5.00         | 0.00         | 0%           | 5.83         | 2.00                   | 34%          | 14.92        | 4.00         | 27%                      | 1.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Friendship Haven                          | 0.00         | 0%     | 19.58        | 8.00         | 41%          | 21.50        | 2.00                   | 9%           | 83.33        | 47.00        | 56%                      | 4.42         | 1.00                     | 23%          | 3.00         | 0.00         | 0%                    | 3.00         | 0.00                            | 0%           | 3.00             | 0.00         | 0%                                   | 3.83         | 4.00                  | 0%           | 3.83                                  | 4.00         |                                |  |
| Friendship Home                           | 0.00         | 0%     | 6.08         | 1.00         | 16%          | 11.83        | 2.00                   | 17%          | 36.67        | 14.00        | 38%                      | 3.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Friendship Village                        | 0.00         | 0%     | 9.92         | 2.00         | 20%          | 16.08        | 2.00                   | 12%          | 35.00        | 24.00        | 69%                      | 2.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Garden View Health Care Center            | 2.00         | 200%   | 2.17         | 5.00         | 231%         | 8.00         | 8.00                   | 100%         | 24.58        | 17.00        | 69%                      | 2.00         | 1.00                     | 50%          | 1.67         | 2.00         | 120%                  | 1.67         | 2.00                            | 120%         | 1.67             | 2.00         | 120%                                 | 1.67         | 2.00                  | 0.00         | 1.67                                  | 2.00         | 0.00                           |  |
| Genesis Medical Center DeWitt             | 0.00         | 0%     | 13.25        | 0.00         | 0%           | 6.00         | 0.00                   | 0%           | 43.83        | 0.00         | 0%                       | 4.92         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Genesis Senior Living Center              | 1.00         | 29%    | 6.42         | 0.00         | 0%           | 10.25        | 10.00                  | 98%          | 33.33        | 42.00        | 126%                     | 1.92         | 1.00                     | 52%          | 1.08         | 1.00         | 92%                   | 1.00         | 0.00                            | 0%           | 1.08             | 1.00         | 92%                                  | 1.00         | 0.00                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Glen Haven Home                           | 2.00         | 200%   | 2.83         | 5.00         | 176%         | 10.17        | 11.00                  | 108%         | 32.08        | 24.00        | 75%                      | 3.00         | 2.00                     | 67%          | 1.00         | 100%         | 0.00                  | 1.00         | 0.00                            | 0%           | 1.00             | 100%         | 0.00                                 | 1.00         | 0.00                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Golden Age Care Center                    | 0.00         | 0%     | 5.00         | 0.00         | 0%           | 9.67         | 1.00                   | 10%          | 23.33        | 11.00        | 47%                      | 2.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Goldenrod Manor JP Health Care Inc        | 1.00         | 100%   | 5.25         | 5.00         | 95%          | 8.50         | 5.00                   | 59%          | 21.67        | 25.00        | 115%                     | 1.00         | 1.00                     | 100%         | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Neighbor Home                        | 0.00         | 0%     | 19.42        | 6.00         | 31%          | 14.33        | 7.00                   | 49%          | 89.08        | 47.00        | 53%                      | 5.50         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Algona           | 0.00         | 0%     | 10.08        | 2.00         | 20%          | 7.58         | 1.00                   | 13%          | 74.08        | 28.00        | 38%                      | 5.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Davenport        | 1.00         | 23%    | 18.00        | 12.00        | 67%          | 16.08        | 5.00                   | 31%          | 111.42       | 39.00        | 35%                      | 5.17         | 1.00                     | 19%          | 6.00         | 0.00         | 0%                    | 6.00         | 0.00                            | 0%           | 6.00             | 0.00         | 0%                                   | 6.00         | 0.00                  | 0%           | 6.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Esterville       | 0.00         | 0%     | 13.83        | 7.00         | 51%          | 12.42        | 5.00                   | 40%          | 50.08        | 22.00        | 44%                      | 3.75         | 1.00                     | 27%          | 2.17         | 0.00         | 0%                    | 2.17         | 0.00                            | 0%           | 2.17             | 0.00         | 0%                                   | 2.17         | 0.00                  | 0%           | 2.17                                  | 0.00         |                                |  |
| Good Samaritan Society - Fontanelle       | 1.00         | 34%    | 4.00         | 0.00         | 0%           | 5.42         | 0.00                   | 0%           | 21.42        | 7.00         | 33%                      | 1.00         | 0.00                     | 0%           | 0.00         | 0.00         | 0%                    | 0.00         | 0.00                            | 0%           | 0.00             | 0.00         | 0%                                   | 0.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Forest City      | 0.00         | 0%     | 5.33         | 4.00         | 75%          | 8.50         | 1.00                   | 12%          | 36.50        | 18.00        | 49%                      | 3.08         | 1.00                     | 32%          | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - George           | 0.00         | 0%     | 3.67         | 1.00         | 27%          | 4.83         | 1.00                   | 21%          | 19.17        | 5.00         | 26%                      | 1.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 100%                  | 1.00         | 0.00                                  | 1.00         | 0.00                           |  |
| Good Samaritan Society - Holstein         | 0.00         | 0%     | 7.08         | 5.00         | 71%          | 11.00        | 1.00                   | 9%           | 35.50        | 11.00        | 31%                      | 2.92         | 4.00                     | 137%         | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Indianola        | 1.00         | 57%    | 12.00        | 7.00         | 58%          | 15.25        | 8.00                   | 52%          | 49.00        | 32.00        | 65%                      | 4.67         | 2.00                     | 43%          | 1.75         | 0.00         | 0%                    | 1.75         | 0.00                            | 0%           | 1.75             | 0.00         | 0%                                   | 1.75         | 0.00                  | 0%           | 1.75                                  | 0.00         |                                |  |
| Good Samaritan Society - LeMars           | 0.00         | 0%     | 9.75         | 1.00         | 10%          | 9.25         | 3.00                   | 32%          | 63.25        | 34.00        | 54%                      | 6.42         | 3.00                     | 47%          | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Manson           | 0.00         | 0%     | 7.17         | 4.00         | 56%          | 5.42         | 0.00                   | 0%           | 18.83        | 9.00         | 48%                      | 3.00         | 0.00                     | 0%           | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Newell           | 0.00         | 0%     | 4.17         | 1.00         | 24%          | 5.08         | 3.00                   | 59%          | 22.58        | 9.00         | 40%                      | 4.08         | 1.00                     | 24%          | 1.00         | 0.00         | 0%                    | 1.00         | 0.00                            | 0%           | 1.00             | 0.00         | 0%                                   | 1.00         | 0.00                  | 0%           | 1.00                                  | 0.00         |                                |  |
| Good Samaritan Society - Ott              |              |        |              |              |              |              |                        |              |              |              |                          |              |                          |              |              |              |                       |              |                                 |              |                  |              |                                      |              |                       |              |                                       |              |                                |  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | DON Total    |        | RN Average for The Year | RN Total Terminations | Registered Nurse | LPN Average for The Year | LPN Total Terminations | Licensed Practical Nurse |                      | CNA                  |                      | Certified Nurses Aide |                      | Activities Average for The Year | Activities Total Terminations | Activities Activities | Social Services Average for The Year | Social Services Total Terminations | Social Services | Records Services Average for The Year | Records Services Total Terminations |
|--|--------------|--------|-------------------------|-----------------------|------------------|--------------------------|------------------------|--------------------------|----------------------|----------------------|----------------------|-----------------------|----------------------|---------------------------------|-------------------------------|-----------------------|--------------------------------------|------------------------------------|-----------------|---------------------------------------|-------------------------------------|
|  | Terminations | D.O.N. |                         |                       |                  |                          |                        | Average for The Year     | Average for The Year | Average for The Year | Average for The Year | Average for The Year  | Average for The Year |                                 |                               |                       |                                      |                                    |                 |                                       |                                     |
| Hallmark Care Center - Mt. Vernon      | 0.00         | 0%     | 5.25                    | 3.00                  | 57%              | 4.42                     | 1.00                   | 23%                      | 24.92                | 16.00                | 64%                  | 1.50                  | 1.00                 | 67%                             | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Happy Siesta                           | 0.00         | 0%     | 9.67                    | 3.00                  | 31%              | 5.58                     | 0.00                   | 0%                       | 20.00                | 7.00                 | 35%                  | 1.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Harmony House Health Care Center       | 0.00         | 0%     | 10.83                   | 2.00                  | 18%              | 22.25                    | 10.00                  | 45%                      | 112.83               | 83.00                | 74%                  | 8.33                  | 4.00                 | 48%                             | 3.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Hearthstone, A ministry of Wesley Life | 0.00         | 0%     | 4.17                    | 0.00                  | 0%               | 4.25                     | 0.00                   | 0%                       | 14.58                | 2.00                 | 14%                  | 1.50                  | 1.00                 | 67%                             | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Heartland Care Center                  | 0.00         | 0%     | 5.92                    | 2.00                  | 34%              | 5.67                     | 0.00                   | 0%                       | 25.67                | 8.00                 | 31%                  | 5.00                  | 7.00                 | 140%                            | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Hegg Memorial Health Center            | 0.00         | 0%     | 12.17                   | 3.00                  | 25%              | 11.42                    | 4.00                   | 35%                      | 75.67                | 21.00                | 28%                  | 4.75                  | 0.00                 | 0%                              | 2.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Henry County Health Center             | 0.00         | 0%     | 13.00                   | 2.00                  | 15%              | 4.50                     | 1.00                   | 22%                      | 24.25                | 11.00                | 45%                  | 3.50                  | 1.00                 | 29%                             | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Heritage Care & Rehab Center           | 1.00         | 4%     | 100.00                  | 4.00                  | 4%               | 109.00                   | 4.00                   | 4%                       | 584.00               | 29.00                | 5%                   | 12.00                 | 0.00                 | 0%                              | 12.00                         | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Heritage Care Center - Iowa Falls      | 0.00         | 0%     | 5.00                    | 3.00                  | 60%              | 8.17                     | 4.00                   | 49%                      | 35.08                | 17.00                | 48%                  | 2.00                  | 3.00                 | 150%                            | 1.92                          | 1.00                  | 52%                                  | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Heritage House - Atlantic              | 0.00         | 0%     | 9.00                    | 1.00                  | 11%              | 6.75                     | 1.00                   | 15%                      | 32.75                | 13.00                | 40%                  | 3.92                  | 2.00                 | 51%                             | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Heritage Manor                         | 0.00         | 0%     | 6.33                    | 1.00                  | 16%              | 7.00                     | 1.00                   | 14%                      | 36.08                | 18.00                | 50%                  | 4.83                  | 1.00                 | 21%                             | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Heritage Nursing & Rehab Center        | 0.00         | 0%     | 11.67                   | 5.00                  | 43%              | 15.42                    | 3.00                   | 19%                      | 68.50                | 47.00                | 69%                  | 3.83                  | 2.00                 | 52%                             | 3.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Heritage Nursing Home of Bancroft      | 0.00         | 0%     | 4.33                    | 1.00                  | 23%              | 3.58                     | 1.00                   | 28%                      | 20.33                | 7.00                 | 34%                  | 2.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Hiawatha Care Center                   | 0.46         | 21%    | 11.92                   | 0.25                  | 2%               | 12.75                    | 0.31                   | 2%                       | 53.75                | 1.00                 | 2%                   | 3.00                  | 0.00                 | 0%                              | 2.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 2.00                                  | 0.00                                |
| Highland Ridge Care Center             | 0.00         | 0%     | 8.00                    | 3.00                  | 38%              | 1.17                     | 1.00                   | 86%                      | 62.17                | 18.00                | 29%                  | 2.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Hillcrest Healthcare Center            | 1.00         | 100%   | 4.00                    | 2.00                  | 50%              | 6.67                     | 12.00                  | 180%                     | 25.50                | 1.00                 | 4%                   | 2.08                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Hillcrest Home                         | 0.00         | 0%     | 7.75                    | 1.00                  | 13%              | 9.92                     | 2.00                   | 20%                      | 46.00                | 16.00                | 35%                  | 2.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Hilltop Care Center                    | 0.00         | 0%     | 15.00                   | 10.00                 | 67%              | 5.08                     | 2.00                   | 39%                      | 42.58                | 30.00                | 70%                  | 4.17                  | 3.00                 | 72%                             | 2.50                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Holy Spirit Retirement Home            | 0.00         | 0%     | 14.83                   | 1.00                  | 7%               | 12.42                    | 4.00                   | 32%                      | 78.83                | 50.00                | 63%                  | 5.50                  | 1.00                 | 18%                             | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Hubbard Care Center                    | 0.00         | 0%     | 6.17                    | 5.00                  | 81%              | 6.92                     | 4.00                   | 58%                      | 33.25                | 27.00                | 81%                  | 10.92                 | 11.00                | 101%                            | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Humboldt County Memorial Hospital      | 0.00         | 0%     | 6.33                    | 0.00                  | 0%               | 2.92                     | 0.00                   | 0%                       | 20.42                | 0.00                 | 0%                   | 1.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.25                                  | 0.00                                |
| Iowa City Rehab & Health Care Center   | 0.00         | 0%     | 9.25                    | 12.00                 | 130%             | 7.00                     | 10.00                  | 143%                     | 31.08                | 30.00                | 97%                  | 4.00                  | 4.00                 | 100%                            | 2.17                          | 2.00                  | 92%                                  | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Iowa Jewish Senior Life Center         | 0.00         | 0%     | 8.17                    | 9.00                  | 110%             | 12.75                    | 7.00                   | 55%                      | 64.83                | 47.00                | 72%                  | 2.67                  | 1.00                 | 38%                             | 1.00                          | 0.00                  | 0%                                   | 0.58                               | 1.00            | 1.00                                  | 0.00                                |
| Iowa Masonic Health Facilities         | 0.00         | 0%     | 10.33                   | 4.00                  | 39%              | 8.08                     | 4.00                   | 49%                      | 43.83                | 16.00                | 37%                  | 3.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Iowa Odd Fellows & Orphan Home         | 0.00         | 0%     | 5.33                    | 3.00                  | 56%              | 16.75                    | 8.00                   | 48%                      | 71.00                | 35.00                | 49%                  | 3.42                  | 3.00                 | 88%                             | 1.00                          | 0.00                  | 0%                                   | 2.00                               | 0%              | 2.00                                  | 0.00                                |
| Kahl Home for the Aged                 | 0.00         | 0%     | 19.83                   | 19.00                 | 96%              | 25.50                    | 21.00                  | 82%                      | 111.08               | 135.00               | 122%                 | 6.83                  | 1.00                 | 15%                             | 3.75                          | 2.00                  | 53%                                  | 6.00                               | 1.00            | 1.00                                  | 0.00                                |
| Kanawha Community Home                 | 0.00         | 0%     | 3.00                    | 0.00                  | 0%               | 3.08                     | 2.00                   | 65%                      | 17.17                | 6.00                 | 35%                  | 1.25                  | 1.00                 | 80%                             | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Karen Acres Health Care Center         | 1.00         | 100%   | 4.75                    | 4.00                  | 84%              | 0.92                     | 1.00                   | 109%                     | 19.17                | 20.00                | 104%                 | 1.25                  | 2.00                 | 160%                            | 1.17                          | 1.00                  | 86%                                  | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Kennybrook Village                     | 0.00         | 0%     | 5.08                    | 4.00                  | 79%              | 4.92                     | 1.00                   | 20%                      | 18.08                | 12.00                | 66%                  | 2.00                  | 1.00                 | 50%                             | 1.00                          | 1.00                  | 100%                                 | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Keota Health Care Center               | 0.00         | 0%     | 6.00                    | 0.00                  | 0%               | 2.00                     | 0.00                   | 0%                       | 11.00                | 0.00                 | 0%                   | 1.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Keystone Nursing Care Center           | 1.00         | 100%   | 2.25                    | 4.00                  | 178%             | 5.67                     | 3.00                   | 53%                      | 25.58                | 29.00                | 113%                 | 1.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Kingsley Nursing & Rehab Center        | 0.00         | 0%     | 5.83                    | 0.00                  | 0%               | 2.58                     | 3.00                   | 116%                     | 22.08                | 6.00                 | 27%                  | 2.75                  | 2.00                 | 73%                             | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lake Mills Care Center                 | 0.00         | 0%     | 5.17                    | 1.00                  | 19%              | 6.42                     | 2.00                   | 31%                      | 30.00                | 11.00                | 37%                  | 2.00                  | 0.00                 | 0%                              | 3.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Lake Park Care Center                  | 1.00         | 120%   | 5.08                    | 2.00                  | 39%              | 1.83                     | 2.00                   | 109%                     | 10.17                | 8.00                 | 79%                  | 1.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lakeside Lutheran Home                 | 0.00         | 0%     | 4.67                    | 1.00                  | 21%              | 5.00                     | 1.00                   | 20%                      | 43.83                | 23.00                | 52%                  | 2.67                  | 1.00                 | 38%                             | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lamoni Nursing & Rehab Center          | 0.00         | 0%     | 2.42                    | 4.00                  | 166%             | 3.25                     | 2.00                   | 62%                      | 15.92                | 5.00                 | 31%                  | 1.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lantern Park Nursing & Rehab Center    | 0.00         | 0%     | 7.08                    | 5.00                  | 71%              | 8.58                     | 5.00                   | 58%                      | 35.42                | 24.00                | 68%                  | 2.08                  | 3.00                 | 144%                            | 1.83                          | 2.00                  | 109%                                 | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| LaPorte City Nursing & Rehab Center    | 0.00         | 0%     | 3.17                    | 3.00                  | 95%              | 6.17                     | 1.00                   | 16%                      | 19.42                | 32.00                | 165%                 | 3.42                  | 4.00                 | 117%                            | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Laurens Care Center                    | 0.00         | 0%     | 2.67                    | 0.00                  | 0%               | 5.42                     | 1.00                   | 18%                      | 17.67                | 11.00                | 62%                  | 2.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lenox Care Center Inc                  | 0.00         | 0%     | 6.00                    | 2.00                  | 33%              | 2.25                     | 1.00                   | 44%                      | 14.50                | 8.00                 | 55%                  | 1.00                  | 1.00                 | 100%                            | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lexington Square                       | 0.00         | 0%     | 12.75                   | 4.00                  | 31%              | 11.17                    | 3.00                   | 27%                      | 47.33                | 48.00                | 101%                 | 3.75                  | 3.00                 | 80%                             | 1.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Liebe Care Center                      | 0.00         | 0%     | 2.67                    | 0.00                  | 0%               | 7.00                     | 0.00                   | 0%                       | 19.67                | 3.00                 | 15%                  | 1.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Linn Haven Rehab & Healthcare          | 0.00         | 0%     | 3.08                    | 2.00                  | 65%              | 8.42                     | 2.00                   | 24%                      | 23.17                | 11.00                | 47%                  | 1.83                  | 1.00                 | 55%                             | 1.58                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Linn Manor Care Center                 | 0.00         | 0%     | 5.17                    | 1.00                  | 19%              | 4.25                     | 2.00                   | 47%                      | 16.58                | 3.00                 | 18%                  | 2.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Little Flower Haven                    | 0.00         | 0%     | 3.17                    | 1.00                  | 32%              | 9.00                     | 4.00                   | 44%                      | 32.58                | 17.00                | 52%                  | 0.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Living Center East                     | 0.00         | 0%     | 10.75                   | 1.00                  | 9%               | 9.83                     | 6.00                   | 61%                      | 26.00                | 13.00                | 50%                  | 1.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.58                               | 1.00            | 1.00                                  | 0.00                                |
| Living Center West                     | 0.00         | 0%     | 11.92                   | 6.00                  | 50%              | 7.58                     | 2.00                   | 26%                      | 31.42                | 39.00                | 124%                 | 2.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 1.00                                |
| Lone Tree Health Care Center           | 0.00         | 0%     | 4.00                    | 0.00                  | 0%               | 3.75                     | 0.00                   | 0%                       | 16.67                | 6.00                 | 36%                  | 1.92                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Longhouse Northshire LTD               | 0.00         | 0%     | 16.08                   | 6.00                  | 37%              | 5.17                     | 1.00                   | 19%                      | 53.25                | 28.00                | 53%                  | 6.75                  | 2.00                 | 30%                             | 2.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Longview Home                          | 0.00         | 0%     | 10.67                   | 3.00                  | 28%              | 16.58                    | 4.00                   | 24%                      | 75.17                | 19.00                | 25%                  | 5.67                  | 1.00                 | 18%                             | 2.08                          | 1.00                  | 48%                                  | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Luther Manor Retirement Home           | 1.00         | 27%    | 6.50                    | 9.00                  | 138%             | 8.67                     | 2.00                   | 23%                      | 77.00                | 48.00                | 62%                  | 4.75                  | 0.00                 | 0%                              | 2.50                          | 1.00                  | 40%                                  | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lutheran Home of the Aged Vinton       | 0.00         | 0%     | 7.42                    | 7.00                  | 94%              | 8.92                     | 3.00                   | 34%                      | 40.25                | 24.00                | 60%                  | 2.92                  | 2.00                 | 69%                             | 2.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lutheran Home Perry                    | 4.00         | 200%   | 5.75                    | 5.00                  | 87%              | 11.75                    | 15.00                  | 128%                     | 36.75                | 0.00                 | 0%                   | 3.17                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lutheran Living Senior Campus          | 1.00         | 100%   | 15.92                   | 5.00                  | 31%              | 18.83                    | 3.00                   | 16%                      | 78.83                | 60.00                | 76%                  | 4.00                  | 0.00                 | 0%                              | 2.08                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 1.00                                |
| Lutheran Retirement Home               | 0.00         | 0%     | 5.25                    | 2.00                  | 38%              | 8.08                     | 1.00                   | 12%                      | 32.08                | 13.00                | 41%                  | 2.00                  | 0.00                 | 0%                              | 1.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Lyon Nursing & Rehab Center            | 0.00         | 0%     | 8.17                    | 1.00                  | 12%              | 6.00                     | 2.00                   | 33%                      | 27.17                | 12.00                | 44%                  | 1.00                  | 0.00                 | 0%                              | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Madrid Home of the Aging               | 0.00         | 0%     | 12.25                   | 5.00                  | 41%              | 3.92                     | 4.00                   | 102%                     | 113.50               | 29.00                | 26%                  | 8.42                  | 2.00                 | 24%                             | 2.00                          | 0.00                  | 0%                                   | 2.00                               | 0%              | 2.00                                  | 0.00                                |
| Manilla Manor                          | 0.00         | 0%     | 3.17                    | 2.00                  | 63%              | 6.50                     | 0.00                   | 0%                       | 19.92                | 12.00                | 60%                  | 2.83                  | 1.00                 | 35%                             | 0.00                          | 0.00                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Manly Nursing & Rehab Center           | 0.00         | 0%     | 2.42                    | 1.00                  | 41%              | 2.58                     | 2.00                   | 77%                      | 15.75                | 15.00                | 95%                  | 1.00                  | 0.00                 | 0%                              | 1.00                          | 100%                  | 0%                                   | 0.00                               | 0%              | 0.00                                  | 0.00                                |
| Manor Care Health Services CR          | 0.00         | 0%     | 13.83                   | 7.00                  | 51%              | 11.25                    | 1.00                   | 9%                       | 38.92                | 13.00                | 33%                  | 2.00                  | 0.00                 | 0%                              | 2.75                          | 1.00                  | 36%                                  | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Manor Care Health Services Davenport   | 0.00         | 0%     | 12.33                   | 4.00                  | 32%              | 18.83                    | 4.00                   | 21%                      | 50.58                | 6.00                 | 12%                  | 2.25                  | 1.00                 | 44%                             | 2.00                          | 0.00                  | 0%                                   | 0.42                               | 1.00            | 1.00                                  | 0.00                                |
| Manor Care Health Services Dubuque     | 1.00         | 109%   | 19.08                   | 8.00                  | 42%              | 9.75                     | 2.00                   | 21%                      | 46.17                | 21.00                | 45%                  | 2.00                  | 0.00                 | 0%                              | 2.00                          | 0.00                  | 0%                                   | 1.00                               | 0%              | 1.00                                  | 0.00                                |
| Manor Care Health Services Utica       | 0.00         | 0%     | 31.92                   | 8.00                  | 25%              | 13.67                    | 6.00                   | 44%                      | 71.17                | 14.00                | 20%                  | 3.25                  | 2.00                 | 62%                             | 4.33                          | 4.00                  |                                      |                                    |                 |                                       |                                     |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                              | DON Total    |        | RN Average   | RN Total     | Registered | LPN Average  | LPN Total    | Licensed  | CNA         | CNA Total    | Certified | Activities  | Activities | Social     | Social Services | Records | Medical  |                |
|--|--------------|--------|--------------|--------------|------------|--------------|--------------|-----------|-------------|--------------|-----------|-------------|------------|------------|-----------------|---------|----------|----------------|
|  | Terminations | D.O.N. | for The Year | Terminations | Nurse      | for The Year | Terminations | Practical | Average for | Terminations | Nurses    | Average for | Total      | Activities | Average for     | Total   | Services | Services Total |
| Mayflower Home                             | 1.00         | 100%   | 10.08        | 8.00         | 79%        | 11.33        | 2.00         | 18%       | 46.83       | 15.00        | 32%       | 4.75        | 1.00       | 21%        | 3.00            | 0.00    | 0%       | 0.00           |
| Mechanicsville Nursing & Rehab Center      | 0.00         | 0%     | 4.92         | 0.00         | 0%         | 3.58         | 2.00         | 56%       | 15.67       | 19.00        | 121%      | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Mercy Hospital of Franciscan Sisters       | 0.00         | 0%     | 3.00         | 0.00         | 0%         | 3.00         | 0.00         | 0%        | 15.00       | 0.00         | 0%        | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Mercy Living Center North                  | 0.00         | 0%     | 13.50        | 2.00         | 15%        | 5.50         | 2.00         | 36%       | 45.33       | 8.00         | 18%       | 2.00        | 0.00       | 0%         | 7.33            | 1.00    | 14%      | 0.00           |
| Mercy Living Center South                  | 0.00         | 0%     | 15.08        | 5.00         | 33%        | 12.00        | 1.00         | 8%        | 56.75       | 11.00        | 19%       | 5.00        | 1.00       | 20%        | 1.67            | 1.00    | 60%      | 0.00           |
| Mercy Medical Center Centerville           | 0.00         | 0%     | 0.00         | 0.00         | 0%         | 8.75         | 1.00         | 11%       | 7.25        | 3.00         | 41%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Mercy Medical Ctr Dyersville               | 0.00         | 0%     | 6.92         | 0.00         | 0%         | 3.17         | 1.00         | 32%       | 27.42       | 10.00        | 36%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 2.00           |
| Methodist Manor Retirement                 | 0.00         | 0%     | 9.92         | 1.00         | 10%        | 5.58         | 1.00         | 18%       | 33.92       | 20.00        | 59%       | 2.42        | 2.00       | 83%        | 1.00            | 0.00    | 0%       | 2.00           |
| Meth-Wick Health Center                    | 1.00         | 60%    | 12.75        | 3.00         | 24%        | 8.50         | 5.00         | 59%       | 65.50       | 42.00        | 64%       | 7.25        | 3.00       | 41%        | 3.25            | 0.00    | 0%       | 2.00           |
| Midlands Living Center LLP                 | 0.00         | 0%     | 7.25         | 0.00         | 0%         | 13.83        | 4.00         | 29%       | 27.58       | 36.00        | 131%      | 2.00        | 0.00       | 0%         | 2.00            | 0.00    | 0%       | 1.00           |
| Milford Nursing Center                     | 0.00         | 0%     | 9.00         | 1.00         | 11%        | 4.00         | 0.00         | 0%        | 27.58       | 17.00        | 62%       | 2.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Mill Pond Retirement Community             | 1.00         | 100%   | 12.25        | 1.00         | 8%         | 5.58         | 1.00         | 18%       | 33.67       | 18.00        | 53%       | 3.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 1.00           |
| Mill Valley Care Center                    | 0.00         | 0%     | 7.25         | 2.00         | 28%        | 8.25         | 3.00         | 36%       | 32.17       | 16.00        | 50%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Monroe Care Center, Inc.                   | 0.00         | 0%     | 8.00         | 3.00         | 38%        | 5.75         | 3.00         | 52%       | 33.75       | 7.00         | 21%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 1.00           |
| Montezuma Nursing & Rehab Center           | 1.00         | 92%    | 3.08         | 1.00         | 32%        | 3.58         | 6.00         | 167%      | 11.83       | 10.00        | 85%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Monticello Nursing & Rehab Center          | 0.00         | 0%     | 10.17        | 8.00         | 79%        | 12.58        | 4.00         | 32%       | 46.42       | 25.00        | 54%       | 2.00        | 1.00       | 50%        | 1.00            | 0.00    | 0%       | 1.00           |
| Montrose Health Center Inc                 | 1.00         | 100%   | 3.58         | 2.00         | 56%        | 7.83         | 0.00         | 0%        | 20.83       | 16.00        | 77%       | 1.92        | 0.00       | 0%         | 0.20            | 0.00    | 0%       | 0.80           |
| Morning Sun Care Center                    | 1.00         | 100%   | 9.42         | 3.00         | 32%        | 3.67         | 2.00         | 55%       | 26.83       | 16.00        | 60%       | 2.00        | 0.00       | 0%         | 2.00            | 1.00    | 50%      | 1.00           |
| Morningside Healthcare Community           | 0.00         | 0%     | 2.17         | 2.00         | 92%        | 6.67         | 1.00         | 15%       | 26.00       | 11.00        | 42%       | 4.33        | 1.00       | 23%        | 0.92            | 1.00    | 109%     | 0.00           |
| Mount Ayr Health Care Center               | 0.00         | 0%     | 3.00         | 0.00         | 0%         | 8.00         | 3.00         | 38%       | 29.75       | 20.00        | 67%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Nelson Manor                               | 1.00         | 60%    | 2.75         | 2.00         | 73%        | 2.58         | 3.00         | 116%      | 13.92       | 15.00        | 108%      | 3.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| New Aldaya Lifescapes                      | 0.00         | 0%     | 24.42        | 14.00        | 57%        | 26.33        | 19.00        | 72%       | 166.50      | 112.00       | 67%       | 11.33       | 2.00       | 18%        | 3.08            | 2.00    | 65%      | 1.00           |
| New Hampton Nursing & Rehab Center         | 0.00         | 0%     | 9.42         | 4.00         | 42%        | 16.33        | 4.00         | 24%       | 46.17       | 25.00        | 54%       | 2.25        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| New London Nursing & Rehab Center          | 0.00         | 0%     | 3.25         | 1.00         | 31%        | 4.00         | 0.00         | 0%        | 19.17       | 13.00        | 68%       | 2.58        | 1.00       | 39%        | 0.00            | 0.00    | 0%       | 0.00           |
| Newton Health Care Center                  | 0.00         | 0%     | 6.33         | 3.00         | 47%        | 5.33         | 4.00         | 75%       | 21.50       | 17.00        | 79%       | 1.00        | 0.00       | 0%         | 2.00            | 0.00    | 0%       | 0.00           |
| Newton Village HealthCare Center           | 0.00         | 0%     | 3.00         | 1.00         | 33%        | 0.50         | 1.00         | 200%      | 5.67        | 4.00         | 71%       | 1.58        | 1.00       | 63%        | 0.50            | 0.00    | 0%       | 0.58           |
| Nora Springs Care Center                   | 0.00         | 0%     | 8.25         | 4.00         | 48%        | 4.17         | 0.00         | 0%        | 23.42       | 11.00        | 47%       | 1.58        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| North Lake Manor                           | 1.00         | 86%    | 8.75         | 6.00         | 69%        | 4.75         | 6.00         | 126%      | 29.17       | 48.00        | 165%      | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Northbrook Manor Care Center               | 0.00         | 0%     | 8.25         | 3.00         | 36%        | 11.17        | 3.00         | 27%       | 40.17       | 11.00        | 27%       | 1.08        | 2.00       | 185%       | 1.00            | 0.00    | 0%       | 0.00           |
| Northrest Living Center                    | 0.00         | 0%     | 3.25         | 3.00         | 92%        | 11.00        | 9.00         | 82%       | 28.58       | 31.00        | 108%      | 2.00        | 0.00       | 0%         | 1.00            | 2.00    | 200%     | 1.00           |
| NorthCrest Specialty Care                  | 0.00         | 0%     | 7.50         | 7.00         | 93%        | 14.50        | 4.00         | 28%       | 30.58       | 32.00        | 105%      | 2.00        | 1.00       | 50%        | 2.00            | 0.00    | 0%       | 1.00           |
| Northern Mahaska Nursing & Rehab Center    | 0.00         | 0%     | 6.50         | 6.00         | 92%        | 5.00         | 1.00         | 20%       | 25.92       | 22.00        | 85%       | 2.00        | 0.00       | 0%         | 1.00            | 1.00    | 100%     | 0.00           |
| Northgate Care Center                      | 1.00         | 100%   | 7.25         | 4.00         | 55%        | 6.00         | 0.00         | 0%        | 28.42       | 12.00        | 42%       | 1.33        | 0.00       | 0%         | 0.42            | 0.00    | 0%       | 0.00           |
| Norwalk Nursing & Rehab Center             | 0.00         | 0%     | 6.17         | 4.00         | 65%        | 9.50         | 3.00         | 32%       | 20.75       | 12.00        | 58%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Oakland Manor                              | 1.00         | 57%    | 8.17         | 5.00         | 61%        | 4.92         | 3.00         | 61%       | 21.42       | 14.00        | 65%       | 1.83        | 1.00       | 55%        | 2.00            | 0.00    | 0%       | 0.00           |
| Oaknoll Retirement Residence               | 0.00         | 0%     | 17.00        | 7.00         | 41%        | 4.42         | 0.00         | 0%        | 35.83       | 18.00        | 50%       | 9.50        | 5.00       | 53%        | 2.00            | 1.00    | 50%      | 0.00           |
| Oakview Home, Inc                          | 0.00         | 0%     | 3.33         | 2.00         | 60%        | 7.25         | 2.00         | 28%       | 24.17       | 16.00        | 66%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Oakwood Care Center                        | 0.00         | 0%     | 13.17        | 4.00         | 30%        | 9.75         | 7.00         | 72%       | 37.67       | 13.00        | 35%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Oakwood Care Center Nursing & Rehab Center | 0.00         | 0%     | 3.75         | 3.00         | 80%        | 9.33         | 9.00         | 96%       | 24.33       | 29.00        | 119%      | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Odebolt Nursing & Rehab Center             | 0.00         | 0%     | 3.42         | 3.00         | 88%        | 5.17         | 1.00         | 19%       | 15.00       | 13.00        | 87%       | 1.83        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Oelwein Healthcare Center                  | 0.00         | 0%     | 4.42         | 1.00         | 23%        | 11.75        | 4.00         | 34%       | 34.08       | 8.00         | 23%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| On With Life at Ankeny                     | 1.00         | 100%   | 18.17        | 4.00         | 22%        | 5.75         | 5.00         | 87%       | 28.33       | 17.00        | 60%       | 4.00        | 0.00       | 0%         | 8.00            | 0.00    | 0%       | 0.00           |
| On With Life at Glenwood                   | 0.00         | 0%     | 11.92        | 1.00         | 8%         | 6.58         | 3.00         | 46%       | 29.92       | 12.00        | 40%       | 4.92        | 1.00       | 20%        | 1.00            | 0.00    | 0%       | 0.00           |
| Osage Rehab & Health Care Center           | 0.00         | 0%     | 3.00         | 1.00         | 33%        | 6.75         | 1.00         | 15%       | 22.25       | 20.00        | 90%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Oskaloosa Care Center, Inc                 | 0.00         | 0%     | 5.75         | 3.00         | 52%        | 10.17        | 2.00         | 20%       | 38.00       | 37.00        | 97%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 1.00           |
| Ossian Senior Hospice Inc                  | 0.00         | 0%     | 12.67        | 3.00         | 24%        | 8.42         | 0.00         | 0%        | 42.50       | 6.00         | 14%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Palo Alto County Hospital                  | 0.00         | 0%     | 4.42         | 1.00         | 23%        | 3.67         | 0.00         | 0%        | 11.33       | 4.00         | 35%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 4.00           |
| Panora Nursing & Rehab Center              | 1.00         | 100%   | 7.25         | 2.00         | 28%        | 4.75         | 2.00         | 42%       | 16.75       | 15.00        | 90%       | 1.00        | 1.00       | 100%       | 1.00            | 9.00    | 900%     | 0.00           |
| Park Centre                                | 1.00         | 100%   | 4.00         | 1.00         | 25%        | 10.33        | 2.00         | 19%       | 34.08       | 25.00        | 73%       | 2.58        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Park View Care Center                      | 0.00         | 0%     | 10.00        | 4.00         | 40%        | 6.92         | 5.00         | 72%       | 36.00       | 28.00        | 78%       | 2.00        | 2.00       | 100%       | 1.33            | 0.00    | 0%       | 0.00           |
| Parkridge Specialty Care                   | 0.00         | 0%     | 7.08         | 0.00         | 0%         | 11.08        | 6.00         | 54%       | 44.75       | 30.00        | 67%       | 2.00        | 0.00       | 0%         | 2.00            | 1.00    | 50%      | 0.00           |
| Parkview Care Center Inc                   | 0.00         | 0%     | 5.17         | 3.00         | 58%        | 4.33         | 3.00         | 69%       | 29.92       | 15.00        | 50%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Parkview Home                              | 0.00         | 0%     | 2.75         | 1.00         | 36%        | 5.67         | 1.00         | 18%       | 24.50       | 7.00         | 29%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Parkview Manor                             | 0.00         | 0%     | 6.50         | 2.00         | 31%        | 2.67         | 2.00         | 75%       | 39.83       | 26.00        | 65%       | 2.25        | 1.00       | 44%        | 1.00            | 0.00    | 0%       | 0.00           |
| Parkview Manor Care Center                 | 0.00         | 0%     | 3.33         | 0.00         | 0%         | 7.08         | 2.00         | 28%       | 28.58       | 8.00         | 28%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 0.00           |
| Patty Elwood Center                        | 1.00         | 52%    | 4.75         | 2.00         | 42%        | 7.08         | 1.00         | 14%       | 28.00       | 13.00        | 46%       | 5.75        | 1.00       | 17%        | 4.00            | 0.00    | 0%       | 0.00           |
| Pella Regional Health Center               | 0.00         | 0%     | 10.50        | 7.00         | 67%        | 2.75         | 10.00        | 364%      | 20.08       | 25.00        | 124%      | 2.00        | 2.00       | 100%       | 1.00            | 0.00    | 0%       | 0.00           |
| Perry Health Care Center                   | 1.00         | 109%   | 3.83         | 4.00         | 104%       | 3.50         | 2.00         | 57%       | 11.33       | 8.00         | 71%       | 1.00        | 0.00       | 0%         | 0.25            | 1.00    | 400%     | 0.00           |
| Pleasant View Home                         | 0.00         | 0%     | 4.58         | 2.00         | 44%        | 6.00         | 0.00         | 0%        | 35.00       | 6.00         | 17%       | 2.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Pleasant View, Inc                         | 0.00         | 0%     | 15.00        | 7.00         | 47%        | 17.33        | 2.00         | 12%       | 66.25       | 22.00        | 33%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00    | 0%       | 1.00           |
| Pleasantview Home                          | 1.00         | 15%    | 11.50        | 6.00         | 52%        | 10.25        | 1.00         | 10%       | 54.75       | 20.00        | 37%       | 4.33        | 0.00       | 0%         | 3.00            | 0.00    | 0%       | 0.00           |
| Plymouth Manor Care Center                 | 0.00         | 0%     | 6.17         | 4.00         | 65%        | 8.33         | 1.00         | 12%       | 23.42       | 9.00         | 38%       | 2.17        | 2.00       | 92%        | 1.00            | 1.00    | 100%     | 1.00           |
| Pocahontas Manor Care Center               | 0.00         | 0%     | 7.17         | 4.00         | 56%        | 3.08         | 1.00         | 32%       | 27.08       | 20.00        | 74%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Polk City Nursing & Rehab Center           | 0.00         | 0%     | 5.00         | 0.40         | 8%         | 11.83        | 0.51         | 4%        | 29.50       | 0.68         | 2%        | 1.92        | 0.52       | 27%        | 1.00            | 0.00    | 0%       | 1.00           |
| Pomeroy Care Center                        | 1.00         | 100%   | 1.25         | 3.00         | 240%       | 1.25         | 2.00         | 160%      | 9.17        | 12.00        | 131%      | 1.00        | 0.00       | 0%         | 0.00            | 0.00    | 0%       | 0.00           |
| Prairie Ridge Care & Rehab                 | 0.00         | 0%     | 6.58         | 2.00         | 30%        | 7.17         | 2.00         | 28%       | 26.00       | 23.00        | 88%       | 1.50        | 1.00       | 67%        | 1.00            | 0.00    | 0%       | 1.00           |
| Prairie Ridge Care Center                  | 0.00         | 0%     | 11.50        | 3.00         | 26%        | 5.92         | 1.00         | 17%       | 55.58       | 25.00        | 45%       | 7.58        | 2.00       | 26%        | 0.00            | 0.00    | 0%       | 0.00           |
| Prairie View Home                          | 0.00         | 0%     | 5.92         | 4.00         | 68%        | 9.08         | 7.00         | 77%       | 52.50       | 27.00        | 51%       | 5.00        | 0.00       | 0%         | 2.00            | 0.00    | 0%       | 0.00           |
| Prairie Vista Village                      | 0.00         | 0%     | 3.63         | 1.00         | 28%        | 4.00         | 0.00         | 0%        | 9.17        | 5.00         | 55%       | 1.00        | 1.00       | 100%       | 1.00            | 0.00    | 0%       | 0.00           |
| Premier Estates of Muscatine               | 0.00         | 0%     | 4.80         | 4.00         | 83%        | 14.30        | 5.00         | 35%       | 39.30       | 27.00        | 69%       | 3.20        | 3.00       | 94%        | 2.50            | 1.00    | 40%      | 1.00           |
| Premier Estates of Toledo                  | 1.00         | 100%   | 2.11         | 0.00         | 0%         | 7.56         | 4.00         | 53%       | 30.89       | 11.00        | 36%       | 3.67        | 1.00       | 27%        | 1.00            | 0.00    | 0%       | 0.00           |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | DON Total    |        | RN Average   | RN Total     | Registered | LPN Average  | LPN Total    | Licensed  | CNA         | CNA Total    | Certified | Activities  | Activities | Social     | Social Services | Social | Records  | Medical     |                |
|--|--------------|--------|--------------|--------------|------------|--------------|--------------|-----------|-------------|--------------|-----------|-------------|------------|------------|-----------------|--------|----------|-------------|----------------|
|  | Terminations | D.O.N. | for The Year | Terminations | Nurse      | for The Year | Terminations | Practical | Average for | Terminations | Nurses    | Average for | Total      | Activities | Average for     | Total  | Services | Average for | Services Total |
| Primghar Care Center                   | 0.00         | 0%     | 1.58         | 2.00         | 126%       | 3.92         | 4.00         | 102%      | 6.92        | 5.00         | 72%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| QHC Fort Dodge Villa LLC               | 0.00         | 0%     | 16.33        | 3.00         | 18%        | 5.92         | 2.00         | 34%       | 42.50       | 37.00        | 87%       | 1.92        | 1.00       | 52%        | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| QHC Humboldt North LLC                 | 1.00         | 109%   | 6.92         | 4.00         | 58%        | 7.75         | 2.00         | 26%       | 22.00       | 19.00        | 86%       | 2.08        | 1.00       | 48%        | 1.00            | 0.00   | 0%       | 0.75        | 1.00           |
| QHC Humboldt South LLC                 | 0.00         | 0%     | 5.33         | 3.00         | 56%        | 1.33         | 1.00         | 75%       | 15.17       | 15.00        | 99%       | 2.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 1.00        | 0.00           |
| QHC Mitchellville LLC                  | 0.00         | 0%     | 5.17         | 3.00         | 58%        | 6.25         | 8.00         | 128%      | 27.42       | 33.00        | 120%      | 2.00        | 1.00       | 50%        | 1.00            | 1.00   | 100%     | 1.00        | 0.00           |
| QHC Winterset North LLC                | 1.00         | 133%   | 6.50         | 1.00         | 15%        | 5.75         | 5.00         | 87%       | 27.33       | 30.00        | 110%      | 2.00        | 0.00       | 0%         | 1.00            | 1.00   | 100%     | 0.00        | 0.00           |
| QHC Winterset South LLC                | 0.00         | 0%     | 3.50         | 2.00         | 57%        | 4.42         | 3.00         | 68%       | 19.00       | 10.00        | 53%       | 1.00        | 0.00       | 0%         | 1.08            | 0.00   | 0%       | 0.00        | 0.00           |
| Ramsey Village                         | 0.00         | 0%     | 7.08         | 2.00         | 28%        | 15.67        | 5.00         | 32%       | 50.50       | 21.00        | 42%       | 4.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Ravenwood Nursing & Rehab Center       | 2.00         | 44%    | 16.83        | 11.00        | 65%        | 26.08        | 18.00        | 69%       | 63.00       | 45.00        | 71%       | 2.50        | 2.00       | 80%        | 3.00            | 0.00   | 0%       | 1.75        | 0.00           |
| Red Oak Healthcare Community           | 0.00         | 0%     | 6.08         | 3.00         | 49%        | 2.08         | 1.00         | 48%       | 23.50       | 11.00        | 47%       | 2.42        | 0.00       | 0%         | 1.33            | 1.00   | 75%      | 0.00        | 0.00           |
| Regency Care Center                    | 1.00         | 38%    | 5.83         | 5.00         | 86%        | 12.42        | 16.00        | 129%      | 40.33       | 34.00        | 84%       | 2.75        | 2.00       | 73%        | 1.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Regency Park Nursing & Rehab - Carro   | 0.00         | 0%     | 7.08         | 5.00         | 71%        | 4.50         | 2.00         | 44%       | 28.58       | 17.00        | 59%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Regency Park Nursing & Rehab - Jeff    | 1.00         | 100%   | 3.83         | 1.00         | 26%        | 6.17         | 1.00         | 16%       | 26.58       | 14.00        | 53%       | 1.92        | 2.00       | 104%       | 1.08            | 0.00   | 0%       | 1.00        | 0.00           |
| Regency Rehab and Skilled Nursing      | 0.00         | 0%     | 10.42        | 2.00         | 19%        | 7.50         | 16.00        | 213%      | 41.75       | 75.00        | 180%      | 2.00        | 2.00       | 100%       | 1.83            | 1.00   | 55%      | 1.00        | 0.00           |
| Rehab Center of Allison                | 0.00         | 0%     | 3.00         | 2.00         | 67%        | 9.00         | 0.00         | 0%        | 33.50       | 14.00        | 42%       | 1.92        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Rehab Center of Belmont                | 0.00         | 0%     | 10.67        | 4.00         | 38%        | 8.50         | 1.00         | 12%       | 37.58       | 15.00        | 40%       | 1.83        | 2.00       | 109%       | 0.83            | 0.00   | 0%       | 0.00        | 0.00           |
| Rehab Center of Hampton                | 0.00         | 0%     | 6.50         | 2.00         | 31%        | 10.25        | 2.00         | 20%       | 44.25       | 19.00        | 43%       | 2.58        | 0.00       | 0%         | 1.00            | 1.00   | 100%     | 1.00        | 0.00           |
| Rehab Center of Independence - East    | 0.00         | 0%     | 8.42         | 0.00         | 0%         | 3.42         | 0.00         | 0%        | 20.50       | 3.00         | 15%       | 1.00        | 0.00       | 0%         | 0.75            | 0.00   | 0%       | 0.00        | 0.00           |
| Rehab Center of Independence - West    | 0.00         | 0%     | 6.17         | 3.00         | 49%        | 8.50         | 0.00         | 0%        | 39.17       | 6.00         | 15%       | 3.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Rehabilitation Center of Des Moines    | 0.00         | 0%     | 4.58         | 4.00         | 87%        | 11.33        | 5.00         | 44%       | 26.92       | 16.00        | 59%       | 0.92        | 1.00       | 109%       | 0.92            | 1.00   | 109%     | 1.00        | 0.00           |
| Riceville Family Care & Therapy Center | 0.00         | 0%     | 2.25         | 1.00         | 44%        | 3.08         | 1.00         | 32%       | 12.67       | 4.00         | 32%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Ridgecrest Village                     | 0.00         | 0%     | 2.58         | 6.00         | 232%       | 16.75        | 1.00         | 6%        | 62.17       | 31.00        | 50%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 3.25        | 2.00           |
| Ridgewood Nursing & Rehab Center       | 0.00         | 0%     | 5.00         | 3.00         | 60%        | 7.00         | 7.00         | 100%      | 26.50       | 28.00        | 106%      | 1.00        | 1.00       | 100%       | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Risen Son Christian Village            | 1.00         | 120%   | 6.75         | 7.00         | 104%       | 16.25        | 9.00         | 55%       | 52.50       | 35.00        | 67%       | 5.58        | 1.00       | 18%        | 5.75            | 3.00   | 52%      | 1.33        | 1.00           |
| River Hills Village                    | 0.00         | 0%     | 12.00        | 6.00         | 50%        | 11.00        | 2.00         | 18%       | 57.00       | 38.00        | 67%       | 6.75        | 1.00       | 15%        | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Riverview Manor                        | 0.00         | 0%     | 6.67         | 8.00         | 120%       | 3.83         | 5.00         | 130%      | 16.58       | 26.00        | 157%      | 1.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Rock Rapids Care Centre                | 0.00         | 0%     | 6.75         | 2.00         | 30%        | 2.25         | 2.00         | 89%       | 17.50       | 8.00         | 46%       | 1.17        | 1.00       | 86%        | 1.00            | 1.00   | 100%     | 0.00        | 0.00           |
| Rockwell Community Nursing Home        | 0.00         | 0%     | 6.08         | 1.00         | 16%        | 5.58         | 2.00         | 36%       | 21.92       | 16.00        | 73%       | 2.08        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Rolling Green Village                  | 0.00         | 0%     | 7.08         | 3.00         | 42%        | 7.92         | 2.00         | 25%       | 44.83       | 18.00        | 40%       | 3.08        | 0.00       | 0%         | 0.67            | 0.00   | 0%       | 0.00        | 0.00           |
| Rose Haven Nursing Home                | 0.00         | 0%     | 1.00         | 1.00         | 100%       | 6.75         | 2.00         | 30%       | 24.33       | 11.00        | 45%       | 2.41        | 0.00       | 0%         | 0.58            | 0.00   | 0%       | 0.00        | 0.00           |
| Rose Vista Home                        | 0.00         | 0%     | 5.33         | 1.00         | 19%        | 9.50         | 4.00         | 42%       | 41.75       | 19.00        | 46%       | 3.58        | 2.00       | 56%        | 2.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Rosewood Manor                         | 0.00         | 0%     | 2.00         | 2.00         | 100%       | 4.00         | 3.00         | 75%       | 21.25       | 13.00        | 61%       | 0.58        | 1.00       | 171%       | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Rotary Senior Living                   | 2.00         | 126%   | 4.92         | 3.00         | 61%        | 3.17         | 2.00         | 63%       | 9.00        | 44%          | 9.50      | 2.00        | 21%        | 0.00       | 0.00            | 0%     | 0.00     | 0.00        | 0.00           |
| Rowley Memorial Masonic Home           | 0.00         | 0%     | 4.83         | 2.00         | 41%        | 1.14         | 1.00         | 88%       | 15.83       | 7.00         | 44%       | 2.18        | 0.00       | 0%         | 0.75            | 0.00   | 0%       | 1.83        | 0.00           |
| Ruthven Community Care Center          | 0.00         | 0%     | 5.75         | 6.00         | 104%       | 2.00         | 1.00         | 50%       | 21.08       | 17.00        | 81%       | 2.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Sanford Senior Care Sheldon            | 0.00         | 0%     | 9.25         | 2.00         | 22%        | 4.00         | 1.00         | 25%       | 33.08       | 20.00        | 60%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Scenic Manor                           | 0.00         | 0%     | 7.00         | 3.00         | 43%        | 12.25        | 2.00         | 16%       | 41.17       | 24.00        | 58%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Scottish Rite Park                     | 1.00         | 50%    | 4.33         | 1.00         | 23%        | 5.17         | 0.00         | 0%        | 26.42       | 5.00         | 19%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Shady Oaks                             | 1.00         | 109%   | 4.42         | 2.00         | 45%        | 15.08        | 8.00         | 53%       | 42.50       | 16.00        | 38%       | 3.00        | 0.00       | 0%         | 2.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Shady Rest Care Center                 | 0.00         | 0%     | 6.08         | 3.00         | 49%        | 11.50        | 1.00         | 9%        | 38.50       | 21.00        | 55%       | 3.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Sheffield Care Center                  | 0.00         | 0%     | 3.08         | 1.00         | 32%        | 6.00         | 0.00         | 0%        | 21.42       | 13.00        | 61%       | 1.00        | 1.00       | 100%       | 1.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Shell Rock Senior Living               | 0.00         | 0%     | 4.17         | 2.00         | 48%        | 3.92         | 3.00         | 77%       | 24.92       | 9.00         | 36%       | 3.00        | 0.00       | 0%         | 1.83            | 1.00   | 55%      | 1.00        | 0.00           |
| Sibley Nursing & Rehab Center          | 0.00         | 0%     | 4.92         | 1.00         | 20%        | 3.67         | 0.00         | 0%        | 25.00       | 13.00        | 52%       | 1.00        | 1.00       | 100%       | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Sigourney Health Care                  | 0.00         | 0%     | 4.00         | 0.00         | 0%         | 4.00         | 0.00         | 0%        | 14.00       | 0.00         | 0%        | 1.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Simpson Memorial Home                  | 0.00         | 0%     | 5.50         | 2.00         | 36%        | 5.00         | 3.00         | 60%       | 35.00       | 18.00        | 51%       | 3.00        | 0.00       | 0%         | 1.17            | 0.00   | 0%       | 0.00        | 0.00           |
| Sioux Care Center                      | 0.00         | 0%     | 3.75         | 2.00         | 53%        | 2.58         | 1.00         | 39%       | 9.33        | 4.00         | 43%       | 1.50        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Sioux Center Community Hospital        | 0.00         | 0%     | 16.75        | 7.00         | 42%        | 3.83         | 1.00         | 26%       | 39.17       | 22.00        | 56%       | 5.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Solon Nursing Care Center              | 0.00         | 0%     | 12.92        | 7.00         | 54%        | 7.17         | 4.00         | 56%       | 53.92       | 39.00        | 72%       | 5.42        | 4.00       | 74%        | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Southern Hills Specialty Care          | 0.00         | 0%     | 5.75         | 1.00         | 17%        | 15.00        | 1.00         | 7%        | 48.17       | 23.00        | 48%       | 2.33        | 2.00       | 86%        | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Southfield Wellness                    | 0.00         | 0%     | 7.58         | 5.00         | 66%        | 9.42         | 2.00         | 21%       | 49.00       | 16.00        | 33%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Southridge Nursing & Rehab Center      | 0.00         | 0%     | 8.33         | 3.00         | 36%        | 8.67         | 7.00         | 81%       | 37.50       | 15.00        | 40%       | 2.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Spurgeon Manor Inc.                    | 0.00         | 0%     | 5.50         | 1.00         | 18%        | 10.75        | 1.00         | 9%        | 36.83       | 16.00        | 43%       | 0.92        | 1.00       | 109%       | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| St. Anthony Nursing Home               | 1.00         | 133%   | 10.00        | 1.00         | 10%        | 8.75         | 1.00         | 11%       | 53.92       | 7.00         | 13%       | 3.91        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| St. Francis Manor                      | 0.00         | 0%     | 12.92        | 1.00         | 8%         | 18.33        | 4.00         | 22%       | 49.75       | 24.00        | 48%       | 4.08        | 3.00       | 73%        | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| St. Luke Lutheran Home, Inc            | 0.00         | 0%     | 15.25        | 8.00         | 52%        | 10.25        | 4.00         | 39%       | 64.67       | 29.00        | 45%       | 3.00        | 0.00       | 0%         | 2.00            | 0.00   | 0%       | 1.00        | 0.00           |
| St. Mary Healthcare & Rehabilitation   | 0.00         | 0%     | 7.33         | 9.00         | 123%       | 7.83         | 12.00        | 153%      | 33.00       | 34.00        | 103%      | 2.00        | 0.00       | 0%         | 0.92            | 1.00   | 109%     | 1.00        | 0.00           |
| Stacyville Community Nursing Home      | 0.00         | 0%     | 1.67         | 2.00         | 120%       | 4.50         | 1.00         | 22%       | 10.00       | 3.00         | 30%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Stanton Care Center                    | 0.00         | 0%     | 8.25         | 6.00         | 73%        | 5.08         | 3.00         | 59%       | 23.50       | 16.00        | 68%       | 1.00        | 0.00       | 0%         | 0.42            | 2.00   | 480%     | 1.00        | 0.00           |
| State Center Nursing & Rehab Center    | 0.00         | 0%     | 5.08         | 1.00         | 20%        | 1.92         | 5.00         | 261%      | 20.17       | 14.00        | 69%       | 2.08        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Stonehill Care Center                  | 0.00         | 0%     | 53.83        | 23.00        | 43%        | 16.50        | 3.00         | 18%       | 182.17      | 86.00        | 47%       | 13.17       | 6.00       | 46%        | 5.83            | 1.00   | 17%      | 2.00        | 0.00           |
| Story County Medical Center            | 0.00         | 0%     | 3.92         | 0.00         | 0%         | 7.67         | 1.00         | 13%       | 39.08       | 12.00        | 31%       | 2.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Stratford Nursing & Rehab Center       | 0.00         | 0%     | 4.33         | 1.00         | 23%        | 6.67         | 2.00         | 30%       | 30.00       | 10.00        | 33%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Strawberry Point Lutheran Home         | 0.00         | 0%     | 5.42         | 1.00         | 18%        | 8.33         | 4.00         | 48%       | 45.92       | 25.00        | 54%       | 4.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Sunny Hill Care Center                 | 0.00         | 0%     | 7.50         | 3.00         | 40%        | 4.58         | 5.00         | 109%      | 28.50       | 12.00        | 42%       | 1.00        | 0.00       | 0%         | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Sunny Knoll Care Centre                | 0.00         | 0%     | 5.75         | 2.00         | 35%        | 3.00         | 1.00         | 33%       | 13.75       | 7.00         | 51%       | 1.00        | 0.00       | 0%         | 0.00            | 0.00   | 0%       | 1.00        | 1.00           |
| Sunny View Care Center                 | 2.00         | 200%   | 10.08        | 13.00        | 129%       | 7.25         | 6.00         | 83%       | 40.00       | 57.00        | 143%      | 7.67        | 2.00       | 26%        | 0.00            | 0.00   | 0%       | 1.00        | 0.00           |
| Sunnybrook Living Care Center          | 0.00         | 0%     | 6.00         | 8.00         | 133%       | 7.42         | 4.00         | 54%       | 22.42       | 17.00        | 76%       | 1.17        | 2.00       | 171%       | 1.00            | 0.00   | 0%       | 0.00        | 0.00           |
| Sunnycrest Manor                       | 0.00         | 0%     | 8.83         | 2.00         | 23%        | 13.50        | 0.00         | 0%        | 105.58      | 44.00        | 42%       | 4.08        | 1.00       | 24%        | 2.00            | 0.00   | 0%       | 2.00        | 0.00           |
| Sunnycrest Nursing Center              | 3.00         | 327%   | 3.17         | 0.00         | 0%         | 4.08         |              |           |             |              |           |             |            |            |                 |        |          |             |                |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**  
 Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | DON Total    |        | RN Average   | RN Total     | Registered | LPN Average  | LPN Total    | Licensed        | CNA                  | CNA Total    | Certified   | Activities           | Activities         | Social     | Social Services      | Social             | Records  | Medical              |                             |
|--|--------------|--------|--------------|--------------|------------|--------------|--------------|-----------------|----------------------|--------------|-------------|----------------------|--------------------|------------|----------------------|--------------------|----------|----------------------|-----------------------------|
|  | Terminations | D.O.N. | for The Year | Terminations | Nurse      | for The Year | Terminations | Practical Nurse | Average for The Year | Terminations | Nurses Aide | Average for The Year | Total Terminations | Activities | Average for The Year | Total Terminations | Services | Average for The Year | Services Total Terminations |
| Sunrise Terrace Care Center            | 1.00         | 100%   | 5.83         | 2.00         | 34%        | 1.00         | 0.00         | 0%              | 28.75                | 11.00        | 38%         | 3.08                 | 0.00               | 0%         | 2.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Sunset Knoll Inc                       | 0.00         | 0%     | 4.17         | 1.00         | 24%        | 7.17         | 1.00         | 14%             | 18.92                | 21.00        | 111%        | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Suntherland Care Center                | 0.00         | 0%     | 4.67         | 1.00         | 21%        | 2.67         | 2.00         | 75%             | 13.92                | 4.00         | 29%         | 2.00                 | 0.00               | 0%         | 0.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Tabor Manor Care Center                | 0.00         | 0%     | 1.58         | 1.00         | 63%        | 9.92         | 5.00         | 50%             | 34.83                | 35.00        | 100%        | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| The Abbey of LeMars                    | 0.00         | 0%     | 2.50         | 1.00         | 40%        | 4.00         | 0.00         | 0%              | 11.00                | 2.00         | 18%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| The Alverno Health Care Facility       | 0.00         | 0%     | 21.50        | 8.00         | 37%        | 7.92         | 4.00         | 51%             | 83.92                | 50.00        | 60%         | 6.50                 | 4.00               | 62%        | 2.67                 | 0.00               | 0%       | 3.00                 | 0.00                        |
| The Ambassador Sidney Inc              | 1.00         | 100%   | 5.50         | 6.00         | 109%       | 3.75         | 4.00         | 107%            | 24.83                | 27.00        | 109%        | 1.00                 | 2.00               | 200%       | 1.00                 | 0.00               | 0%       | 0.17                 | 0.00                        |
| The Cottages                           | 0.00         | 0%     | 7.08         | 2.00         | 28%        | 12.25        | 2.00         | 16%             | 33.67                | 12.00        | 36%         | 2.08                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| The New Homestead                      | 0.00         | 0%     | 5.42         | 2.00         | 37%        | 9.92         | 2.00         | 20%             | 43.25                | 25.00        | 58%         | 4.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| The Village                            | 0.00         | 0%     | 3.42         | 1.00         | 29%        | 8.42         | 3.00         | 36%             | 20.25                | 5.00         | 25%         | 2.00                 | 1.00               | 50%        | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Thomas Rest Haven                      | 1.00         | 75%    | 9.33         | 3.00         | 32%        | 6.75         | 3.00         | 44%             | 19.08                | 11.00        | 58%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Thornton Manor Care Center             | 0.00         | 0%     | 10.17        | 5.00         | 49%        | 6.67         | 0.00         | 0%              | 34.25                | 16.00        | 47%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Timely Mission Nursing Home            | 0.00         | 0%     | 4.83         | 1.00         | 21%        | 2.83         | 2.00         | 71%             | 25.00                | 13.00        | 52%         | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Titonka Care Center                    | 0.00         | 0%     | 5.75         | 4.00         | 70%        | 4.25         | 3.00         | 71%             | 21.75                | 14.00        | 64%         | 2.08                 | 1.00               | 48%        | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Touchstone Living Center               | 0.00         | 0%     | 18.17        | 6.00         | 33%        | 23.50        | 9.00         | 38%             | 39.92                | 35.00        | 88%         | 4.00                 | 3.00               | 75%        | 2.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Trinity at Luther Park                 | 0.00         | 0%     | 5.33         | 4.00         | 75%        | 23.25        | 4.00         | 17%             | 58.00                | 25.00        | 43%         | 8.00                 | 0.00               | 0%         | 3.08                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Tripoli Nursing & Rehab                | 0.00         | 0%     | 3.92         | 1.00         | 26%        | 7.58         | 5.00         | 66%             | 21.17                | 14.00        | 66%         | 3.00                 | 2.00               | 67%        | 0.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Tru Rehab of Grinnell                  | 0.00         | 0%     | 3.00         | 2.00         | 67%        | 6.25         | 3.00         | 48%             | 14.25                | 5.00         | 35%         | 1.50                 | 1.00               | 67%        | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Twilight Acres, Inc.                   | 0.00         | 0%     | 5.83         | 0.00         | 0%         | 8.17         | 2.00         | 24%             | 29.50                | 7.00         | 24%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Union Park Health Services             | 2.00         | 267%   | 4.00         | 5.00         | 125%       | 5.00         | 5.00         | 100%            | 16.33                | 32.00        | 196%        | 1.75                 | 0.00               | 0%         | 1.17                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Unitied Presbyterian Home              | 0.00         | 0%     | 8.75         | 2.00         | 23%        | 4.50         | 2.00         | 44%             | 28.33                | 7.00         | 25%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| University Park Nursing & Rehab Center | 0.00         | 0%     | 15.00        | 8.00         | 53%        | 6.33         | 3.00         | 47%             | 42.58                | 35.00        | 82%         | 4.50                 | 2.00               | 44%        | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Urbandale Health Care Center           | 0.00         | 0%     | 11.58        | 4.00         | 35%        | 16.83        | 9.00         | 53%             | 43.92                | 44.00        | 100%        | 3.17                 | 1.00               | 32%        | 3.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Valley View Nursing & Rehab Center     | 0.00         | 0%     | 3.08         | 1.00         | 32%        | 6.08         | 0.00         | 0%              | 19.67                | 5.00         | 25%         | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Valley View Village                    | 0.00         | 0%     | 7.42         | 4.00         | 54%        | 8.08         | 3.00         | 37%             | 49.83                | 31.00        | 62%         | 7.00                 | 0.00               | 0%         | 3.00                 | 0.00               | 0%       | 2.00                 | 0.00                        |
| Valley Vue Care Center                 | 0.00         | 0%     | 5.50         | 5.00         | 91%        | 7.00         | 2.00         | 29%             | 33.25                | 16.00        | 48%         | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Villa Del Sol                          | 0.00         | 0%     | 5.67         | 3.00         | 53%        | 13.25        | 5.00         | 38%             | 44.33                | 29.00        | 65%         | 2.08                 | 1.00               | 48%        | 1.92                 | 1.00               | 52%      | 0.00                 | 0.00                        |
| Village At Legacy Pointe NF            | 1.00         | 100%   | 9.75         | 13.00        | 133%       | 4.75         | 7.00         | 147%            | 26.08                | 37.00        | 142%        | 3.00                 | 1.00               | 33%        | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Virginia Gay Hospital                  | 0.00         | 0%     | 2.00         | 0.00         | 0%         | 7.00         | 0.00         | 0%              | 22.75                | 6.00         | 26%         | 2.00                 | 0.00               | 0%         | 0.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Vista Woods Care Center                | 0.00         | 0%     | 9.17         | 2.00         | 22%        | 4.83         | 1.00         | 21%             | 35.33                | 18.00        | 51%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Wapello Nursing & Rehab Center         | 0.00         | 0%     | 2.92         | 6.00         | 206%       | 4.25         | 1.00         | 24%             | 23.67                | 13.00        | 55%         | 1.00                 | 0.00               | 0%         | 0.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Washington County Hospital & Clinics   | 0.00         | 0%     | 9.42         | 1.00         | 11%        | 4.00         | 0.00         | 0%              | 23.42                | 11.00        | 47%         | 2.17                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Wellington Place                       | 0.00         | 0%     | 9.33         | 7.00         | 75%        | 6.33         | 2.00         | 32%             | 35.00                | 32.00        | 91%         | 3.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Wesley Acres                           | 1.00         | 100%   | 12.50        | 9.00         | 72%        | 6.00         | 3.00         | 50%             | 38.50                | 24.00        | 62%         | 4.58                 | 1.00               | 22%        | 2.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| West Bend Care Center                  | 0.00         | 0%     | 5.58         | 1.00         | 18%        | 2.83         | 2.00         | 71%             | 22.17                | 11.00        | 50%         | 2.00                 | 0.00               | 0%         | 1.08                 | 1.00               | 92%      | 0.00                 | 0.00                        |
| West Bridge Care & Rehab               | 1.00         | 100%   | 3.92         | 1.00         | 26%        | 10.17        | 2.00         | 20%             | 26.08                | 15.00        | 58%         | 2.00                 | 2.00               | 100%       | 1.00                 | 1.00               | 100%     | 1.83                 | 1.00                        |
| West Point Care Center                 | 1.00         | 109%   | 5.17         | 3.00         | 58%        | 9.42         | 6.00         | 64%             | 22.17                | 20.00        | 90%         | 2.75                 | 0.00               | 0%         | 0.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| West Ridge Nursing & Rehab Center      | 0.00         | 0%     | 8.00         | 1.00         | 13%        | 9.08         | 1.00         | 11%             | 33.25                | 18.00        | 54%         | 2.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Westbrook Acres                        | 0.00         | 0%     | 4.17         | 2.00         | 48%        | 8.25         | 5.00         | 61%             | 26.67                | 15.00        | 56%         | 2.00                 | 0.00               | 0%         | 0.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Western Home Communities               | 0.00         | 0%     | 15.58        | 6.00         | 39%        | 15.08        | 1.00         | 7%              | 68.00                | 38.00        | 56%         | 15.83                | 4.00               | 25%        | 0.42                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Westhaven Community                    | 0.00         | 0%     | 6.83         | 1.00         | 15%        | 12.67        | 5.00         | 39%             | 57.17                | 33.00        | 58%         | 4.00                 | 0.00               | 0%         | 2.00                 | 1.00               | 50%      | 0.00                 | 0.00                        |
| Westmonth Healthcare Community         | 0.00         | 0%     | 3.00         | 1.00         | 33%        | 5.83         | 0.00         | 0%              | 14.83                | 5.00         | 34%         | 1.00                 | 0.00               | 0%         | 0.25                 | 1.00               | 400%     | 0.00                 | 0.00                        |
| Westridge Quality Care & Rehab         | 0.00         | 0%     | 10.83        | 2.00         | 18%        | 11.83        | 3.00         | 25%             | 31.75                | 21.00        | 66%         | 5.50                 | 1.00               | 18%        | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Westview Acres Care Center             | 0.00         | 0%     | 4.67         | 0.00         | 0%         | 6.00         | 0.00         | 0%              | 26.00                | 4.00         | 15%         | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Westview Care Center                   | 0.00         | 0%     | 6.50         | 2.00         | 31%        | 9.33         | 2.00         | 21%             | 33.25                | 11.00        | 33%         | 2.75                 | 1.00               | 36%        | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Westview of Indianola Care Center      | 0.00         | 0%     | 7.08         | 3.00         | 42%        | 9.17         | 2.00         | 22%             | 49.50                | 5.00         | 10%         | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Westwood Nursing & Rehab Center        | 0.00         | 0%     | 9.67         | 1.00         | 10%        | 9.92         | 1.00         | 10%             | 32.17                | 18.00        | 56%         | 2.00                 | 0.00               | 0%         | 3.20                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Wheatland Manor                        | 0.00         | 0%     | 4.75         | 3.00         | 63%        | 2.25         | 1.00         | 44%             | 18.00                | 9.00         | 50%         | 1.08                 | 1.00               | 92%        | 0.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Willow Dale Wellness Village           | 1.00         | 50%    | 3.50         | 3.00         | 86%        | 5.17         | 1.00         | 19%             | 21.00                | 10.00        | 48%         | 2.00                 | 1.00               | 50%        | 0.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |
| Willow Garden Care Center              | 1.00         | 100%   | 7.33         | 7.00         | 95%        | 9.75         | 13.00        | 133%            | 26.08                | 29.00        | 111%        | 3.00                 | 0.00               | 0%         | 2.00                 | 1.00               | 50%      | 1.25                 | 1.00                        |
| Windmill Manor                         | 1.00         | 92%    | 8.42         | 10.00        | 119%       | 12.25        | 4.00         | 33%             | 44.25                | 45.00        | 102%        | 4.42                 | 7.00               | 158%       | 1.00                 | 1.00               | 100%     | 1.00                 | 0.00                        |
| Windsor Nursing & Rehab Center         | 2.00         | 200%   | 4.58         | 7.00         | 153%       | 4.00         | 7.00         | 175%            | 22.17                | 29.00        | 131%        | 2.00                 | 1.00               | 50%        | 1.00                 | 2.00               | 200%     | 0.00                 | 0.00                        |
| Winslow House Care Center              | 0.00         | 0%     | 5.25         | 1.00         | 19%        | 2.50         | 0.00         | 0%              | 20.08                | 8.00         | 40%         | 1.08                 | 1.00               | 92%        | 1.00                 | 0.00               | 0%       | 1.00                 | 0.00                        |
| Woodland Terrace                       | 0.00         | 0%     | 15.50        | 14.00        | 90%        | 22.67        | 9.00         | 40%             | 83.67                | 60.00        | 72%         | 6.83                 | 4.00               | 59%        | 3.00                 | 0.00               | 0%       | 2.00                 | 0.00                        |
| Zearing Health Care Center             | 0.00         | 0%     | 3.00         | 0.00         | 0%         | 3.00         | 0.00         | 0%              | 11.75                | 6.00         | 51%         | 1.00                 | 0.00               | 0%         | 1.00                 | 0.00               | 0%       | 0.00                 | 0.00                        |

|  |      |  |  |  |      |  |  |      |  |  |  |  |      |  |  |  |      |  |  |      |
|--|------|--|--|--|------|--|--|------|--|--|--|--|------|--|--|--|------|--|--|------|
| Number of Providers Reporting Data             | 411  |  |  |  | 411  |  |  | 411  |  |  |  |  | 411  |  |  |  | 411  |  |  |      |
| Number of Providers with Zero Percent Turnover | 319  |  |  |  | 48   |  |  | 64   |  |  |  |  | 8    |  |  |  | 242  |  |  | 339  |
| Minimum  | 0%   |  |  |  | 0%   |  |  | 0%   |  |  |  |  | 0%   |  |  |  | 0%   |  |  | 0%   |
| Maximum  | 353% |  |  |  | 240% |  |  | 364% |  |  |  |  | 223% |  |  |  | 200% |  |  | 900% |
| Average  | 24%  |  |  |  | 48%  |  |  | 43%  |  |  |  |  | 58%  |  |  |  | 27%  |  |  | 19%  |

A blank entry means that the nursing facility did not have:

|                                  |
|----------------------------------|
| No Turnover Information Reported |
| All-American Care - Muscatine    |
| All-American Care - Washington   |
| Baxter Health Care Center        |
| Careage of Newton                |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| <b>Provider Name</b>               | DON Total Terminations | D.O.N. | RN Average for The Year | RN Total Terminations | Registered Nurse | LPN Average for The Year | LPN Total Terminations | Licensed Practical Nurse | CNA Average for The Year | CNA Total Terminations | Certified Nurses Aide | Activities Average for The Year | Activities Total Terminations | Activities | Social Services Average for The Year | Social Services Total Terminations | Social Services | Records Services Average for The Year | Records Services Total Terminations | Medical Records Services Total Terminations |  |
|------------------------------------|------------------------|--------|-------------------------|-----------------------|------------------|--------------------------|------------------------|--------------------------|--------------------------|------------------------|-----------------------|---------------------------------|-------------------------------|------------|--------------------------------------|------------------------------------|-----------------|---------------------------------------|-------------------------------------|---|--|
| Childserve Habilitation Center     |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Clarinda Mental Health Institute   |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Countryside Estates                |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Hallmark Care Center - Sioux City  |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Heritage Manor Care Center         |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Knoxville Rehab Center             |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Manning Regional Healthcare Center |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Ogden Manor                        |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Pleasant Care Living Center        |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Riverside North                    |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |
| Riverside South                    |                        |        |                         |                       |                  |                          |                        |                          |                          |                        |                       |                                 |                               |            |                                      |                                    |                 |                                       |                                     |   |  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | Medical Records Services | Medical              | Medical                     | Service          | Dietary              | Other Staff                | Other Staff     | Total | Total | Nursing Only | Nursing Only Terminations | Nursing Only |                      |                    |       |      |
|--|--------------------------|----------------------|-----------------------------|------------------|----------------------|----------------------------|-----------------|-------|-------|--------------|---------------------------|--------------|----------------------|--------------------|-------|------|
|  |                          | Average for The Year | Director Total Terminations | Medical Director | Average for The Year | Service Total Terminations | Dietary Service |       |       |              |                           |              | Average for The Year | Total Terminations |       |      |
| Aase Haugen Homes, Inc.                | 0%                       | 0.00                 | 0.00                        | 0%               | 27.83                | 8.00                       | 29%             | 0.00  | 0.00  | 0%           | 164.08                    | 74.00        | 45%                  | 101.92             | 57.00 | 56%  |
| Adel Acres                             | 0%                       | 0.00                 | 0.00                        | 0%               | 13.08                | 8.00                       | 61%             | 0.00  | 0.00  | 0%           | 75.17                     | 38.00        | 51%                  | 50.58              | 26.00 | 51%  |
| Afton Care Center                      | 0%                       | 0.00                 | 0.00                        | 0%               | 7.00                 | 7.00                       | 100%            | 0.00  | 0.00  | 0%           | 41.00                     | 25.00        | 61%                  | 24.00              | 17.00 | 71%  |
| Akron Care Center                      | 0%                       | 0.00                 | 0.00                        | 0%               | 9.08                 | 6.00                       | 66%             | 0.00  | 0.00  | 0%           | 57.92                     | 22.00        | 38%                  | 36.58              | 15.00 | 41%  |
| Algona Manor Care Center, Inc.         | 0%                       | 0.00                 | 0.00                        | 0%               | 11.42                | 2.00                       | 18%             | 0.00  | 0.00  | 0%           | 65.25                     | 17.00        | 26%                  | 40.33              | 10.00 | 25%  |
| All-American Care - Washington         | 0%                       | 0.00                 | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.00  | 0.00  | 0%           | 0.00                      | 0.00         | 0%                   | 0.00               | 0.00  | 0%   |
| Altoona Nursing & Rehab Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 15.92                | 4.00                       | 25%             | 1.00  | 1.00  | 100%         | 108.92                    | 53.00        | 49%                  | 65.25              | 44.00 | 67%  |
| Anamosa Care Center                    | 0%                       | 1.00                 | 0.00                        | 0%               | 10.75                | 6.00                       | 56%             | 0.00  | 0.00  | 0%           | 73.42                     | 37.00        | 50%                  | 45.42              | 25.00 | 55%  |
| Arbor Court                            | 0%                       | 0.00                 | 0.00                        | 0%               | 12.42                | 4.00                       | 32%             | 3.00  | 0.00  | 0%           | 74.17                     | 48.00        | 65%                  | 43.33              | 38.00 | 88%  |
| Atlantic Nursing & Rehab Center        | 0%                       | 0.00                 | 0.00                        | 0%               | 11.33                | 28.00                      | 247%            | 0.00  | 0.00  | 0%           | 77.97                     | 66.00        | 85%                  | 53.25              | 29.00 | 54%  |
| Avoca Nursing & Rehab Center           | 0%                       | 0.00                 | 0.00                        | 0%               | 8.83                 | 14.00                      | 158%            | 6.17  | 0.00  | 0%           | 57.92                     | 27.00        | 47%                  | 33.67              | 13.00 | 39%  |
| Bedford Nursing & Rehab Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 5.25                 | 5.00                       | 95%             | 0.00  | 0.00  | 0%           | 38.42                     | 18.00        | 47%                  | 25.42              | 13.00 | 51%  |
| Belle Plaine Nursing & Rehab Center    | 0%                       | 0.00                 | 0.00                        | 0%               | 9.75                 | 5.00                       | 51%             | 0.00  | 0.00  | 0%           | 54.08                     | 29.00        | 54%                  | 34.42              | 19.00 | 55%  |
| Bethany Home                           | 0%                       | 0.00                 | 0.00                        | 0%               | 19.58                | 21.00                      | 107%            | 1.00  | 1.00  | 100%         | 110.33                    | 41.00        | 37%                  | 63.58              | 18.00 | 28%  |
| Bethany Lutheran Home                  | 0%                       | 0.00                 | 0.00                        | 0%               | 27.00                | 13.00                      | 48%             | 27.58 | 8.00  | 29%          | 183.33                    | 87.00        | 47%                  | 91.58              | 59.00 | 64%  |
| Bethany Manor                          | 0%                       | 0.00                 | 0.00                        | 0%               | 28.25                | 26.00                      | 92%             | 0.00  | 0.00  | 0%           | 225.17                    | 112.00       | 50%                  | 165.00             | 77.00 | 47%  |
| Bettendorf Health Care Center          | 0%                       | 0.00                 | 0.00                        | 0%               | 13.83                | 12.00                      | 87%             | 1.42  | 2.00  | 141%         | 103.58                    | 77.00        | 74%                  | 66.17              | 49.00 | 74%  |
| Bishop Drumm Care Center               | 0%                       | 1.00                 | 0.00                        | 0%               | 25.92                | 11.00                      | 42%             | 11.75 | 4.00  | 34%          | 191.08                    | 52.00        | 27%                  | 119.58             | 32.00 | 27%  |
| Blackhawk Life Care Center             | 0%                       | 0.00                 | 0.00                        | 0%               | 12.25                | 5.00                       | 41%             | 2.00  | 0.00  | 0%           | 59.08                     | 13.00        | 22%                  | 32.92              | 8.00  | 24%  |
| Blair House                            | 0%                       | 0.00                 | 0.00                        | 0%               | 12.33                | 6.00                       | 49%             | 0.00  | 0.00  | 0%           | 71.42                     | 35.00        | 49%                  | 46.67              | 24.00 | 51%  |
| Bloomfield Care Center                 | 0%                       | 0.00                 | 0.00                        | 0%               | 11.50                | 1.00                       | 9%              | 6.67  | 3.00  | 45%          | 83.75                     | 49.00        | 59%                  | 49.83              | 43.00 | 86%  |
| Briarwood Healthcare Center            | 0%                       | 0.00                 | 0.00                        | 0%               | 11.92                | 5.00                       | 42%             | 0.00  | 0.00  | 0%           | 94.33                     | 55.00        | 58%                  | 64.50              | 45.00 | 70%  |
| Brooklyn Community Estates             | 0%                       | 0.00                 | 0.00                        | 0%               | 9.42                 | 5.00                       | 53%             | 0.00  | 0.00  | 0%           | 58.67                     | 18.00        | 31%                  | 35.25              | 9.00  | 26%  |
| Buchanan County Health                 | 0%                       | 0.00                 | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.00  | 0.00  | 0%           | 40.08                     | 11.00        | 27%                  | 36.08              | 11.00 | 30%  |
| Calvin Community                       | 0%                       | 0.00                 | 0.00                        | 0%               | 16.36                | 0.00                       | 0%              | 4.08  | 0.00  | 0%           | 113.18                    | 20.80        | 18%                  | 58.39              | 14.00 | 24%  |
| Careage Hills Rehab & Healthcare       | 0%                       | 0.00                 | 0.00                        | 0%               | 7.08                 | 5.00                       | 71%             | 4.42  | 2.00  | 45%          | 40.50                     | 23.00        | 57%                  | 21.42              | 14.00 | 65%  |
| Caring Acres Nursing & Rehab           | 0%                       | 0.00                 | 0.00                        | 0%               | 10.33                | 4.00                       | 39%             | 0.00  | 0.00  | 0%           | 50.50                     | 44.00        | 87%                  | 28.25              | 30.00 | 106% |
| Carlisle Care Center                   | 0%                       | 0.00                 | 0.00                        | 0%               | 13.50                | 8.00                       | 59%             | 2.00  | 0.00  | 0%           | 95.92                     | 88.00        | 92%                  | 63.00              | 69.00 | 110% |
| Carroll Health Center                  | 0%                       | 0.00                 | 0.00                        | 0%               | 17.67                | 6.00                       | 34%             | 2.92  | 2.00  | 69%          | 106.33                    | 43.00        | 40%                  | 65.00              | 22.00 | 34%  |
| Casa De Paz Health Care Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 9.50                 | 3.00                       | 32%             | 1.00  | 0.00  | 0%           | 72.42                     | 28.00        | 39%                  | 46.67              | 23.00 | 49%  |
| Cedar Falls Health Care Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 10.58                | 13.00                      | 123%            | 1.00  | 0.00  | 0%           | 74.42                     | 37.00        | 50%                  | 46.50              | 21.00 | 45%  |
| Cedar Health                           | 0%                       | 0.00                 | 0.00                        | 0%               | 8.00                 | 2.00                       | 25%             | 5.00  | 0.00  | 0%           | 56.00                     | 4.00         | 7%                   | 38.00              | 2.00  | 5%   |
| Cedar Manor                            | 0%                       | 0.00                 | 0.00                        | 0%               | 11.08                | 1.00                       | 9%              | 0.83  | 2.00  | 240%         | 61.58                     | 16.00        | 26%                  | 36.25              | 11.00 | 30%  |
| Centerville Nursing & Rehab Center     | 0%                       | 0.00                 | 0.00                        | 0%               | 6.83                 | 5.00                       | 73%             | 0.00  | 0.00  | 0%           | 58.33                     | 43.00        | 74%                  | 40.33              | 32.00 | 79%  |
| Chariton Nursing & Rehab Center        | 0%                       | 0.00                 | 0.00                        | 0%               | 9.08                 | 8.00                       | 88%             | 0.00  | 1.00  | 0%           | 68.42                     | 17.00        | 25%                  | 42.00              | 7.00  | 17%  |
| Chautauqua #2                          | 0%                       | 0.00                 | 0.00                        | 0%               | 10.42                | 5.00                       | 48%             | 2.00  | 0.00  | 0%           | 68.08                     | 24.00        | 35%                  | 38.83              | 15.00 | 39%  |
| Chautauqua #3                          | 0%                       | 1.00                 | 0.00                        | 0%               | 10.17                | 12.00                      | 118%            | 1.00  | 0.00  | 0%           | 79.08                     | 42.00        | 53%                  | 47.42              | 23.00 | 49%  |
| Cherokee Nursing & Rehab Center        | 0%                       | 0.00                 | 0.00                        | 0%               | 8.33                 | 5.00                       | 60%             | 0.00  | 0.00  | 0%           | 49.25                     | 42.00        | 85%                  | 29.92              | 34.00 | 114% |
| Clarence Nursing Home                  | 0%                       | 1.00                 | 0.00                        | 0%               | 7.92                 | 1.00                       | 13%             | 0.00  | 0.00  | 0%           | 48.58                     | 15.00        | 31%                  | 27.42              | 13.00 | 47%  |
| Clarion Wellness & Rehab               | 0%                       | 0.00                 | 0.00                        | 0%               | 7.83                 | 5.00                       | 64%             | 5.75  | 4.00  | 70%          | 71.08                     | 36.00        | 51%                  | 44.83              | 24.00 | 54%  |
| Clarksville Skilled Nursing & Rehab    | 0%                       | 1.00                 | 0.00                        | 0%               | 1.00                 | 0.00                       | 0%              | 6.58  | 7.00  | 106%         | 67.25                     | 25.00        | 37%                  | 42.67              | 14.00 | 33%  |
| Clearview Home                         | 0%                       | 0.00                 | 0.00                        | 0%               | 8.67                 | 4.00                       | 46%             | 0.00  | 0.00  | 0%           | 43.75                     | 27.00        | 62%                  | 24.17              | 17.00 | 70%  |
| Clearview Home                         | 0%                       | 0.00                 | 0.00                        | 0%               | 20.42                | 16.00                      | 78%             | 0.00  | 0.00  | 0%           | 96.58                     | 66.00        | 68%                  | 56.42              | 40.00 | 71%  |
| Colonial Manor of Amana                | 0%                       | 0.00                 | 0.00                        | 0%               | 8.92                 | 4.00                       | 45%             | 2.00  | 0.00  | 0%           | 71.50                     | 24.00        | 34%                  | 45.00              | 16.00 | 36%  |
| Colonial Manor of Columbus Junction    | 0%                       | 0.00                 | 0.00                        | 0%               | 9.92                 | 4.00                       | 40%             | 0.00  | 0.00  | 0%           | 59.08                     | 18.00        | 30%                  | 37.50              | 13.00 | 35%  |
| Colonial Manor of Elma                 | 0%                       | 0.00                 | 0.00                        | 0%               | 9.42                 | 2.00                       | 21%             | 8.83  | 1.00  | 11%          | 66.08                     | 15.00        | 23%                  | 35.25              | 11.00 | 31%  |
| Community Care Center                  | 0%                       | 0.00                 | 0.00                        | 0%               | 16.33                | 14.00                      | 86%             | 6.42  | 4.00  | 62%          | 104.25                    | 40.00        | 38%                  | 65.83              | 21.00 | 32%  |
| Community Memorial Health Center       | 0%                       | 0.00                 | 0.00                        | 0%               | 16.58                | 3.00                       | 18%             | 2.00  | 0.00  | 0%           | 87.17                     | 23.00        | 26%                  | 49.50              | 18.00 | 36%  |
| Concord Care center                    | 0%                       | 0.00                 | 0.00                        | 0%               | 19.17                | 7.00                       | 37%             | 6.58  | 1.00  | 15%          | 92.08                     | 30.00        | 33%                  | 51.08              | 18.00 | 35%  |
| Corning Nursing & Rehab Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 6.17                 | 14.00                      | 227%            | 0.00  | 0.00  | 0%           | 41.00                     | 27.00        | 66%                  | 27.58              | 13.00 | 47%  |
| Correctionville Nursing & Rehab Center | 0%                       | 0.00                 | 0.00                        | 0%               | 8.67                 | 2.00                       | 23%             | 2.67  | 0.00  | 0%           | 47.75                     | 13.00        | 27%                  | 27.50              | 7.00  | 25%  |
| Corydon Nursing & Rehab Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 9.92                 | 9.00                       | 91%             | 0.00  | 0.00  | 0%           | 70.17                     | 36.00        | 51%                  | 47.25              | 23.00 | 49%  |
| Country View                           | 0%                       | 0.00                 | 0.00                        | 0%               | 24.17                | 5.00                       | 21%             | 2.83  | 0.00  | 0%           | 135.08                    | 50.00        | 37%                  | 68.08              | 41.00 | 60%  |
| Country View Manor                     | 0%                       | 0.00                 | 0.00                        | 0%               | 11.25                | 4.00                       | 36%             | 2.00  | 0.00  | 0%           | 61.83                     | 18.00        | 29%                  | 38.75              | 9.00  | 23%  |
| Countryside Nursing & Rehab            | 0%                       | 0.00                 | 0.00                        | 0%               | 13.63                | 6.00                       | 44%             | 21.00 | 3.00  | 14%          | 110.75                    | 53.00        | 48%                  | 55.25              | 35.00 | 63%  |
| Cresco Care Center                     | 0%                       | 0.00                 | 0.00                        | 0%               | 11.83                | 3.00                       | 25%             | 0.00  | 0.00  | 0%           | 73.75                     | 22.00        | 30%                  | 41.33              | 13.00 | 31%  |
| Crest Haven Care Centre                | 0%                       | 0.00                 | 0.00                        | 0%               | 7.33                 | 1.00                       | 14%             | 0.00  | 0.00  | 0%           | 41.42                     | 34.00        | 82%                  | 25.25              | 24.00 | 95%  |
| Creston Nursing & Rehab Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 8.08                 | 8.00                       | 99%             | 0.00  | 0.00  | 0%           | 52.33                     | 38.00        | 73%                  | 33.17              | 24.00 | 72%  |
| Crestridge Care Center Inc             | 0%                       | 0.00                 | 0.00                        | 0%               | 10.00                | 5.00                       | 50%             | 0.00  | 0.00  | 0%           | 74.00                     | 21.00        | 28%                  | 47.83              | 13.00 | 27%  |
| Crestview Acres Inc                    | 0%                       | 0.00                 | 0.00                        | 0%               | 11.42                | 9.00                       | 79%             | 0.00  | 0.00  | 0%           | 86.42                     | 67.00        | 78%                  | 56.08              | 48.00 | 86%  |
| Crestview Nursing & Rehab              | 0%                       | 0.00                 | 0.00                        | 0%               | 11.42                | 7.00                       | 61%             | 0.00  | 0.00  | 0%           | 56.67                     | 24.00        | 42%                  | 32.50              | 14.00 | 43%  |
| Crestview Nursing & Rehab Center       | 0%                       | 0.00                 | 0.00                        | 0%               | 12.00                | 5.00                       | 42%             | 0.00  | 0.00  | 0%           | 83.83                     | 35.00        | 42%                  | 58.50              | 28.00 | 48%  |
| Crystal Heights Care Center            | 0%                       | 0.00                 | 0.00                        | 0%               | 14.75                | 12.00                      | 81%             | 1.00  | 0.00  | 0%           | 74.17                     | 79.00        | 107%                 | 39.42              | 40.00 | 101% |
| Danville Care Center                   | 0%                       | 0.00                 | 0.00                        | 0%               | 7.42                 | 5.00                       | 67%             | 0.00  | 0.00  | 0%           | 42.67                     | 53.00        | 124%                 | 23.75              | 39.00 | 164% |
| Davenport Lutheran Home                | 0%                       | 1.00                 | 0.00                        | 0%               | 23.17                | 8.00                       | 35%             | 0.00  | 0.00  | 0%           | 127.75                    | 98.00        | 77%                  | 79.67              | 79.00 | 99%  |
| Dave's Place                           | 100%                     | 1.00                 | 0.00                        | 0%               | 9.67                 | 14.00                      | 145%            | 6.92  | 2.00  | 29%          | 69.75                     | 82.00        | 118%                 | 37.17              | 52.00 | 140% |
| Davis Center optima LifeServices       | 0%                       | 0.00                 | 0.00                        | 0%               | 4.58                 | 2.00                       | 44%             | 0.00  | 0.00  | 0%           | 38.33                     | 16.00        | 42%                  | 20.00              | 12.00 | 60%  |
| Denison Care Center Inc                | 0%                       | 0.00                 | 0.00                        | 0%               | 10.92                | 9.00                       | 82%             | 1.00  | 2.00  | 200%         | 57.17                     | 52.00        | 91%                  | 31.17              | 32.00 | 103% |
| Denver Sunset Home                     | 0%                       | 0.00                 | 0.00                        | 0%               | 10.00                | 0.00                       | 0%              | 1.25  | 1.00  | 80%          | 41.08                     | 6.00         | 15%                  | 18.83              | 5.00  | 27%  |
| Donnellson Health Center               | 0%                       | 0.00                 | 0.00                        | 0%               | 12.08                | 8.00                       | 66%             | 2.17  | 2.00  | 92%          | 70.83                     | 41.00        | 58%                  | 41.92              | 27.00 | 64%  |
| Dubuque Nursing & Rehab Center         | 0%                       | 0.00                 | 0.00                        | 0%               | 10.67                | 1.00                       | 9%              | 0.00  | 0.00  | 0%           | 86.67                     | 75.00        | 87%                  | 61.08              | 68.00 | 111% |
| Dumont Wellness Center                 | 0%                       | 0.00                 | 0.00                        | 0%               | 9.17                 | 7.00                       | 76%             | 1.75  | 1.00  | 57%          | 49.67                     | 15.00        | 30%                  | 29.08              | 5.00  | 17%  |



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Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                                | Medical  | Medical      | Medical        | Dietary  | Dietary      | Dietary       | Other Staff | Other Staff  | Total       |              |             | Nursing | Nursing Only | Nursing      |       |      |
|--|----------|--------------|----------------|----------|--------------|---------------|-------------|--------------|-------------|--------------|-------------|---------|--------------|--------------|-------|------|
|  | Records  | Average for  | Director Total | Medical  | Average for  | Service Total | Dietary     | Average for  | Total       | Terminations | Other Staff | Total   | Only         | Terminations | Only  |      |
| Services                                     | The Year | Terminations | Director       | The Year | Terminations | Service       | The Year    | Terminations | Other Staff | Terminations | Other Staff | Total   | Only         | Terminations | Only  |      |
| Dunlap Nursing & Rehab Center                | 0%       | 0.00         | 0.00           | 0%       | 5.92         | 4.00          | 68%         | 3.00         | 1.00        | 33%          | 54.17       | 11.00   | 20%          | 34.42        | 5.00  | 15%  |
| Eagle Point Nursing & Rehab                  | 0%       | 0.00         | 0.00           | 0%       | 12.00        | 14.00         | 117%        | 2.92         | 2.00        | 69%          | 98.42       | 101.00  | 103%         | 65.42        | 66.00 | 101% |
| East Village Center Wellness & Rehab         | 0%       | 0.00         | 0.00           | 0%       | 6.83         | 6.00          | 88%         | 0.50         | 1.00        | 200%         | 48.50       | 35.00   | 72%          | 30.67        | 25.00 | 82%  |
| Eastern Star Masonic Home                    | 0%       | 0.00         | 0.00           | 0%       | 29.08        | 3.00          | 10%         | 5.00         | 0.00        | 0%           | 166.58      | 41.00   | 25%          | 110.42       | 33.00 | 30%  |
| Edgewater, A Wesley Active Life Community    | 0%       | 0.00         | 0.00           | 0%       | 36.25        | 18.00         | 50%         | 28.25        | 13.00       | 46%          | 121.58      | 43.00   | 35%          | 36.67        | 5.00  | 14%  |
| Edgewood Convalescent Home                   | 0%       | 0.00         | 0.00           | 0%       | 12.25        | 7.00          | 57%         | 0.00         | 0.00        | 0%           | 70.08       | 32.00   | 46%          | 46.00        | 20.00 | 43%  |
| Eldora Nursing & Rehab Center                | 0%       | 0.00         | 0.00           | 0%       | 8.67         | 4.00          | 46%         | 3.25         | 1.00        | 31%          | 45.00       | 11.00   | 24%          | 25.08        | 5.00  | 20%  |
| Elkander Care Center                         | 0%       | 0.00         | 0.00           | 0%       | 8.67         | 3.00          | 35%         | 0.00         | 0.00        | 0%           | 51.75       | 32.00   | 62%          | 32.08        | 28.00 | 87%  |
| Elm Crest Retirement Community               | 0%       | 0.00         | 0.00           | 0%       | 14.25        | 16.00         | 112%        | 3.50         | 1.00        | 29%          | 88.83       | 51.00   | 57%          | 46.67        | 27.00 | 58%  |
| Elm Heights Care Center                      | 0%       | 0.00         | 0.00           | 0%       | 7.75         | 1.00          | 13%         | 1.00         | 0.00        | 0%           | 54.00       | 14.00   | 26%          | 36.42        | 10.00 | 27%  |
| Elmwood Care Center                          | 0%       | 0.00         | 0.00           | 0%       | 9.33         | 4.00          | 43%         | 0.00         | 1.00        | 0%           | 51.75       | 20.00   | 39%          | 27.67        | 11.00 | 40%  |
| Embassy Healthcare Community                 | 0%       | 0.00         | 0.00           | 0%       | 6.33         | 5.00          | 79%         | 0.00         | 0.00        | 0%           | 45.92       | 66.00   | 144%         | 32.42        | 46.00 | 142% |
| Emmetsburg Care Center                       | 0%       | 0.00         | 0.00           | 0%       | 9.08         | 4.00          | 44%         | 2.00         | 4.00        | 200%         | 66.42       | 39.00   | 59%          | 44.75        | 28.00 | 63%  |
| English Valley Nursing Home                  | 0%       | 0.00         | 0.00           | 0%       | 12.50        | 2.00          | 16%         | 12.92        | 8.00        | 62%          | 79.42       | 22.00   | 28%          | 40.50        | 11.00 | 27%  |
| Ennoble Skilled Nursing & Rehab              | 0%       | 0.00         | 0.00           | 0%       | 12.75        | 8.00          | 63%         | 2.00         | 0.00        | 0%           | 96.33       | 82.00   | 85%          | 64.92        | 63.00 | 97%  |
| Evans Memorial Home                          | 0%       | 0.00         | 0.00           | 0%       | 13.17        | 9.00          | 68%         | 0.00         | 0.00        | 0%           | 68.92       | 30.00   | 44%          | 45.75        | 21.00 | 46%  |
| Eventide Lutheran Home for the Aged          | 0%       | 0.00         | 0.00           | 0%       | 19.83        | 5.00          | 25%         | 7.67         | 3.00        | 39%          | 114.83      | 34.00   | 30%          | 59.83        | 17.00 | 28%  |
| Exira Care Center                            | 0%       | 0.00         | 0.00           | 0%       | 10.50        | 3.00          | 29%         | 0.00         | 0.00        | 0%           | 58.08       | 10.00   | 17%          | 36.33        | 2.00  | 6%   |
| Faith Lutheran Home                          | 0%       | 0.00         | 0.00           | 0%       | 13.17        | 3.00          | 23%         | 13.33        | 3.00        | 23%          | 83.67       | 28.00   | 33%          | 41.00        | 17.00 | 41%  |
| Fellowship Village                           | 0%       | 1.00         | 0.00           | 0%       | 12.83        | 4.00          | 31%         | 0.00         | 0.00        | 0%           | 79.75       | 27.00   | 34%          | 46.50        | 14.00 | 30%  |
| Fleur Heights Care Center                    | 0%       | 0.00         | 0.00           | 0%       | 18.67        | 17.00         | 91%         | 0.50         | 1.00        | 200%         | 154.00      | 103.00  | 67%          | 107.33       | 71.00 | 66%  |
| Fonda Nursing & Rehab Center                 | 0%       | 0.00         | 0.00           | 0%       | 10.75        | 5.00          | 47%         | 0.00         | 0.00        | 0%           | 53.50       | 22.00   | 41%          | 31.75        | 17.00 | 54%  |
| Fort Dodge Health & Rehab                    | 0%       | 0.00         | 0.00           | 0%       | 7.08         | 4.00          | 56%         | 5.08         | 2.00        | 39%          | 61.75       | 49.00   | 79%          | 37.58        | 34.00 | 90%  |
| Fort Madison Health Center                   | 100%     | 0.00         | 0.00           | 0%       | 13.33        | 6.00          | 45%         | 4.08         | 2.00        | 49%          | 84.42       | 44.00   | 52%          | 49.00        | 29.00 | 59%  |
| Fountain West Health Center                  | 0%       | 1.00         | 0.00           | 0%       | 20.25        | 13.00         | 64%         | 1.00         | 0.00        | 0%           | 134.25      | 86.00   | 64%          | 88.08        | 63.00 | 72%  |
| Franklin General Hospital                    | 0%       | 0.00         | 0.00           | 0%       | 11.75        | 2.00          | 17%         | 0.00         | 0.00        | 0%           | 56.42       | 11.00   | 19%          | 26.75        | 6.00  | 22%  |
| Friendship Haven                             | 104%     | 0.00         | 0.00           | 0%       | 30.17        | 14.00         | 46%         | 18.00        | 1.00        | 6%           | 207.83      | 82.00   | 39%          | 125.42       | 57.00 | 45%  |
| Friendship Home                              | 0%       | 0.00         | 0.00           | 0%       | 21.50        | 15.00         | 70%         | 10.25        | 2.00        | 20%          | 105.58      | 37.00   | 35%          | 55.58        | 17.00 | 31%  |
| Friendship Village                           | 0%       | 0.00         | 0.00           | 0%       | 49.08        | 51.00         | 104%        | 66.75        | 16.00       | 24%          | 238.92      | 108.00  | 45%          | 62.00        | 28.00 | 45%  |
| Garden View Health Care Center               | 0%       | 0.00         | 0.00           | 0%       | 8.92         | 7.00          | 79%         | 1.00         | 0.00        | 0%           | 60.17       | 47.00   | 78%          | 35.75        | 32.00 | 90%  |
| Genesis Medical Center DeWitt                | 0%       | 0.00         | 0.00           | 0%       | 18.25        | 0.00          | 0%          | 3.00         | 0.00        | 0%           | 102.25      | 0.00    | 0%           | 64.08        | 0.00  | 0%   |
| Genesis Senior Living Center                 | 0%       | 0.00         | 0.00           | 0%       | 11.42        | 17.00         | 149%        | 1.00         | 0.00        | 0%           | 79.83       | 73.00   | 91%          | 53.42        | 53.00 | 99%  |
| Glen Haven Home                              | 100%     | 0.00         | 0.00           | 0%       | 14.17        | 3.00          | 21%         | 2.25         | 4.00        | 178%         | 84.00       | 63.00   | 75%          | 46.08        | 42.00 | 91%  |
| Golden Age Care Center                       | 0%       | 0.00         | 0.00           | 0%       | 9.67         | 3.00          | 31%         | 1.00         | 0.00        | 0%           | 65.67       | 16.00   | 24%          | 39.00        | 12.00 | 31%  |
| Goldenrod Manor JP Health Care Inc           | 0%       | 0.00         | 0.00           | 0%       | 7.83         | 0.00          | 0%          | 0.00         | 0.00        | 0%           | 56.08       | 37.00   | 66%          | 36.42        | 36.00 | 99%  |
| Good Neighbor Home                           | 0%       | 0.00         | 0.00           | 0%       | 28.92        | 11.00         | 38%         | 9.00         | 0.00        | 0%           | 192.42      | 78.00   | 41%          | 123.83       | 60.00 | 48%  |
| Good Samaritan Society - Algona              | 0%       | 0.00         | 0.00           | 0%       | 24.83        | 11.00         | 44%         | 2.00         | 0.00        | 0%           | 147.83      | 49.00   | 33%          | 95.67        | 31.00 | 32%  |
| Good Samaritan Society - Davenport           | 0%       | 0.00         | 0.00           | 0%       | 37.25        | 24.00         | 64%         | 1.00         | 0.00        | 0%           | 234.58      | 87.00   | 37%          | 149.83       | 57.00 | 38%  |
| Good Samaritan Society - Esterville          | 0%       | 0.00         | 0.00           | 0%       | 15.33        | 9.00          | 59%         | 1.83         | 0.00        | 0%           | 120.58      | 54.00   | 45%          | 77.33        | 34.00 | 44%  |
| Good Samaritan Society - Fontanelle          | 0%       | 0.00         | 0.00           | 0%       | 8.42         | 4.00          | 48%         | 0.00         | 0.00        | 0%           | 49.67       | 13.00   | 26%          | 33.75        | 8.00  | 24%  |
| Good Samaritan Society - Forest City         | 0%       | 0.00         | 0.00           | 0%       | 14.83        | 6.00          | 40%         | 1.00         | 0.00        | 0%           | 84.50       | 35.00   | 41%          | 51.50        | 23.00 | 45%  |
| Good Samaritan Society - George              | 0%       | 0.00         | 0.00           | 0%       | 9.50         | 1.00          | 11%         | 1.00         | 0.00        | 0%           | 50.17       | 9.00    | 18%          | 29.67        | 7.00  | 24%  |
| Good Samaritan Society - Holstein            | 0%       | 0.00         | 0.00           | 0%       | 14.42        | 5.00          | 35%         | 1.00         | 0.00        | 0%           | 86.75       | 30.00   | 35%          | 54.58        | 17.00 | 31%  |
| Good Samaritan Society - Indianola           | 0%       | 0.00         | 0.00           | 0%       | 17.83        | 17.00         | 95%         | 1.83         | 1.00        | 55%          | 126.00      | 72.00   | 57%          | 78.00        | 48.00 | 62%  |
| Good Samaritan Society - LeMars              | 0%       | 0.00         | 0.00           | 0%       | 13.33        | 7.00          | 53%         | 3.00         | 0.00        | 0%           | 119.92      | 49.00   | 41%          | 84.25        | 38.00 | 45%  |
| Good Samaritan Society - Manson              | 0%       | 0.00         | 0.00           | 0%       | 9.25         | 1.00          | 11%         | 0.00         | 0.00        | 0%           | 57.67       | 14.00   | 24%          | 33.42        | 13.00 | 39%  |
| Good Samaritan Society - Newell              | 0%       | 0.00         | 0.00           | 0%       | 9.25         | 6.00          | 65%         | 0.00         | 0.00        | 0%           | 59.08       | 22.00   | 37%          | 33.83        | 13.00 | 38%  |
| Good Samaritan Society - Ottumwa             | 50%      | 0.00         | 0.00           | 0%       | 25.25        | 19.00         | 75%         | 9.33         | 0.00        | 0%           | 189.50      | 65.00   | 34%          | 114.92       | 40.00 | 35%  |
| Good Samaritan Society - Postville           | 0%       | 0.00         | 0.00           | 0%       | 10.42        | 1.00          | 10%         | 1.00         | 0.00        | 0%           | 71.17       | 12.00   | 17%          | 45.92        | 8.00  | 17%  |
| Good Samaritan Society - Red Oak             | 0%       | 0.00         | 0.00           | 0%       | 15.17        | 10.00         | 66%         | 2.00         | 0.00        | 0%           | 88.75       | 32.00   | 36%          | 52.25        | 19.00 | 36%  |
| Good Samaritan Society - Saint Ansgar        | 0%       | 0.00         | 0.00           | 0%       | 9.00         | 4.00          | 44%         | 0.00         | 0.00        | 0%           | 55.33       | 20.00   | 36%          | 36.33        | 16.00 | 44%  |
| Good Samaritan Society - Salem Lutheran Home | 0%       | 0.00         | 0.00           | 0%       | 12.08        | 9.00          | 74%         | 1.75         | 1.00        | 57%          | 82.50       | 46.00   | 56%          | 49.33        | 30.00 | 61%  |
| Good Samaritan Society - Van Buren           | 0%       | 0.00         | 0.00           | 0%       | 10.50        | 6.00          | 57%         | 1.00         | 0.00        | 0%           | 64.00       | 55.00   | 86%          | 37.08        | 41.00 | 111% |
| Good Samaritan Society - Villisca            | 0%       | 0.00         | 0.00           | 0%       | 9.08         | 10.00         | 110%        | 0.00         | 0.00        | 0%           | 51.17       | 26.00   | 51%          | 31.67        | 12.00 | 38%  |
| Good Samaritan Society - Waukon              | 0%       | 0.00         | 0.00           | 0%       | 17.50        | 7.00          | 40%         | 1.00         | 0.00        | 0%           | 118.17      | 30.00   | 25%          | 79.58        | 22.00 | 28%  |
| Good Samaritan Society - West Union          | 86%      | 0.00         | 0.00           | 0%       | 13.42        | 4.00          | 30%         | 2.00         | 0.00        | 0%           | 83.58       | 37.00   | 44%          | 51.92        | 31.00 | 60%  |
| Good Shepherd Center                         | 0%       | 0.00         | 0.00           | 0%       | 34.08        | 11.00         | 32%         | 56.08        | 9.00        | 16%          | 310.17      | 82.00   | 26%          | 165.00       | 54.00 | 33%  |
| Gowrie Care Center LLC                       | 0%       | 0.00         | 0.00           | 0%       | 5.67         | 3.00          | 53%         | 0.00         | 0.00        | 0%           | 36.83       | 10.00   | 27%          | 23.17        | 7.00  | 30%  |
| Grand Jivante                                | 133%     | 0.00         | 0.00           | 0%       | 10.58        | 15.00         | 142%        | 0.00         | 0.00        | 0%           | 85.92       | 78.00   | 91%          | 49.92        | 46.00 | 92%  |
| Grandview Care Center                        | 0%       | 0.00         | 0.00           | 0%       | 16.50        | 4.00          | 24%         | 8.00         | 4.00        | 50%          | 126.33      | 56.00   | 44%          | 81.83        | 44.00 | 54%  |
| Grandview Health Care Center                 | 0%       | 6.08         | 0.00           | 0%       | 1.00         | 5.00          | 500%        | 1.00         | 0.00        | 0%           | 33.67       | 13.00   | 39%          | 17.67        | 5.00  | 28%  |
| Grandview Heights Care Center                | 0%       | 1.00         | 0.00           | 0%       | 14.00        | 11.00         | 79%         | 1.00         | 0.00        | 0%           | 122.83      | 87.00   | 71%          | 83.83        | 65.00 | 78%  |
| Granger Nursing & Rehab Center               | 0%       | 1.00         | 0.00           | 0%       | 9.75         | 8.00          | 82%         | 1.00         | 1.00        | 100%         | 61.08       | 42.00   | 69%          | 36.25        | 27.00 | 74%  |
| Great River Care Center                      | 0%       | 0.00         | 0.00           | 0%       | 7.67         | 2.00          | 26%         | 0.00         | 0.00        | 0%           | 36.00       | 27.00   | 75%          | 21.67        | 22.00 | 102% |
| Great River Medical Center                   | 0%       | 0.00         | 0.00           | 0%       | 7.50         | 1.00          | 13%         | 24.17        | 8.00        | 33%          | 164.42      | 62.00   | 38%          | 123.67       | 52.00 | 42%  |
| Greene County Medical Center                 | 15%      | 0.00         | 0.00           | 0%       | 22.25        | 6.00          | 27%         | 0.00         | 0.00        | 0%           | 97.25       | 34.00   | 35%          | 37.42        | 25.00 | 67%  |
| Greenfield Rehab & Health Care Center        | 0%       | 0.00         | 0.00           | 0%       | 12.50        | 5.00          | 40%         | 0.00         | 0.00        | 0%           | 60.00       | 27.00   | 45%          | 32.58        | 18.00 | 55%  |
| Griswold Rehab & Health Care Center          | 0%       | 0.00         | 0.00           | 0%       | 9.25         | 13.00         | 141%        | 0.00         | 0.00        | 0%           | 54.17       | 35.00   | 65%          | 26.83        | 14.00 | 52%  |
| Grundy County Memorial Hospital              | 0%       | 1.00         | 0.00           | 0%       | 23.50        | 18.00         | 77%         | 75.08        | 10.00       | 13%          | 205.33      | 49.00   | 24%          | 56.67        | 17.00 | 30%  |
| Guttenberg Care Center                       | 0%       | 0.00         | 0.00           | 0%       | 21.50        | 13.00         | 60%         | 31.00        | 4.00        | 13%          | 161.67      | 35.00   | 22%          | 87.17        | 12.00 | 14%  |
| Halcyon House                                | 0%       | 0.00         | 0.00           | 0%       | 14.50        | 5.00          | 34%         | 8.42         | 2.00        | 24%          | 81.17       | 23.00   | 28%          | 37.33        | 13.00 | 35%  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | Medical Records Services | Medical                       | Medical                     | Medical          | Service              | Dietary                    | Dietary         | Other Staff          | Other Staff        | Total Terminations | Total   | Nursing Only | Nursing Only Terminations | Nursing Only |        |      |
|--|--------------------------|-------------------------------|-----------------------------|------------------|----------------------|----------------------------|-----------------|----------------------|--------------------|--------------------|---------|--------------|---------------------------|--------------|--------|------|
|  |                          | Director Average for The Year | Director Total Terminations | Medical Director | Average for The Year | Service Total Terminations | Dietary Service | Average for The Year | Total Terminations |                    |         |              |                           |              |        |      |
| Hallmark Care Center - Mt. Vernon      | 0%                       | 0.00                          | 0.00                        | 0%               | 8.25                 | 6.00                       | 73%             | 4.08                 | 3.00               | 73%                | 60.67   | 35.00        | 58%                       | 35.58        | 20.00  | 56%  |
| Happy Siesta                           | 0%                       | 0.00                          | 0.00                        | 0%               | 10.00                | 3.00                       | 30%             | 1.00                 | 0.00               | 0%                 | 57.00   | 14.00        | 25%                       | 36.25        | 10.00  | 28%  |
| Harmony House Health Care Center       | 0%                       | 0.00                          | 0.00                        | 0%               | 19.17                | 12.00                      | 63%             | 36.25                | 4.00               | 11%                | 246.75  | 131.00       | 53%                       | 146.92       | 95.00  | 65%  |
| Hearthstone, A ministry of Wesley Life | 0%                       | 0.00                          | 0.00                        | 0%               | 16.75                | 2.00                       | 12%             | 4.08                 | 1.00               | 24%                | 59.25   | 12.00        | 20%                       | 23.83        | 2.00   | 8%   |
| Heartland Care Center                  | 0%                       | 1.00                          | 0.00                        | 0%               | 9.33                 | 3.00                       | 32%             | 0.42                 | 0.00               | 0%                 | 66.25   | 22.00        | 33%                       | 38.25        | 10.00  | 26%  |
| Hegg Memorial Health Center            | 0%                       | 0.00                          | 0.00                        | 0%               | 21.42                | 4.00                       | 19%             | 2.75                 | 4.00               | 145%               | 145.17  | 36.00        | 25%                       | 100.25       | 28.00  | 28%  |
| Henry County Health Center             | 0%                       | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%                 | 47.25   | 15.00        | 32%                       | 42.75        | 14.00  | 33%  |
| Heritage Care & Rehab Center           | 0%                       | 0.00                          | 0.00                        | 0%               | 174.00               | 6.00                       | 3%              | 66.00                | 1.00               | 2%                 | 1238.00 | 47.00        | 4%                        | 817.00       | 38.00  | 5%   |
| Heritage Care Center - Iowa Falls      | 0%                       | 0.00                          | 0.00                        | 0%               | 11.25                | 5.00                       | 44%             | 0.00                 | 0.00               | 0%                 | 78.50   | 34.00        | 43%                       | 49.42        | 24.00  | 49%  |
| Heritage House - Atlantic              | 0%                       | 0.00                          | 0.00                        | 0%               | 25.08                | 19.00                      | 76%             | 21.42                | 2.00               | 9%                 | 124.42  | 44.00        | 35%                       | 49.50        | 15.00  | 30%  |
| Heritage Manor                         | 0%                       | 0.00                          | 0.00                        | 0%               | 17.67                | 14.00                      | 79%             | 0.00                 | 0.00               | 0%                 | 87.33   | 37.00        | 42%                       | 50.42        | 20.00  | 40%  |
| Heritage Nursing & Rehab Center        | 0%                       | 0.00                          | 0.00                        | 0%               | 17.92                | 10.00                      | 56%             | 0.00                 | 0.00               | 0%                 | 142.83  | 78.00        | 55%                       | 98.58        | 55.00  | 56%  |
| Heritage Nursing Home of Bancroft      | 0%                       | 0.00                          | 0.00                        | 0%               | 6.42                 | 5.00                       | 78%             | 0.33                 | 0.00               | 0%                 | 46.33   | 17.00        | 37%                       | 29.25        | 9.00   | 31%  |
| Hiawatha Care Center                   | 0%                       | 0.00                          | 0.00                        | 0%               | 36.00                | 0.50                       | 1%              | 0.00                 | 0.00               | 0%                 | 140.75  | 4.90         | 3%                        | 80.58        | 2.03   | 3%   |
| Highland Ridge Care Center             | 0%                       | 0.00                          | 0.00                        | 0%               | 20.83                | 4.00                       | 19%             | 21.08                | 4.00               | 19%                | 130.83  | 32.00        | 24%                       | 72.33        | 22.00  | 30%  |
| Hillcrest Healthcare Center            | 0%                       | 0.00                          | 8.00                        | 0%               | 14.00                | 4.00                       | 29%             | 6.17                 | 0.00               | 0%                 | 69.17   | 35.00        | 51%                       | 37.17        | 16.00  | 43%  |
| Hillcrest Home                         | 0%                       | 1.00                          | 0.00                        | 0%               | 18.58                | 4.00                       | 22%             | 2.00                 | 0.00               | 0%                 | 103.67  | 27.00        | 26%                       | 64.67        | 19.00  | 29%  |
| Hilltop Care Center                    | 0%                       | 0.00                          | 0.00                        | 0%               | 19.42                | 20.00                      | 103%            | 6.00                 | 1.00               | 17%                | 108.50  | 74.00        | 68%                       | 63.67        | 42.00  | 66%  |
| Holy Spirit Retirement Home            | 0%                       | 0.00                          | 0.00                        | 0%               | 19.17                | 18.00                      | 94%             | 2.92                 | 0.00               | 0%                 | 155.42  | 77.00        | 50%                       | 109.08       | 55.00  | 50%  |
| Hubbard Care Center                    | 0%                       | 0.00                          | 0.00                        | 0%               | 20.42                | 11.00                      | 54%             | 0.00                 | 0.00               | 0%                 | 88.92   | 61.00        | 69%                       | 47.33        | 36.00  | 76%  |
| Humboldt County Memorial Hospital      | 0%                       | 0.00                          | 0.00                        | 0%               | 3.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%                 | 37.17   | 0.00         | 0%                        | 30.67        | 0.00   | 0%   |
| Iowa City Rehab & Health Care Center   | 0%                       | 0.00                          | 0.00                        | 0%               | 10.25                | 12.00                      | 117%            | 1.00                 | 1.00               | 100%               | 77.08   | 79.00        | 102%                      | 48.33        | 52.00  | 108% |
| Iowa Jewish Senior Life Center         | 171%                     | 0.00                          | 0.00                        | 0%               | 15.58                | 14.00                      | 90%             | 7.33                 | 2.00               | 27%                | 135.08  | 84.00        | 62%                       | 86.83        | 63.00  | 73%  |
| Iowa Masonic Health Facilities         | 0%                       | 0.00                          | 0.00                        | 0%               | 18.00                | 1.00                       | 6%              | 0.00                 | 0.00               | 0%                 | 108.83  | 29.00        | 27%                       | 63.25        | 24.00  | 38%  |
| Iowa Odd Fellows & Orphan Home         | 0%                       | 0.00                          | 0.00                        | 0%               | 14.00                | 2.00                       | 14%             | 0.00                 | 0.00               | 0%                 | 123.42  | 54.00        | 44%                       | 96.08        | 46.00  | 48%  |
| Kahl Home for the Aged                 | 17%                      | 0.00                          | 0.00                        | 0%               | 23.50                | 34.00                      | 145%            | 0.00                 | 0.00               | 0%                 | 220.25  | 219.00       | 99%                       | 158.42       | 175.00 | 110% |
| Kanawha Community Home                 | 0%                       | 0.00                          | 0.00                        | 0%               | 9.17                 | 7.00                       | 76%             | 0.00                 | 0.00               | 0%                 | 41.67   | 16.00        | 38%                       | 24.25        | 8.00   | 33%  |
| Karen Acres Health Care Center         | 0%                       | 0.00                          | 0.00                        | 0%               | 7.25                 | 9.00                       | 124%            | 1.17                 | 2.00               | 171%               | 44.50   | 41.00        | 92%                       | 25.83        | 26.00  | 101% |
| Kennybrook Village                     | 0%                       | 1.00                          | 0.00                        | 0%               | 8.00                 | 0.00                       | 0%              | 1.00                 | 0.00               | 0%                 | 50.08   | 19.00        | 38%                       | 29.08        | 17.00  | 58%  |
| Keota Health Care Center               | 0%                       | 0.00                          | 0.00                        | 0%               | 9.00                 | 1.00                       | 11%             | 0.00                 | 0.00               | 0%                 | 39.00   | 2.00         | 5%                        | 20.00        | 0.00   | 0%   |
| Keystone Nursing Care Center           | 0%                       | 0.00                          | 0.00                        | 0%               | 10.92                | 5.00                       | 46%             | 0.00                 | 0.00               | 0%                 | 58.17   | 42.00        | 72%                       | 34.50        | 37.00  | 107% |
| Kingsley Nursing & Rehab Center        | 0%                       | 0.00                          | 0.00                        | 0%               | 8.58                 | 5.00                       | 58%             | 0.00                 | 0.00               | 0%                 | 51.25   | 18.00        | 35%                       | 31.50        | 9.00   | 29%  |
| Lake Mills Care Center                 | 0%                       | 0.00                          | 0.00                        | 0%               | 12.67                | 3.00                       | 24%             | 4.00                 | 4.00               | 100%               | 73.17   | 24.00        | 33%                       | 42.58        | 14.00  | 33%  |
| Lake Park Care Center                  | 0%                       | 0.00                          | 0.00                        | 0%               | 4.75                 | 13.00                      | 274%            | 0.00                 | 0.00               | 0%                 | 27.67   | 27.00        | 98%                       | 17.92        | 13.00  | 73%  |
| Lakeside Lutheran Home                 | 0%                       | 0.00                          | 0.00                        | 0%               | 10.75                | 6.00                       | 56%             | 1.00                 | 0.00               | 0%                 | 81.17   | 33.00        | 41%                       | 55.50        | 25.00  | 45%  |
| Lamoni Nursing & Rehab Center          | 0%                       | 0.00                          | 0.00                        | 0%               | 4.50                 | 1.00                       | 22%             | 3.08                 | 2.00               | 65%                | 36.58   | 14.00        | 38%                       | 22.58        | 11.00  | 49%  |
| Lantern Park Nursing & Rehab Center    | 0%                       | 0.00                          | 0.00                        | 0%               | 9.58                 | 4.00                       | 42%             | 0.00                 | 0.00               | 0%                 | 79.17   | 47.00        | 59%                       | 53.08        | 34.00  | 64%  |
| LaPorte City Nursing & Rehab Center    | 0%                       | 0.00                          | 0.00                        | 0%               | 6.92                 | 7.00                       | 101%            | 0.00                 | 0.00               | 0%                 | 48.50   | 53.00        | 109%                      | 29.75        | 36.00  | 121% |
| Laurens Care Center                    | 0%                       | 0.00                          | 0.00                        | 0%               | 6.17                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%                 | 42.33   | 12.00        | 28%                       | 26.75        | 12.00  | 45%  |
| Lenox Care Center Inc                  | 0%                       | 0.00                          | 0.00                        | 0%               | 8.75                 | 3.00                       | 34%             | 2.00                 | 1.00               | 50%                | 42.75   | 17.00        | 40%                       | 23.75        | 11.00  | 46%  |
| Lexington Square                       | 0%                       | 1.00                          | 0.00                        | 0%               | 15.50                | 5.00                       | 32%             | 21.25                | 5.00               | 24%                | 134.42  | 76.00        | 57%                       | 72.25        | 55.00  | 76%  |
| Liebe Care Center                      | 0%                       | 0.00                          | 0.00                        | 0%               | 11.25                | 3.00                       | 27%             | 0.00                 | 0.00               | 0%                 | 55.75   | 7.00         | 13%                       | 30.33        | 3.00   | 10%  |
| Linn Haven Rehab & Healthcare          | 0%                       | 0.00                          | 0.00                        | 0%               | 11.83                | 11.00                      | 93%             | 2.00                 | 0.00               | 0%                 | 63.33   | 32.00        | 51%                       | 35.67        | 15.00  | 42%  |
| Linn Manor Care Center                 | 0%                       | 1.00                          | 0.00                        | 0%               | 7.00                 | 0.00                       | 0%              | 2.00                 | 0.00               | 0%                 | 50.83   | 7.00         | 14%                       | 26.92        | 6.00   | 22%  |
| Little Flower Haven                    | 0%                       | 0.00                          | 0.00                        | 0%               | 9.17                 | 2.00                       | 22%             | 0.00                 | 0.00               | 0%                 | 60.00   | 25.00        | 42%                       | 45.75        | 22.00  | 48%  |
| Living Center East                     | 171%                     | 0.00                          | 0.00                        | 0%               | 11.17                | 9.00                       | 81%             | 1.00                 | 1.00               | 100%               | 78.00   | 36.00        | 46%                       | 47.58        | 20.00  | 42%  |
| Living Center West                     | 100%                     | 1.00                          | 0.00                        | 0%               | 14.58                | 11.00                      | 75%             | 0.00                 | 0.00               | 0%                 | 86.25   | 62.00        | 72%                       | 51.92        | 47.00  | 91%  |
| Lone Tree Health Care Center           | 0%                       | 0.00                          | 0.00                        | 0%               | 11.00                | 6.00                       | 55%             | 3.67                 | 2.00               | 55%                | 49.83   | 14.00        | 28%                       | 25.42        | 6.00   | 24%  |
| Longhouse Northshire LTD               | 0%                       | 0.00                          | 0.00                        | 0%               | 20.33                | 20.00                      | 98%             | 0.00                 | 0.00               | 0%                 | 119.42  | 63.00        | 53%                       | 75.50        | 35.00  | 46%  |
| Longview Home                          | 0%                       | 0.00                          | 0.00                        | 0%               | 15.33                | 7.00                       | 46%             | 0.00                 | 0.00               | 0%                 | 140.50  | 38.00        | 27%                       | 103.42       | 26.00  | 25%  |
| Luther Manor Retirement Home           | 0%                       | 0.00                          | 0.00                        | 0%               | 35.92                | 15.00                      | 42%             | 0.00                 | 0.00               | 0%                 | 173.83  | 99.00        | 57%                       | 95.92        | 60.00  | 63%  |
| Lutheran Home of the Aged Vinton       | 0%                       | 1.00                          | 0.00                        | 0%               | 15.42                | 10.00                      | 65%             | 0.00                 | 0.00               | 0%                 | 90.50   | 48.00        | 53%                       | 56.58        | 34.00  | 60%  |
| Lutheran Home Perry                    | 0%                       | 0.00                          | 5.00                        | 0%               | 20.58                | 0.00                       | 0%              | 0.00                 | 0.00               | 0%                 | 95.50   | 34.00        | 36%                       | 56.25        | 24.00  | 43%  |
| Lutheran Living Senior Campus          | 100%                     | 0.00                          | 0.00                        | 0%               | 34.00                | 25.00                      | 74%             | 16.67                | 5.00               | 30%                | 188.42  | 121.00       | 64%                       | 114.58       | 69.00  | 60%  |
| Lutheran Retirement Home               | 0%                       | 0.00                          | 0.00                        | 0%               | 16.25                | 5.00                       | 31%             | 9.25                 | 5.00               | 54%                | 86.92   | 27.00        | 31%                       | 46.42        | 16.00  | 34%  |
| Lyon Nursing & Rehab Center            | 0%                       | 0.00                          | 0.00                        | 0%               | 12.67                | 7.00                       | 55%             | 0.00                 | 0.00               | 0%                 | 66.33   | 24.00        | 36%                       | 42.33        | 15.00  | 35%  |
| Madrid Home of the Aging               | 0%                       | 0.00                          | 0.00                        | 0%               | 27.67                | 3.00                       | 11%             | 4.25                 | 5.00               | 118%               | 208.92  | 56.00        | 27%                       | 130.67       | 38.00  | 29%  |
| Manilla Manor                          | 0%                       | 0.00                          | 0.00                        | 0%               | 9.33                 | 4.00                       | 43%             | 0.00                 | 0.00               | 0%                 | 51.75   | 19.00        | 37%                       | 30.58        | 14.00  | 46%  |
| Manly Nursing & Rehab Center           | 0%                       | 0.00                          | 0.00                        | 0%               | 10.00                | 5.00                       | 50%             | 2.17                 | 2.00               | 92%                | 41.92   | 26.00        | 62%                       | 21.75        | 18.00  | 83%  |
| Manor Care Health Services CR          | 0%                       | 0.00                          | 0.00                        | 0%               | 3.33                 | 12.00                      | 360%            | 28.75                | 7.00               | 24%                | 114.33  | 44.00        | 38%                       | 65.00        | 21.00  | 32%  |
| Manor Care Health Services Davenport   | 240%                     | 0.00                          | 0.00                        | 0%               | 2.83                 | 13.00                      | 459%            | 17.08                | 5.00               | 29%                | 122.08  | 35.00        | 29%                       | 82.25        | 14.00  | 17%  |
| Manor Care Health Services Dubuque     | 0%                       | 0.00                          | 0.00                        | 0%               | 4.25                 | 16.00                      | 376%            | 27.83                | 7.00               | 25%                | 123.42  | 59.00        | 48%                       | 75.92        | 32.00  | 42%  |
| Manor Care Health Services Utica       | 50%                      | 0.00                          | 0.00                        | 0%               | 4.92                 | 17.00                      | 346%            | 40.08                | 2.00               | 5%                 | 190.92  | 60.00        | 31%                       | 117.75       | 28.00  | 24%  |
| Manor Care Health Services Waterloo    | 0%                       | 0.00                          | 0.00                        | 0%               | 3.25                 | 15.00                      | 462%            | 29.75                | 18.00              | 61%                | 134.00  | 94.00        | 70%                       | 79.42        | 56.00  | 71%  |
| Manor Care Health Services WDM         | 0%                       | 0.00                          | 0.00                        | 0%               | 5.17                 | 16.00                      | 310%            | 29.75                | 4.00               | 13%                | 176.92  | 82.00        | 46%                       | 115.17       | 54.00  | 47%  |
| Manor House Care Center                | 0%                       | 0.00                          | 0.00                        | 0%               | 10.25                | 2.00                       | 20%             | 1.92                 | 1.00               | 52%                | 76.58   | 22.00        | 29%                       | 50.83        | 15.00  | 30%  |
| Maple Crest Manor                      | 0%                       | 0.00                          | 0.00                        | 0%               | 8.83                 | 4.00                       | 45%             | 1.00                 | 0.00               | 0%                 | 74.50   | 31.00        | 42%                       | 53.08        | 26.00  | 49%  |
| Maple Heights Care Center              | 200%                     | 0.00                          | 0.00                        | 0%               | 16.92                | 16.00                      | 95%             | 1.00                 | 0.00               | 0%                 | 101.25  | 50.00        | 49%                       | 55.92        | 24.00  | 43%  |
| Maple Manor Village                    | 0%                       | 0.00                          | 0.00                        | 0%               | 10.75                | 1.00                       | 9%              | 8.00                 | 3.00               | 38%                | 69.08   | 18.00        | 26%                       | 35.75        | 12.00  | 34%  |
| Maquoketa Care Center                  | 0%                       | 1.00                          | 0.00                        | 0%               | 12.92                | 6.00                       | 46%             | 0.00                 | 0.00               | 0%                 | 73.50   | 28.00        | 38%                       | 46.00        | 18.00  | 39%  |
| Marian Home                            | 0%                       | 0.00                          | 0.00                        | 0%               | 19.08                | 3.00                       | 16%             | 0.00                 | 0.00               | 0%                 | 117.25  | 25.00        | 21%                       | 68.33        | 15.00  | 22%  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                              | Medical          | Medical                       | Medical                     | Service          | Dietary              | Dietary                    | Other Staff     | Other Staff          | Total              |             |        | Nursing      | Nursing Only | Nursing      |        |      |
|--|------------------|-------------------------------|-----------------------------|------------------|----------------------|----------------------------|-----------------|----------------------|--------------------|-------------|--------|--------------|--------------|--------------|--------|------|
|  | Records Services | Director Average for The Year | Director Total Terminations | Medical Director | Average for The Year | Service Total Terminations | Dietary Service | Average for The Year | Total Terminations | Other Staff | Total  | Terminations | Only         | Terminations | Only   |      |
| Mayflower Home                             | 0%               | 0.00                          | 0.00                        | 0%               | 23.33                | 6.00                       | 26%             | 4.00                 | 0.00               | 0%          | 150.83 | 41.00        | 27%          | 69.25        | 26.00  | 38%  |
| Mechanicsville Nursing & Rehab Center      | 0%               | 0.00                          | 0.00                        | 0%               | 9.50                 | 4.00                       | 42%             | 1.00                 | 0.00               | 0%          | 44.33  | 29.00        | 65%          | 25.17        | 21.00  | 83%  |
| Mercy Hospital of Franciscan Sisters       | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 3.00                 | 0.00               | 0%          | 25.00  | 0.00         | 0%           | 21.00        | 0.00   | 0%   |
| Mercy Living Center North                  | 0%               | 1.00                          | 0.00                        | 0%               | 15.58                | 3.00                       | 19%             | 0.00                 | 0.00               | 0%          | 101.25 | 16.00        | 16%          | 65.33        | 12.00  | 18%  |
| Mercy Living Center South                  | 0%               | 1.00                          | 0.00                        | 0%               | 33.58                | 4.00                       | 12%             | 0.00                 | 0.00               | 0%          | 135.08 | 23.00        | 17%          | 84.83        | 17.00  | 20%  |
| Mercy Medical Center Centerville           | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 18.00  | 4.00         | 22%          | 17.00        | 4.00   | 24%  |
| Mercy Medical Ctr Dyersville               | 0%               | 1.00                          | 0.00                        | 0%               | 16.83                | 3.00                       | 18%             | 9.00                 | 0.00               | 0%          | 88.58  | 19.00        | 21%          | 38.50        | 11.00  | 29%  |
| Methodist Manor Retirement                 | 0%               | 0.00                          | 0.00                        | 0%               | 28.83                | 15.00                      | 52%             | 3.50                 | 0.00               | 0%          | 105.58 | 45.00        | 43%          | 50.42        | 22.00  | 44%  |
| Meth-Wick Health Center                    | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 14.42                | 3.00               | 21%         | 169.17 | 73.00        | 43%          | 88.42        | 51.00  | 58%  |
| Midlands Living Center LLP                 | 0%               | 1.00                          | 0.00                        | 0%               | 11.92                | 8.00                       | 67%             | 0.00                 | 0.00               | 0%          | 83.42  | 55.00        | 66%          | 49.67        | 40.00  | 81%  |
| Milford Nursing Center                     | 0%               | 0.00                          | 0.00                        | 0%               | 10.25                | 4.00                       | 39%             | 0.00                 | 0.00               | 0%          | 60.50  | 28.00        | 46%          | 41.58        | 18.00  | 43%  |
| Mill Pond Retirement Community             | 0%               | 0.00                          | 0.00                        | 0%               | 16.08                | 4.00                       | 25%             | 41.42                | 2.00               | 5%          | 130.83 | 28.00        | 21%          | 52.50        | 21.00  | 40%  |
| Mill Valley Care Center                    | 0%               | 1.00                          | 0.00                        | 0%               | 13.08                | 4.00                       | 31%             | 0.33                 | 0.00               | 0%          | 78.25  | 28.00        | 36%          | 48.67        | 21.00  | 43%  |
| Monroe Care Center, Inc.                   | 0%               | 0.00                          | 0.00                        | 0%               | 12.42                | 7.00                       | 56%             | 0.00                 | 0.00               | 0%          | 75.83  | 24.00        | 32%          | 49.50        | 13.00  | 26%  |
| Montezuma Nursing & Rehab Center           | 0%               | 0.00                          | 0.00                        | 0%               | 9.08                 | 7.00                       | 77%             | 0.00                 | 0.00               | 0%          | 36.33  | 26.00        | 72%          | 19.58        | 18.00  | 92%  |
| Monticello Nursing & Rehab Center          | 0%               | 1.00                          | 0.00                        | 0%               | 22.33                | 7.00                       | 31%             | 1.58                 | 2.00               | 126%        | 113.92 | 52.00        | 46%          | 70.08        | 37.00  | 53%  |
| Montrose Health Center Inc                 | 0%               | 0.00                          | 0.00                        | 0%               | 9.50                 | 13.00                      | 137%            | 0.00                 | 0.00               | 0%          | 55.67  | 32.00        | 57%          | 33.25        | 19.00  | 57%  |
| Morning Sun Care Center                    | 0%               | 0.00                          | 0.00                        | 0%               | 10.17                | 2.00                       | 20%             | 7.17                 | 2.00               | 28%         | 73.33  | 30.00        | 41%          | 40.92        | 22.00  | 54%  |
| Morningside Healthcare Community           | 0%               | 0.00                          | 0.00                        | 0%               | 7.58                 | 2.00                       | 26%             | 0.00                 | 0.00               | 0%          | 51.92  | 20.00        | 39%          | 35.42        | 14.00  | 40%  |
| Mount Ayr Health Care Center               | 0%               | 0.00                          | 0.00                        | 0%               | 8.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 66.83  | 29.00        | 43%          | 41.75        | 23.00  | 55%  |
| Nelson Manor                               | 0%               | 0.00                          | 0.00                        | 0%               | 5.58                 | 3.00                       | 54%             | 0.00                 | 0.00               | 0%          | 38.33  | 26.00        | 68%          | 20.92        | 21.00  | 100% |
| New Aldaya Lifescapes                      | 0%               | 0.00                          | 0.00                        | 0%               | 46.00                | 29.00                      | 63%             | 26.25                | 27.00              | 103%        | 340.42 | 217.00       | 64%          | 218.25       | 145.00 | 66%  |
| New Hampton Nursing & Rehab Center         | 0%               | 0.00                          | 0.00                        | 0%               | 17.83                | 9.00                       | 50%             | 0.00                 | 0.00               | 0%          | 105.42 | 47.00        | 45%          | 72.75        | 33.00  | 45%  |
| New London Nursing & Rehab Center          | 0%               | 0.00                          | 0.00                        | 0%               | 7.83                 | 2.00                       | 26%             | 0.00                 | 0.00               | 0%          | 46.08  | 18.00        | 39%          | 27.42        | 14.00  | 51%  |
| Newton Health Care Center                  | 0%               | 0.00                          | 0.00                        | 0%               | 6.83                 | 7.00                       | 102%            | 1.00                 | 0.00               | 0%          | 56.75  | 36.00        | 63%          | 34.17        | 24.00  | 70%  |
| Newton Village HealthCare Center           | 0%               | 0.00                          | 0.00                        | 0%               | 8.08                 | 10.00                      | 124%            | 0.00                 | 0.00               | 0%          | 24.92  | 18.00        | 72%          | 9.83         | 6.00   | 61%  |
| Nora Springs Care Center                   | 0%               | 0.00                          | 0.00                        | 0%               | 10.17                | 9.00                       | 89%             | 5.08                 | 0.00               | 0%          | 64.25  | 25.00        | 39%          | 36.83        | 15.00  | 41%  |
| North Lake Manor                           | 0%               | 0.00                          | 0.00                        | 0%               | 6.50                 | 23.00                      | 354%            | 0.00                 | 0.00               | 0%          | 57.17  | 87.00        | 152%         | 43.83        | 61.00  | 139% |
| Northbrook Manor Care Center               | 0%               | 0.00                          | 0.00                        | 0%               | 12.67                | 10.00                      | 79%             | 1.00                 | 0.00               | 0%          | 95.17  | 38.00        | 40%          | 63.58        | 17.00  | 27%  |
| Northcrest Living Center                   | 0%               | 1.00                          | 0.00                        | 0%               | 9.75                 | 3.00                       | 31%             | 0.00                 | 0.00               | 0%          | 69.17  | 50.00        | 72%          | 43.83        | 43.00  | 98%  |
| NorthCrest Specialty Care                  | 100%             | 0.00                          | 0.00                        | 0%               | 13.25                | 7.00                       | 53%             | 0.00                 | 0.00               | 0%          | 84.92  | 58.00        | 68%          | 54.58        | 43.00  | 79%  |
| Northern Mahaska Nursing & Rehab Center    | 0%               | 0.00                          | 0.00                        | 0%               | 8.92                 | 6.00                       | 67%             | 0.00                 | 0.00               | 0%          | 61.08  | 37.00        | 61%          | 39.42        | 29.00  | 74%  |
| Northgate Care Center                      | 0%               | 0.00                          | 0.00                        | 0%               | 11.92                | 2.00                       | 17%             | 14.67                | 5.00               | 34%         | 78.08  | 26.00        | 33%          | 42.67        | 17.00  | 40%  |
| Norwalk Nursing & Rehab Center             | 0%               | 1.00                          | 0.00                        | 0%               | 6.83                 | 4.00                       | 59%             | 2.00                 | 1.00               | 50%         | 59.67  | 29.00        | 49%          | 37.42        | 19.00  | 51%  |
| Oakland Manor                              | 0%               | 0.00                          | 0.00                        | 0%               | 11.92                | 8.00                       | 67%             | 4.17                 | 2.00               | 48%         | 66.58  | 38.00        | 57%          | 36.25        | 23.00  | 63%  |
| Oaknoll Retirement Residence               | 0%               | 0.00                          | 0.00                        | 0%               | 45.33                | 14.00                      | 31%             | 40.00                | 3.00               | 8%          | 181.42 | 49.00        | 27%          | 58.25        | 25.00  | 43%  |
| Oakview Home, Inc                          | 0%               | 0.00                          | 0.00                        | 0%               | 10.42                | 6.00                       | 58%             | 1.00                 | 0.00               | 0%          | 59.92  | 32.00        | 53%          | 36.75        | 20.00  | 54%  |
| Oakwood Care Center                        | 0%               | 0.00                          | 0.00                        | 0%               | 15.67                | 5.00                       | 32%             | 5.83                 | 1.00               | 17%         | 96.00  | 30.00        | 31%          | 61.58        | 24.00  | 39%  |
| Oakwood Care Center Nursing & Rehab Center | 0%               | 0.00                          | 0.00                        | 0%               | 10.42                | 12.00                      | 115%            | 0.00                 | 0.00               | 0%          | 63.33  | 55.00        | 87%          | 39.42        | 41.00  | 104% |
| Odebolt Nursing & Rehab Center             | 0%               | 0.00                          | 0.00                        | 0%               | 6.75                 | 3.00                       | 44%             | 3.42                 | 0.00               | 0%          | 42.25  | 23.00        | 54%          | 24.58        | 17.00  | 69%  |
| Oelwein Healthcare Center                  | 0%               | 0.00                          | 0.00                        | 0%               | 16.25                | 7.00                       | 43%             | 5.58                 | 3.00               | 54%         | 85.08  | 23.00        | 27%          | 51.25        | 13.00  | 25%  |
| On With Life at Ankeny                     | 0%               | 0.00                          | 0.00                        | 0%               | 14.33                | 4.00                       | 28%             | 32.25                | 3.00               | 9%          | 122.92 | 38.00        | 31%          | 53.25        | 27.00  | 51%  |
| On With Life at Glenwood                   | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.92                 | 1.00               | 109%        | 62.25  | 18.00        | 29%          | 49.42        | 16.00  | 32%  |
| Osage Rehab & Health Care Center           | 0%               | 0.00                          | 0.00                        | 0%               | 9.33                 | 11.00                      | 118%            | 1.00                 | 0.00               | 0%          | 53.17  | 42.00        | 79%          | 33.00        | 22.00  | 67%  |
| Oskaloosa Care Center, Inc                 | 0%               | 1.00                          | 0.00                        | 0%               | 9.67                 | 7.00                       | 72%             | 0.00                 | 0.00               | 0%          | 79.92  | 58.00        | 73%          | 54.92        | 42.00  | 76%  |
| Ossian Senior Hospice Inc                  | 0%               | 0.00                          | 0.00                        | 0%               | 18.92                | 5.00                       | 26%             | 1.00                 | 0.00               | 0%          | 96.75  | 15.00        | 16%          | 64.58        | 9.00   | 14%  |
| Palo Alto County Hospital                  | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 37.25  | 5.00         | 13%          | 20.42        | 5.00   | 24%  |
| Panora Nursing & Rehab Center              | 0%               | 0.00                          | 0.00                        | 0%               | 8.33                 | 0.00                       | 0%              | 2.00                 | 3.00               | 150%        | 50.50  | 36.00        | 71%          | 29.75        | 20.00  | 67%  |
| Park Centre                                | 0%               | 0.00                          | 0.00                        | 0%               | 25.67                | 7.00                       | 27%             | 14.33                | 3.00               | 21%         | 115.50 | 44.00        | 38%          | 49.42        | 29.00  | 59%  |
| Park View Care Center                      | 0%               | 0.00                          | 0.00                        | 0%               | 18.25                | 7.00                       | 38%             | 3.58                 | 1.00               | 28%         | 91.33  | 48.00        | 53%          | 54.75        | 37.00  | 68%  |
| Parkridge Specialty Care                   | 0%               | 0.00                          | 0.00                        | 0%               | 12.00                | 7.00                       | 58%             | 0.00                 | 0.00               | 0%          | 92.33  | 47.00        | 51%          | 63.92        | 36.00  | 56%  |
| Parkview Care Center Inc                   | 0%               | 1.00                          | 0.00                        | 0%               | 9.50                 | 4.00                       | 42%             | 2.00                 | 0.00               | 0%          | 65.42  | 29.00        | 44%          | 40.42        | 21.00  | 52%  |
| Parkview Home                              | 0%               | 0.00                          | 0.00                        | 0%               | 11.42                | 3.00                       | 26%             | 2.17                 | 0.00               | 0%          | 61.08  | 12.00        | 20%          | 33.92        | 9.00   | 27%  |
| Parkview Manor                             | 0%               | 0.00                          | 0.00                        | 0%               | 14.83                | 8.00                       | 54%             | 1.00                 | 0.00               | 0%          | 85.42  | 48.00        | 56%          | 51.00        | 30.00  | 59%  |
| Parkview Manor Care Center                 | 0%               | 0.00                          | 0.00                        | 0%               | 10.25                | 0.00                       | 0%              | 1.00                 | 0.00               | 0%          | 61.67  | 11.00        | 18%          | 40.00        | 10.00  | 25%  |
| Patty Elwood Center                        | 0%               | 0.00                          | 0.00                        | 0%               | 10.92                | 8.00                       | 73%             | 2.33                 | 2.00               | 86%         | 80.25  | 31.00        | 39%          | 41.75        | 17.00  | 41%  |
| Pella Regional Health Center               | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 37.83  | 44.00        | 116%         | 34.33        | 42.00  | 122% |
| Perry Health Care Center                   | 0%               | 0.00                          | 0.00                        | 0%               | 7.83                 | 6.00                       | 77%             | 0.00                 | 0.00               | 0%          | 34.67  | 26.00        | 75%          | 19.58        | 15.00  | 77%  |
| Pleasant View Home                         | 0%               | 0.00                          | 0.00                        | 0%               | 7.58                 | 2.00                       | 26%             | 3.00                 | 0.00               | 0%          | 67.92  | 14.00        | 21%          | 46.58        | 8.00   | 17%  |
| Pleasant View, Inc                         | 0%               | 0.00                          | 0.00                        | 0%               | 20.92                | 10.00                      | 48%             | 1.00                 | 0.00               | 0%          | 154.00 | 47.00        | 31%          | 99.58        | 31.00  | 31%  |
| Pleasantview Home                          | 0%               | 0.00                          | 0.00                        | 0%               | 26.08                | 13.00                      | 50%             | 2.25                 | 1.00               | 44%         | 143.83 | 50.00        | 35%          | 83.33        | 28.00  | 34%  |
| Plymouth Manor Care Center                 | 0%               | 0.00                          | 0.00                        | 0%               | 8.75                 | 5.00                       | 57%             | 1.00                 | 0.00               | 0%          | 62.83  | 22.00        | 35%          | 38.92        | 14.00  | 36%  |
| Pocahontas Manor Care Center               | 0%               | 0.00                          | 0.00                        | 0%               | 8.42                 | 6.00                       | 71%             | 0.00                 | 0.00               | 0%          | 55.92  | 34.00        | 61%          | 38.33        | 25.00  | 65%  |
| Polk City Nursing & Rehab Center           | 100%             | 1.00                          | 0.00                        | 0%               | 9.92                 | 0.91                       | 9%              | 0.00                 | 0.00               | 0%          | 70.25  | 7.23         | 10%          | 47.33        | 1.59   | 3%   |
| Pomeroy Care Center                        | 0%               | 0.00                          | 0.00                        | 0%               | 4.58                 | 8.00                       | 175%            | 2.08                 | 2.00               | 96%         | 26.08  | 28.00        | 107%         | 12.67        | 18.00  | 142% |
| Prairie Ridge Care & Rehab                 | 0%               | 1.00                          | 0.00                        | 0%               | 8.42                 | 4.00                       | 48%             | 2.00                 | 0.00               | 0%          | 60.67  | 32.00        | 53%          | 40.75        | 27.00  | 66%  |
| Prairie Ridge Care Center                  | 0%               | 0.00                          | 0.00                        | 0%               | 9.50                 | 8.00                       | 84%             | 1.00                 | 0.00               | 0%          | 104.08 | 40.00        | 38%          | 74.58        | 29.00  | 39%  |
| Prairie View Home                          | 0%               | 0.00                          | 0.00                        | 0%               | 20.83                | 9.00                       | 43%             | 15.92                | 7.00               | 44%         | 132.25 | 59.00        | 45%          | 68.50        | 38.00  | 55%  |
| Prairie Vista Village                      | 0%               | 0.00                          | 0.00                        | 0%               | 6.43                 | 1.00                       | 16%             | 1.57                 | 0.00               | 0%          | 34.24  | 9.00         | 26%          | 17.79        | 6.00   | 34%  |
| Premier Estates of Muscatine               | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 3.50                 | 2.00               | 57%         | 74.60  | 45.00        | 60%          | 59.40        | 36.00  | 61%  |
| Premier Estates of Toledo                  | 0%               | 0.00                          | 0.00                        | 0%               | 0.00                 | 0.00                       | 0%              | 1.11                 | 1.00               | 90%         | 52.22  | 20.00        | 38%          | 41.56        | 16.00  | 39%  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                          | Medical          | Medical              | Medical               | Dietary          | Dietary              | Dietary                    | Other Staff     | Other Staff          | Total              |             |        | Nursing      | Nursing Only | Nursing      |        |      |
|--|------------------|----------------------|-----------------------|------------------|----------------------|----------------------------|-----------------|----------------------|--------------------|-------------|--------|--------------|--------------|--------------|--------|------|
|  | Records Services | Average for The Year | Director Terminations | Medical Director | Average for The Year | Service Total Terminations | Dietary Service | Average for The Year | Total Terminations | Other Staff | Total  | Terminations | Only         | Terminations | Only   |      |
| Pringhar Care Center                   | 0%               | 0.00                 | 0.00                  | 0%               | 2.50                 | 4.00                       | 160%            | 0.00                 | 0.00               | 0%          | 20.75  | 16.00        | 77%          | 13.42        | 11.00  | 82%  |
| QHC Fort Dodge Villa LLC               | 0%               | 0.00                 | 0.00                  | 0%               | 13.33                | 11.00                      | 83%             | 0.00                 | 0.00               | 0%          | 96.50  | 57.00        | 59%          | 65.75        | 42.00  | 64%  |
| QHC Humboldt North LLC                 | 133%             | 0.00                 | 0.00                  | 0%               | 14.33                | 6.00                       | 42%             | 0.00                 | 0.00               | 0%          | 69.17  | 44.00        | 64%          | 37.58        | 26.00  | 69%  |
| QHC Humboldt South LLC                 | 0%               | 0.00                 | 0.00                  | 0%               | 8.33                 | 7.00                       | 84%             | 0.00                 | 0.00               | 0%          | 41.33  | 28.00        | 68%          | 22.58        | 19.00  | 84%  |
| QHC Mitchellville LLC                  | 0%               | 0.00                 | 0.00                  | 0%               | 9.33                 | 9.00                       | 96%             | 0.00                 | 0.00               | 0%          | 63.00  | 62.00        | 98%          | 39.83        | 44.00  | 110% |
| QHC Winterset North LLC                | 0%               | 0.00                 | 0.00                  | 0%               | 12.33                | 11.00                      | 89%             | 0.00                 | 0.00               | 0%          | 66.50  | 54.00        | 81%          | 40.33        | 37.00  | 92%  |
| QHC Winterset South LLC                | 0%               | 0.00                 | 0.00                  | 0%               | 8.42                 | 4.00                       | 48%             | 0.00                 | 0.00               | 0%          | 48.50  | 25.00        | 52%          | 27.92        | 15.00  | 54%  |
| Ramsey Village                         | 0%               | 0.00                 | 0.00                  | 0%               | 23.08                | 17.00                      | 74%             | 17.58                | 5.00               | 28%         | 143.83 | 56.00        | 39%          | 74.25        | 28.00  | 38%  |
| Ravenwood Nursing & Rehab Center       | 0%               | 0.00                 | 0.00                  | 0%               | 23.50                | 12.00                      | 51%             | 0.00                 | 0.00               | 0%          | 167.17 | 98.00        | 59%          | 110.50       | 76.00  | 69%  |
| Red Oak Healthcare Community           | 0%               | 0.00                 | 0.00                  | 0%               | 8.33                 | 3.00                       | 36%             | 0.00                 | 0.00               | 0%          | 49.75  | 19.00        | 38%          | 33.67        | 15.00  | 45%  |
| Regency Care Center                    | 0%               | 0.00                 | 0.00                  | 0%               | 16.08                | 15.00                      | 93%             | 1.00                 | 2.00               | 200%        | 97.92  | 89.00        | 91%          | 61.25        | 56.00  | 91%  |
| Regency Park Nursing & Rehab - Carro   | 0%               | 1.00                 | 0.00                  | 0%               | 7.75                 | 5.00                       | 65%             | 1.58                 | 1.00               | 63%         | 62.08  | 34.00        | 55%          | 41.17        | 24.00  | 58%  |
| Regency Park Nursing & Rehab - Jeff    | 0%               | 1.00                 | 0.00                  | 0%               | 11.58                | 8.00                       | 69%             | 4.00                 | 1.00               | 25%         | 68.50  | 29.00        | 42%          | 37.58        | 17.00  | 45%  |
| Regency Rehab and Skilled Nursing      | 0%               | 1.00                 | 0.00                  | 0%               | 8.50                 | 22.00                      | 259%            | 6.50                 | 2.00               | 31%         | 96.08  | 140.00       | 146%         | 60.67        | 93.00  | 153% |
| Rehab Center of Allison                | 0%               | 0.00                 | 0.00                  | 0%               | 12.83                | 4.00                       | 31%             | 8.33                 | 3.00               | 36%         | 80.00  | 24.00        | 30%          | 47.50        | 16.00  | 34%  |
| Rehab Center of Belmont                | 0%               | 0.00                 | 0.00                  | 0%               | 16.92                | 6.00                       | 35%             | 5.92                 | 2.00               | 34%         | 95.42  | 31.00        | 32%          | 57.75        | 20.00  | 35%  |
| Rehab Center of Hampton                | 0%               | 0.00                 | 0.00                  | 0%               | 12.00                | 8.00                       | 67%             | 11.08                | 1.00               | 9%          | 102.00 | 36.00        | 35%          | 62.00        | 23.00  | 37%  |
| Rehab Center of Independence - East    | 0%               | 0.00                 | 0.00                  | 0%               | 10.25                | 6.00                       | 59%             | 2.92                 | 2.00               | 69%         | 52.42  | 11.00        | 21%          | 32.33        | 3.00   | 9%   |
| Rehab Center of Independence - West    | 0%               | 0.00                 | 0.00                  | 0%               | 13.92                | 7.00                       | 50%             | 3.33                 | 1.00               | 30%         | 91.92  | 20.00        | 22%          | 55.83        | 9.00   | 16%  |
| Rehabilitation Center of Des Moines    | 0%               | 0.00                 | 0.00                  | 0%               | 12.58                | 13.00                      | 103%            | 0.00                 | 0.00               | 0%          | 74.17  | 60.00        | 81%          | 44.83        | 25.00  | 56%  |
| Riceville Family Care & Therapy Center | 0%               | 0.00                 | 0.00                  | 0%               | 7.33                 | 2.00                       | 27%             | 0.00                 | 0.00               | 0%          | 34.75  | 10.00        | 29%          | 19.00        | 6.00   | 32%  |
| Ridgecrest Village                     | 62%              | 1.00                 | 0.00                  | 0%               | 18.00                | 26.00                      | 144%            | 1.00                 | 1.00               | 100%        | 139.17 | 72.00        | 52%          | 83.50        | 38.00  | 46%  |
| Ridgewood Nursing & Rehab Center       | 0%               | 0.00                 | 0.00                  | 0%               | 9.17                 | 18.00                      | 196%            | 1.00                 | 0.00               | 0%          | 58.50  | 60.00        | 103%         | 39.50        | 38.00  | 96%  |
| Risen Son Christian Village            | 75%              | 0.00                 | 0.00                  | 0%               | 18.83                | 24.00                      | 127%            | 8.92                 | 3.00               | 34%         | 144.75 | 99.00        | 68%          | 76.33        | 52.00  | 68%  |
| River Hills Village                    | 0%               | 1.00                 | 0.00                  | 0%               | 14.58                | 10.00                      | 69%             | 0.00                 | 0.00               | 0%          | 125.42 | 71.00        | 57%          | 81.00        | 46.00  | 57%  |
| Riverview Manor                        | 0%               | 1.00                 | 0.00                  | 0%               | 8.50                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 46.67  | 43.00        | 92%          | 28.08        | 39.00  | 139% |
| Rock Rapids Care Centre                | 0%               | 0.00                 | 0.00                  | 0%               | 5.42                 | 1.00                       | 18%             | 1.00                 | 1.00               | 100%        | 45.25  | 17.00        | 38%          | 27.50        | 12.00  | 44%  |
| Rockwell Community Nursing Home        | 0%               | 1.00                 | 0.00                  | 0%               | 9.75                 | 4.00                       | 41%             | 1.00                 | 0.00               | 0%          | 57.42  | 23.00        | 40%          | 34.58        | 19.00  | 55%  |
| Rolling Green Village                  | 0%               | 0.00                 | 0.00                  | 0%               | 15.33                | 4.00                       | 26%             | 8.83                 | 5.00               | 57%         | 101.17 | 34.00        | 34%          | 60.83        | 23.00  | 38%  |
| Rose Haven Nursing Home                | 0%               | 0.17                 | 0.00                  | 0%               | 9.17                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 54.07  | 16.00        | 30%          | 32.83        | 14.00  | 43%  |
| Rose Vista Home                        | 0%               | 0.00                 | 0.00                  | 0%               | 11.25                | 3.00                       | 27%             | 0.00                 | 0.00               | 0%          | 86.67  | 30.00        | 35%          | 57.58        | 24.00  | 42%  |
| Rosewood Manor                         | 0%               | 0.00                 | 0.00                  | 0%               | 6.92                 | 4.00                       | 58%             | 0.00                 | 0.00               | 0%          | 42.92  | 27.00        | 63%          | 28.25        | 18.00  | 64%  |
| Rotary Senior Living                   | 0%               | 0.00                 | 0.00                  | 0%               | 10.92                | 5.00                       | 46%             | 0.00                 | 0.00               | 0%          | 61.75  | 27.00        | 44%          | 29.92        | 16.00  | 53%  |
| Rowley Memorial Masonic Home           | 0%               | 0.00                 | 0.00                  | 0%               | 11.67                | 5.00                       | 43%             | 1.00                 | 0.00               | 0%          | 49.06  | 17.00        | 35%          | 22.72        | 10.00  | 44%  |
| Ruthven Community Care Center          | 0%               | 0.00                 | 0.00                  | 0%               | 12.17                | 2.00                       | 16%             | 0.00                 | 0.00               | 0%          | 51.58  | 30.00        | 58%          | 29.75        | 24.00  | 81%  |
| Sanford Senior Care Sheldon            | 0%               | 0.00                 | 0.00                  | 0%               | 19.17                | 6.00                       | 31%             | 3.00                 | 0.00               | 0%          | 89.00  | 31.00        | 35%          | 47.33        | 23.00  | 49%  |
| Scenic Manor                           | 0%               | 0.00                 | 0.00                  | 0%               | 28.92                | 10.00                      | 35%             | 2.08                 | 1.00               | 48%         | 113.92 | 48.00        | 42%          | 61.42        | 29.00  | 47%  |
| Scottish Rite Park                     | 0%               | 0.00                 | 0.00                  | 0%               | 17.42                | 10.00                      | 57%             | 16.75                | 10.00              | 60%         | 94.42  | 29.00        | 31%          | 37.92        | 7.00   | 18%  |
| Shady Oaks                             | 0%               | 0.00                 | 0.00                  | 0%               | 14.83                | 9.00                       | 61%             | 0.00                 | 0.00               | 0%          | 98.50  | 47.00        | 48%          | 62.92        | 27.00  | 43%  |
| Shady Rest Care Center                 | 0%               | 0.00                 | 0.00                  | 0%               | 12.67                | 2.00                       | 16%             | 0.00                 | 0.00               | 0%          | 85.00  | 31.00        | 36%          | 57.08        | 25.00  | 44%  |
| Sheffield Care Center                  | 0%               | 0.00                 | 0.00                  | 0%               | 12.08                | 5.00                       | 41%             | 9.67                 | 2.00               | 21%         | 64.33  | 24.00        | 37%          | 31.50        | 14.00  | 44%  |
| Shell Rock Senior Living               | 0%               | 1.00                 | 0.00                  | 0%               | 12.17                | 4.00                       | 33%             | 0.00                 | 0.00               | 0%          | 61.92  | 23.00        | 37%          | 34.00        | 14.00  | 41%  |
| Sibley Nursing & Rehab Center          | 0%               | 0.00                 | 0.00                  | 0%               | 9.25                 | 2.00                       | 22%             | 0.00                 | 0.00               | 0%          | 53.67  | 18.00        | 34%          | 34.58        | 14.00  | 40%  |
| Sigourney Health Care                  | 0%               | 0.00                 | 0.00                  | 0%               | 9.00                 | 0.00                       | 0%              | 3.00                 | 0.00               | 0%          | 43.00  | 0.00         | 0%           | 23.00        | 0.00   | 0%   |
| Simpson Memorial Home                  | 0%               | 0.00                 | 0.00                  | 0%               | 20.00                | 8.00                       | 40%             | 1.00                 | 0.00               | 0%          | 87.08  | 35.00        | 40%          | 46.50        | 23.00  | 49%  |
| Sioux Care Center                      | 0%               | 0.00                 | 0.00                  | 0%               | 8.42                 | 6.00                       | 71%             | 0.25                 | 0.00               | 0%          | 33.00  | 17.00        | 52%          | 16.67        | 7.00   | 42%  |
| Sioux Center Community Hospital        | 0%               | 0.00                 | 0.00                  | 0%               | 0.00                 | 0.00                       | 0%              | 4.00                 | 0.00               | 0%          | 69.17  | 30.00        | 43%          | 60.17        | 30.00  | 50%  |
| Solon Nursing Care Center              | 0%               | 0.00                 | 0.00                  | 0%               | 13.58                | 5.00                       | 37%             | 1.08                 | 1.00               | 92%         | 112.25 | 68.00        | 61%          | 76.00        | 50.00  | 66%  |
| Southern Hills Specialty Care          | 0%               | 0.00                 | 0.00                  | 0%               | 12.08                | 8.00                       | 66%             | 0.00                 | 0.00               | 0%          | 97.67  | 37.00        | 38%          | 70.92        | 25.00  | 35%  |
| Southfield Wellness                    | 0%               | 0.00                 | 0.00                  | 0%               | 14.17                | 7.00                       | 49%             | 4.75                 | 1.00               | 21%         | 99.25  | 36.00        | 36%          | 67.00        | 23.00  | 34%  |
| Southridge Nursing & Rehab Center      | 0%               | 0.00                 | 0.00                  | 0%               | 12.25                | 12.00                      | 98%             | 0.00                 | 0.00               | 0%          | 79.75  | 37.00        | 46%          | 55.50        | 25.00  | 45%  |
| Spurgeon Manor Inc.                    | 0%               | 0.00                 | 0.00                  | 0%               | 19.33                | 15.00                      | 78%             | 2.00                 | 0.00               | 0%          | 90.50  | 43.00        | 48%          | 54.08        | 18.00  | 33%  |
| St. Anthony Nursing Home               | 0%               | 0.00                 | 0.00                  | 0%               | 13.00                | 0.00                       | 0%              | 4.42                 | 1.00               | 23%         | 107.91 | 11.00        | 10%          | 73.42        | 10.00  | 14%  |
| St. Francis Manor                      | 0%               | 0.00                 | 0.00                  | 0%               | 19.33                | 10.00                      | 52%             | 1.00                 | 0.00               | 0%          | 132.42 | 46.00        | 35%          | 83.00        | 29.00  | 35%  |
| St. Luke Lutheran Home, Inc            | 0%               | 1.00                 | 0.00                  | 0%               | 25.58                | 7.00                       | 27%             | 3.00                 | 0.00               | 0%          | 149.58 | 51.00        | 34%          | 91.17        | 41.00  | 45%  |
| St. Mary Healthcare & Rehabilitation   | 0%               | 0.00                 | 0.00                  | 0%               | 11.83                | 9.00                       | 76%             | 1.00                 | 0.00               | 0%          | 79.58  | 67.00        | 84%          | 50.17        | 55.00  | 110% |
| Stacyville Community Nursing Home      | 0%               | 0.00                 | 0.00                  | 0%               | 9.17                 | 1.00                       | 11%             | 0.00                 | 0.00               | 0%          | 34.58  | 12.00        | 35%          | 17.17        | 6.00   | 35%  |
| Stanton Care Center                    | 0%               | 0.00                 | 0.00                  | 0%               | 8.67                 | 8.00                       | 92%             | 0.00                 | 0.00               | 0%          | 59.58  | 36.00        | 60%          | 37.83        | 25.00  | 66%  |
| State Center Nursing & Rehab Center    | 0%               | 0.00                 | 0.00                  | 0%               | 10.08                | 9.00                       | 89%             | 0.00                 | 0.00               | 0%          | 48.33  | 33.00        | 68%          | 28.17        | 20.00  | 71%  |
| Stonehill Care Center                  | 0%               | 0.00                 | 0.00                  | 0%               | 70.00                | 31.00                      | 44%             | 0.00                 | 0.00               | 0%          | 391.92 | 160.00       | 41%          | 253.50       | 112.00 | 44%  |
| Story County Medical Center            | 0%               | 0.00                 | 0.00                  | 0%               | 0.00                 | 0.00                       | 0%              | 0.33                 | 0.00               | 0%          | 54.00  | 13.00        | 24%          | 51.67        | 13.00  | 25%  |
| Stratford Nursing & Rehab Center       | 0%               | 0.00                 | 0.00                  | 0%               | 9.17                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 62.42  | 14.00        | 22%          | 42.00        | 13.00  | 31%  |
| Strawberry Point Lutheran Home         | 0%               | 0.00                 | 0.00                  | 0%               | 14.17                | 9.00                       | 64%             | 0.00                 | 0.00               | 0%          | 94.33  | 52.00        | 55%          | 60.67        | 30.00  | 49%  |
| Sunny Hill Care Center                 | 0%               | 1.00                 | 0.00                  | 0%               | 8.17                 | 3.00                       | 37%             | 0.00                 | 0.00               | 0%          | 61.58  | 25.00        | 41%          | 41.58        | 20.00  | 48%  |
| Sunny Knoll Care Centre                | 100%             | 0.00                 | 0.00                  | 0%               | 5.67                 | 9.00                       | 159%            | 0.00                 | 0.00               | 0%          | 36.83  | 23.00        | 62%          | 23.50        | 10.00  | 43%  |
| Sunny View Care Center                 | 0%               | 1.00                 | 0.00                  | 0%               | 16.58                | 13.00                      | 78%             | 0.00                 | 0.00               | 0%          | 95.67  | 97.00        | 101%         | 58.33        | 78.00  | 134% |
| Sunnybrook Living Care Center          | 0%               | 0.00                 | 0.00                  | 0%               | 7.83                 | 4.00                       | 51%             | 1.00                 | 1.00               | 100%        | 58.75  | 42.00        | 71%          | 36.83        | 29.00  | 79%  |
| Sunnycrest Manor                       | 0%               | 0.00                 | 0.00                  | 0%               | 24.75                | 9.00                       | 36%             | 1.00                 | 1.00               | 100%        | 192.00 | 67.00        | 35%          | 129.92       | 46.00  | 35%  |
| Sunnycrest Nursing Center              | 0%               | 0.00                 | 0.00                  | 0%               | 8.67                 | 7.00                       | 81%             | 0.08                 | 0.00               | 0%          | 42.17  | 24.00        | 57%          | 22.00        | 11.00  | 50%  |
| Sunrise Hill Care Center               | 0%               | 0.00                 | 0.00                  | 0%               | 13.58                | 5.00                       | 37%             | 0.00                 | 0.00               | 0%          | 78.25  | 26.00        | 33%          | 44.92        | 17.00  | 38%  |
| Sunrise Retirement Community           | 0%               | 0.00                 | 0.00                  | 0%               | 23.83                | 9.00                       | 38%             | 0.00                 | 0.00               | 0%          | 150.75 | 57.00        | 38%          | 90.08        | 43.00  | 48%  |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                                  | Medical          | Medical              | Medical               | Service  | Dietary              | Dietary                    | Other Staff     | Other Staff          | Total              |             |        | Nursing      | Nursing Only | Nursing      |       |      |
|--|------------------|----------------------|-----------------------|----------|----------------------|----------------------------|-----------------|----------------------|--------------------|-------------|--------|--------------|--------------|--------------|-------|------|
|  | Records Services | Average for The Year | Director Terminations | Director | Average for The Year | Service Total Terminations | Dietary Service | Average for The Year | Total Terminations | Other Staff | Total  | Terminations | Only         | Terminations | Only  |      |
| Sunrise Terrace Care Center                    | 0%               | 0.00                 | 0.00                  | 0%       | 13.42                | 8.00                       | 60%             | 1.00                 | 0.00               | 0%          | 66.92  | 26.00        | 39%          | 36.58        | 14.00 | 38%  |
| Sunset Knoll Inc                               | 0%               | 0.00                 | 0.00                  | 0%       | 8.00                 | 9.00                       | 113%            | 0.00                 | 0.00               | 0%          | 50.42  | 40.00        | 79%          | 31.25        | 23.00 | 74%  |
| Sutherland Care Center                         | 0%               | 0.00                 | 0.00                  | 0%       | 5.17                 | 5.00                       | 97%             | 0.33                 | 1.00               | 300%        | 34.50  | 14.00        | 41%          | 22.25        | 7.00  | 31%  |
| Tabor Manor Care Center                        | 0%               | 0.00                 | 0.00                  | 0%       | 13.25                | 12.00                      | 91%             | 1.00                 | 0.00               | 0%          | 76.17  | 54.00        | 71%          | 47.33        | 41.00 | 87%  |
| The Abbey of LeMars                            | 0%               | 0.00                 | 0.00                  | 0%       | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 31.42  | 4.00         | 13%          | 18.50        | 3.00  | 16%  |
| The Alverno Health Care Facility               | 0%               | 0.00                 | 0.00                  | 0%       | 25.83                | 9.00                       | 35%             | 2.00                 | 0.00               | 0%          | 195.83 | 83.00        | 42%          | 115.33       | 62.00 | 54%  |
| The Ambassador Sidney Inc                      | 0%               | 0.17                 | 0.00                  | 0%       | 8.42                 | 4.00                       | 48%             | 0.00                 | 0.00               | 0%          | 53.00  | 47.00        | 89%          | 35.08        | 38.00 | 108% |
| The Cottages                                   | 0%               | 0.00                 | 0.00                  | 0%       | 14.33                | 4.00                       | 28%             | 19.58                | 4.00               | 20%         | 97.75  | 24.00        | 25%          | 54.00        | 16.00 | 30%  |
| The New Homestead                              | 0%               | 0.00                 | 0.00                  | 0%       | 12.83                | 2.00                       | 16%             | 0.00                 | 0.00               | 0%          | 90.50  | 35.00        | 39%          | 59.58        | 29.00 | 49%  |
| The Village                                    | 0%               | 0.00                 | 0.00                  | 0%       | 23.67                | 6.00                       | 25%             | 13.17                | 3.00               | 23%         | 92.58  | 22.00        | 24%          | 33.08        | 9.00  | 27%  |
| Thomas Rest Haven                              | 0%               | 1.00                 | 0.00                  | 0%       | 11.25                | 7.00                       | 62%             | 1.00                 | 0.00               | 0%          | 65.25  | 27.00        | 41%          | 36.50        | 18.00 | 49%  |
| Thornton Manor Care Center                     | 0%               | 0.00                 | 0.00                  | 0%       | 14.00                | 5.00                       | 36%             | 4.00                 | 0.00               | 0%          | 83.67  | 29.00        | 35%          | 52.08        | 21.00 | 40%  |
| Timely Mission Nursing Home                    | 0%               | 0.00                 | 0.00                  | 0%       | 10.42                | 8.00                       | 77%             | 0.00                 | 0.00               | 0%          | 59.00  | 29.00        | 49%          | 33.67        | 16.00 | 48%  |
| Titonia Care Center                            | 0%               | 0.00                 | 0.00                  | 0%       | 7.50                 | 7.00                       | 93%             | 0.00                 | 0.00               | 0%          | 49.83  | 34.00        | 68%          | 32.75        | 21.00 | 64%  |
| Touchstone Living Center                       | 0%               | 0.00                 | 0.00                  | 0%       | 22.67                | 23.00                      | 101%            | 2.00                 | 3.00               | 150%        | 131.33 | 100.00       | 76%          | 82.58        | 50.00 | 61%  |
| Trinity at Luther Park                         | 0%               | 0.00                 | 0.00                  | 0%       | 17.50                | 8.00                       | 46%             | 0.00                 | 0.00               | 0%          | 141.83 | 51.00        | 36%          | 87.58        | 33.00 | 38%  |
| Tripoli Nursing & Rehab                        | 0%               | 0.00                 | 0.00                  | 0%       | 8.75                 | 4.00                       | 46%             | 0.00                 | 0.00               | 0%          | 50.92  | 28.00        | 55%          | 33.67        | 20.00 | 59%  |
| Tru Rehab of Grinnell                          | 0%               | 0.00                 | 0.00                  | 0%       | 3.25                 | 2.00                       | 62%             | 0.00                 | 0.00               | 0%          | 36.75  | 13.00        | 35%          | 23.50        | 10.00 | 43%  |
| Twilight Acres, Inc.                           | 0%               | 0.00                 | 0.00                  | 0%       | 13.17                | 7.00                       | 53%             | 6.50                 | 5.00               | 77%         | 82.33  | 22.00        | 27%          | 44.50        | 9.00  | 20%  |
| Union Park Health Services                     | 0%               | 0.00                 | 0.00                  | 0%       | 5.58                 | 15.00                      | 269%            | 4.08                 | 5.00               | 122%        | 41.97  | 68.00        | 162%         | 26.08        | 44.00 | 169% |
| Unified Presbyterian Home                      | 0%               | 0.00                 | 0.00                  | 0%       | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 76.17  | 12.00        | 16%          | 42.58        | 11.00 | 26%  |
| University Park Nursing & Rehab Center         | 0%               | 1.08                 | 1.00                  | 92%      | 15.00                | 3.00                       | 20%             | 6.17                 | 4.00               | 65%         | 113.83 | 65.00        | 57%          | 64.92        | 46.00 | 71%  |
| Urbandale Health Care Center                   | 0%               | 0.00                 | 0.00                  | 0%       | 11.25                | 5.00                       | 44%             | 0.00                 | 0.00               | 0%          | 111.17 | 78.00        | 70%          | 73.33        | 57.00 | 78%  |
| Valley View Nursing & Rehab Center             | 0%               | 0.00                 | 0.00                  | 0%       | 8.42                 | 3.00                       | 36%             | 0.00                 | 0.00               | 0%          | 49.25  | 9.00         | 18%          | 29.83        | 6.00  | 20%  |
| Valley View Village                            | 0%               | 0.00                 | 0.00                  | 0%       | 20.92                | 10.00                      | 48%             | 0.00                 | 0.00               | 0%          | 126.67 | 55.00        | 43%          | 66.33        | 38.00 | 57%  |
| Valley Vue Care Center                         | 0%               | 0.00                 | 0.00                  | 0%       | 8.92                 | 6.00                       | 67%             | 2.00                 | 0.00               | 0%          | 69.33  | 31.00        | 45%          | 46.75        | 23.00 | 49%  |
| Villa Del Sol                                  | 0%               | 0.00                 | 0.00                  | 0%       | 13.67                | 16.00                      | 117%            | 0.00                 | 0.00               | 0%          | 96.58  | 60.00        | 62%          | 64.25        | 37.00 | 58%  |
| Village At Legacy Pointe NF                    | 0%               | 1.00                 | 0.00                  | 0%       | 19.00                | 11.00                      | 58%             | 0.00                 | 0.00               | 0%          | 79.67  | 75.00        | 94%          | 41.58        | 58.00 | 139% |
| Virginia Gay Hospital                          | 0%               | 0.00                 | 0.00                  | 0%       | 0.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 36.75  | 6.00         | 16%          | 32.75        | 6.00  | 18%  |
| Vista Woods Care Center                        | 0%               | 1.00                 | 0.00                  | 0%       | 10.00                | 4.00                       | 40%             | 0.00                 | 0.00               | 0%          | 75.25  | 29.00        | 39%          | 50.33        | 21.00 | 42%  |
| Wapello Nursing & Rehab Center                 | 0%               | 0.00                 | 0.00                  | 0%       | 6.50                 | 8.00                       | 123%            | 0.00                 | 0.00               | 0%          | 49.33  | 29.00        | 59%          | 32.83        | 20.00 | 61%  |
| Washington County Hospital & Clinics           | 0%               | 0.00                 | 0.00                  | 0%       | 7.00                 | 0.00                       | 0%              | 0.00                 | 0.00               | 0%          | 55.01  | 12.00        | 22%          | 37.84        | 12.00 | 32%  |
| Wellington Place                               | 0%               | 0.00                 | 0.00                  | 0%       | 14.92                | 2.00                       | 13%             | 11.08                | 11.00              | 99%         | 96.92  | 57.00        | 59%          | 51.67        | 41.00 | 79%  |
| Wesley Acres                                   | 0%               | 0.00                 | 0.00                  | 0%       | 39.25                | 19.00                      | 48%             | 41.92                | 8.00               | 19%         | 178.42 | 73.00        | 41%          | 58.00        | 37.00 | 64%  |
| West Bend Care Center                          | 0%               | 0.00                 | 0.00                  | 0%       | 8.83                 | 8.00                       | 91%             | 3.83                 | 0.00               | 0%          | 54.33  | 23.00        | 42%          | 31.58        | 14.00 | 44%  |
| West Bridge Care & Rehab                       | 55%              | 1.00                 | 1.00                  | 100%     | 5.75                 | 11.00                      | 191%            | 2.00                 | 0.00               | 0%          | 57.75  | 38.00        | 66%          | 41.17        | 19.00 | 46%  |
| West Point Care Center                         | 0%               | 0.00                 | 0.00                  | 0%       | 11.42                | 13.00                      | 114%            | 0.00                 | 0.00               | 0%          | 62.33  | 45.00        | 72%          | 37.67        | 30.00 | 80%  |
| West Ridge Nursing & Rehab Center              | 0%               | 0.00                 | 0.00                  | 0%       | 11.33                | 6.00                       | 53%             | 0.00                 | 0.00               | 0%          | 78.42  | 30.00        | 38%          | 52.25        | 20.00 | 38%  |
| Westbrook Acres                                | 0%               | 0.00                 | 0.00                  | 0%       | 10.33                | 4.00                       | 39%             | 1.00                 | 0.00               | 0%          | 65.08  | 30.00        | 46%          | 40.08        | 22.00 | 55%  |
| Western Home Communities                       | 0%               | 1.00                 | 0.00                  | 0%       | 0.00                 | 0.00                       | 0%              | 9.92                 | 3.00               | 30%         | 187.33 | 59.00        | 31%          | 99.67        | 45.00 | 45%  |
| Westhaven Community                            | 0%               | 0.00                 | 0.00                  | 0%       | 27.50                | 17.00                      | 62%             | 1.00                 | 0.00               | 0%          | 136.00 | 69.00        | 51%          | 78.67        | 39.00 | 50%  |
| Westmouth Healthcare Community                 | 0%               | 0.00                 | 0.00                  | 0%       | 3.75                 | 2.00                       | 53%             | 0.00                 | 0.00               | 0%          | 32.33  | 13.00        | 40%          | 24.67        | 6.00  | 24%  |
| Westridge Quality Care & Rehab                 | 0%               | 0.00                 | 0.00                  | 0%       | 13.83                | 6.00                       | 43%             | 11.33                | 4.00               | 35%         | 92.67  | 38.00        | 41%          | 56.42        | 26.00 | 46%  |
| Westview Acres Care Center                     | 0%               | 0.00                 | 0.00                  | 0%       | 13.00                | 0.00                       | 0%              | 1.00                 | 0.00               | 0%          | 62.33  | 7.00         | 11%          | 37.67        | 4.00  | 11%  |
| Westview Care Center                           | 0%               | 0.00                 | 0.00                  | 0%       | 13.92                | 8.00                       | 57%             | 3.58                 | 0.00               | 0%          | 81.00  | 24.00        | 30%          | 50.08        | 15.00 | 30%  |
| Westview of Indianola Care Center              | 0%               | 0.00                 | 0.00                  | 0%       | 12.67                | 4.00                       | 32%             | 6.75                 | 1.00               | 15%         | 100.75 | 18.00        | 18%          | 67.75        | 10.00 | 15%  |
| Westwood Nursing & Rehab Center                | 0%               | 0.00                 | 0.00                  | 0%       | 10.92                | 6.00                       | 55%             | 0.00                 | 0.00               | 0%          | 80.33  | 30.00        | 37%          | 52.75        | 20.00 | 38%  |
| Wheatland Manor                                | 0%               | 0.00                 | 0.00                  | 0%       | 9.75                 | 2.00                       | 21%             | 0.00                 | 0.00               | 0%          | 46.83  | 16.00        | 34%          | 26.00        | 13.00 | 50%  |
| Willow Dale Wellness Village                   | 0%               | 0.00                 | 0.00                  | 0%       | 9.08                 | 2.00                       | 22%             | 2.83                 | 1.00               | 35%         | 53.33  | 20.00        | 38%          | 31.67        | 15.00 | 47%  |
| Willow Garden Care Center                      | 80%              | 0.00                 | 0.00                  | 0%       | 12.50                | 15.00                      | 120%            | 2.17                 | 0.00               | 0%          | 79.67  | 72.00        | 90%          | 44.17        | 50.00 | 113% |
| Windmill Manor                                 | 0%               | 0.00                 | 0.00                  | 0%       | 12.58                | 14.00                      | 111%            | 0.00                 | 0.00               | 0%          | 102.58 | 100.00       | 97%          | 66.00        | 60.00 | 91%  |
| Windsor Nursing & Rehab Center                 | 0%               | 0.00                 | 0.00                  | 0%       | 10.75                | 15.00                      | 140%            | 0.00                 | 0.00               | 0%          | 53.50  | 68.00        | 127%         | 31.75        | 45.00 | 142% |
| Winslow House Care Center                      | 0%               | 1.00                 | 0.00                  | 0%       | 7.83                 | 3.00                       | 38%             | 0.00                 | 0.00               | 0%          | 48.58  | 16.00        | 33%          | 28.83        | 9.00  | 31%  |
| Woodland Terrace                               | 0%               | 0.00                 | 0.00                  | 0%       | 36.92                | 39.00                      | 106%            | 0.00                 | 0.00               | 0%          | 213.92 | 136.00       | 64%          | 123.83       | 83.00 | 67%  |
| Zearing Health Care Center                     | 0%               | 0.00                 | 0.00                  | 0%       | 2.50                 | 1.00                       | 40%             | 0.00                 | 0.00               | 0%          | 30.50  | 9.00         | 30%          | 18.75        | 6.00  | 32%  |
| Number of Providers Reporting Data             |                  | 411                  |                       |          | 411                  |                            |                 | 411                  |                    |             | 411    |              |              | 411          |       | 411  |
| Number of Providers with Zero Percent Turnover |                  | 387                  |                       |          | 409                  |                            |                 | 37                   |                    |             | 279    |              |              | 5            |       | 6    |
| Minimum  |                  | 0%                   |                       |          | 0%                   |                            |                 | 0%                   |                    |             | 0%     |              |              | 0%           |       | 0%   |
| Maximum  |                  | 240%                 |                       |          | 100%                 |                            |                 | 500%                 |                    |             | 300%   |              |              | 162%         |       | 169% |
| Average  |                  | 6%                   |                       |          | 0%                   |                            |                 | 61%                  |                    |             | 20%    |              |              | 48%          |       | 52%  |

A blank entry means that the nursing facility did not have :

|                                  |
|----------------------------------|
| No Turnover Information Reported |
| All-American Care - Muscatine    |
| All-American Care - Washington   |
| Baxter Health Care Center        |
| Careage of Newton                |

**Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities**

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

| Provider Name                      | Medical     | Medical      | Medical        | Service     | Dietary       | Other Staff | Other Staff  | Total       |              | Total        |             | Nursing | Nursing Only | Nursing |      |              |      |
|------------------------------------|-------------|--------------|----------------|-------------|---------------|-------------|--------------|-------------|--------------|--------------|-------------|---------|--------------|---------|------|--------------|------|
|                                    | Records     | Director     | Director Total | Average for | Service Total | Average for | Total        | Other Staff | Terminations | Terminations | Total       | Only    | Terminations | Only    |      |              |      |
| Services                           | Average for | Terminations | Director       | The Year    | Terminations  | The Year    | Terminations | Other Staff | The Year     | Terminations | Other Staff | Total   | Terminations | Total   | Only | Terminations | Only |
| Childserve Habilitation Center     |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Clarinda Mental Health Institute   |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Countryside Estates                |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Hallmark Care Center - Sioux City  |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Heritage Manor Care Center         |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Knoxville Rehab Center             |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Manning Regional Healthcare Center |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Ogden Manor                        |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Pleasant Care Living Center        |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Riverside North                    |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |
| Riverside South                    |             |              |                |             |               |             |              |             |              |              |             |         |              |         |      |              |      |

| <b>Job Classification</b> | <b>Number of Providers</b> | <b>Number of providers with Zero Turnover</b> | <b>Minimum Turnover Rate</b> | <b>Maximum Turnover Rate</b> | <b>Average Turnover Rate</b> |
|---------------------------|----------------------------|---|------------------------------|------------------------------|------------------------------|
| Administrator             | 411                        | 335   | 0%                           | 400%                         | 23%                          |
| Business Office           | 411                        | 283   | 0%                           | 600%                         | 23%                          |
| Laundry                   | 411                        | 261   | 0%                           | 1200%                        | 33%                          |
| Housekeeping              | 411                        | 141   | 0%                           | 1200%                        | 42%                          |
| Maintenance               | 411                        | 268   | 0%                           | 218%                         | 24%                          |
| Director of Nursing       | 411                        | 319   | 0%                           | 353%                         | 24%                          |
| Registered Nurse          | 411                        | 48  | 0%                           | 240%                         | 48%                          |
| Licensed Practical Nurse  | 411                        | 64  | 0%                           | 364%                         | 43%                          |
| CNA                       | 411                        | 8   | 0%                           | 223%                         | 58%                          |
| Activities                | 411                        | 242   | 0%                           | 200%                         | 27%                          |
| Social Services           | 411                        | 339   | 0%                           | 900%                         | 19%                          |
| Medical Records           | 411                        | 387   | 0%                           | 240%                         | 6%                           |
| Medical Director          | 411                        | 409   | 0%                           | 100%                         | 0%                           |
| Dietary                   | 411                        | 37  | 0%                           | 500%                         | 61%                          |
| Other Staff               | 411                        | 279   | 0%                           | 300%                         | 20%                          |
| Total Facility            | 411                        | 5   | 0%                           | 162%                         | 48%                          |
| Total Nursing             | 411                        | 6   | 0%                           | 169%                         | 52%                          |

| Job Classification       | Number of Providers |             | Number of providers with Zero Turnover |             | Percent of Providers With Zero Turnover |             | Minimum Turnover Rate |             | Maximum Turnover Rate |             | Average Turnover Rate |             |
|--------------------------|---------------------|-------------|--|-------------|---|-------------|-----------------------|-------------|-----------------------|-------------|-----------------------|-------------|
|                          | 2014 Report         | 2015 Report | 2014 Report                            | 2015 Report | 2014 Report                             | 2015 Report | 2014 Report           | 2015 Report | 2014 Report           | 2015 Report | 2014 Report           | 2015 Report |
| Administrator            | 425                 | 411         | 348                                    | 335         | 82%                                     | 82%         | 0%                    | 0%          | 600%                  | 400%        | 23%                   | 23%         |
| Business Office          | 425                 | 411         | 299                                    | 283         | 70%                                     | 69%         | 0%                    | 0%          | 212%                  | 600%        | 18%                   | 23%         |
| Laundry                  | 425                 | 411         | 275                                    | 261         | 65%                                     | 64%         | 0%                    | 0%          | 400%                  | 1200%       | 26%                   | 33%         |
| Housekeeping             | 425                 | 411         | 137                                    | 141         | 32%                                     | 34%         | 0%                    | 0%          | 600%                  | 1200%       | 39%                   | 42%         |
| Maintenance              | 425                 | 411         | 291                                    | 268         | 68%                                     | 65%         | 0%                    | 0%          | 1200%                 | 218%        | 28%                   | 24%         |
| Director of Nursing      | 425                 | 411         | 322                                    | 319         | 76%                                     | 78%         | 0%                    | 0%          | 1100%                 | 353%        | 30%                   | 24%         |
| Registered Nurse         | 425                 | 411         | 62                                     | 48          | 15%                                     | 12%         | 0%                    | 0%          | 270%                  | 240%        | 49%                   | 48%         |
| Licensed Practical Nurse | 425                 | 411         | 81                                     | 64          | 19%                                     | 16%         | 0%                    | 0%          | 351%                  | 364%        | 39%                   | 43%         |
| CNA                      | 425                 | 411         | 5                                      | 8           | 1%                                      | 2%          | 0%                    | 0%          | 207%                  | 223%        | 57%                   | 58%         |
| Activities               | 425                 | 411         | 261                                    | 242         | 61%                                     | 59%         | 0%                    | 0%          | 1000%                 | 200%        | 30%                   | 27%         |
| Social Services          | 425                 | 411         | 356                                    | 339         | 84%                                     | 82%         | 0%                    | 0%          | 300%                  | 900%        | 16%                   | 19%         |
| Medical Records          | 425                 | 411         | 406                                    | 387         | 96%                                     | 94%         | 0%                    | 0%          | 300%                  | 240%        | 5%                    | 6%          |
| Medical Director         | 425                 | 411         | 422                                    | 409         | 99%                                     | 100%        | 0%                    | 0%          | 120%                  | 100%        | 1%                    | 0%          |
| Dietary                  | 425                 | 411         | 35                                     | 37          | 8%                                      | 9%          | 0%                    | 0%          | 369%                  | 500%        | 52%                   | 61%         |
| Other Staff              | 425                 | 411         | 286                                    | 279         | 67%                                     | 68%         | 0%                    | 0%          | 1200%                 | 300%        | 27%                   | 20%         |
| Total Facility           | 425                 | 411         | 0                                      | 5           | 0%                                      | 1%          | 2%                    | 0%          | 157%                  | 162%        | 47%                   | 48%         |
| Total Nursing            | 425                 | 411         | 1                                      | 6           | 0%                                      | 1%          | 0%                    | 0%          | 176%                  | 169%        | 51%                   | 52%         |