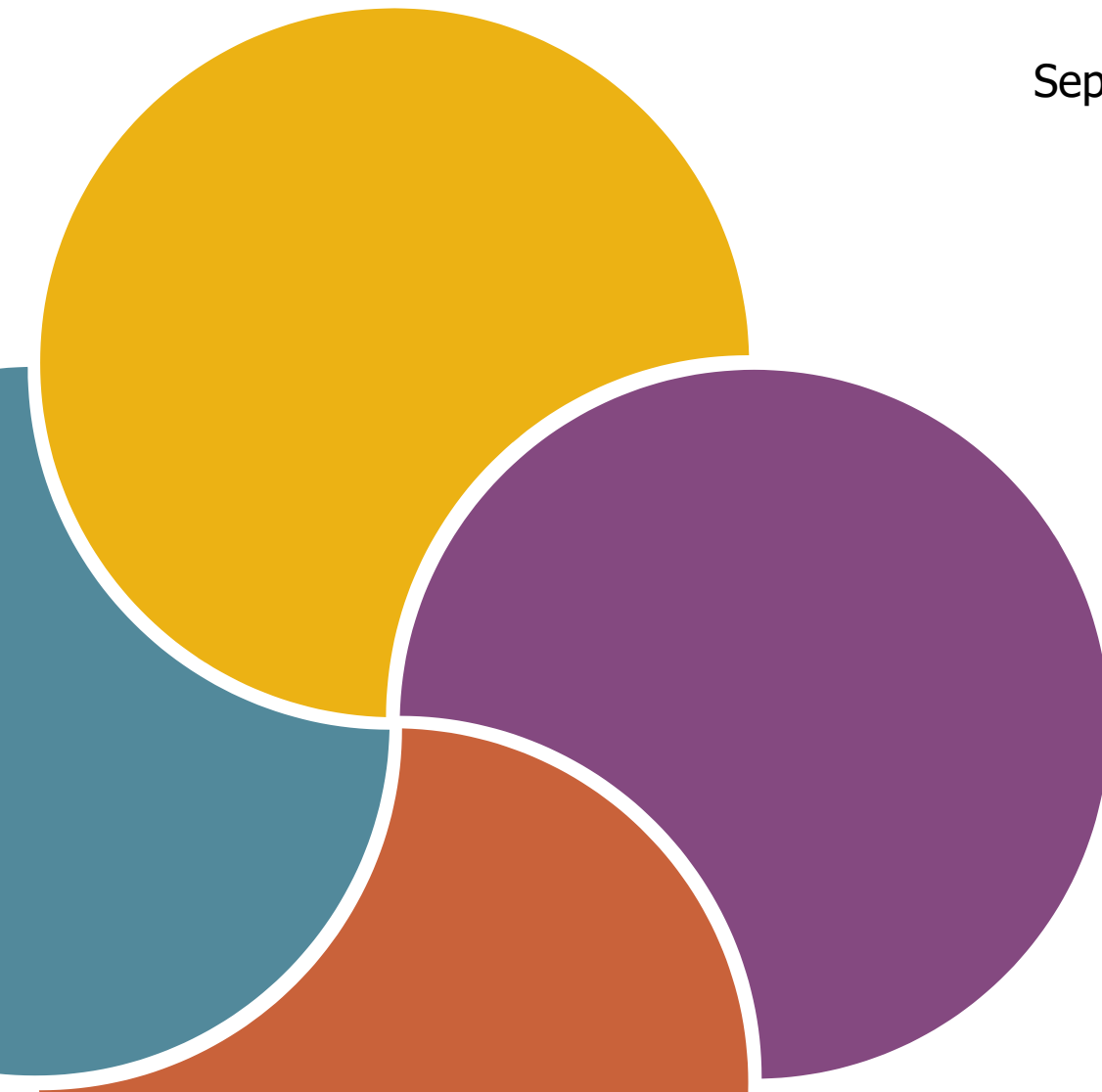


Frequently Asked Questions

Regarding the merger of RVNAhealth, Bethel VNA,
and New Milford Visiting Nurse & Hospice

September 2020



Following are answers to questions regarding the merger of RVNAhealth, Bethel Visiting Nurse Association and New Milford Visiting Nurse & Hospice.

1. What is the reason for the merger?

The agencies' patients and communities are the primary reason for the merger. Joining forces will allow the organizations to improve and enhance their collective services. It will enable them to share resources and invest in their team, technologies, and innovations; it will enable them to continue to attract and retain top clinical talent to provide compassionate and quality care; and it will enable them to invest in the training and development of those team members.

2. Are financial resources driving this merger?

Financial resources are relevant. Pooling their collective talent and tools and maximizing their resources will best position all three agencies to meet future healthcare challenges while continually improving services and care. The merger is an important step for the organizations to remain strong and valuable in a competitive and ever-changing landscape.

3. When does the merger go into effect?

A 'Definitive Agreement' between RVNAhealth, Bethel Visiting Nurse Association and New Milford Visiting Nurse & Hospice has been signed and the agencies are looking forward to a closing in late autumn 2020.

4. When did discussion and plans for this merger first begin?

Initial discussions began in early 2019. Several months of due diligence and discussion took place to ensure the union would be a constructive merger, beneficial to patients and communities as well as the respective organizations.

5. What will the new organization be called?

The new collective organization will be called RVNAhealth. The three organizations will integrate services, continue to serve the existing patients, towns, and communities, and will collaboratively develop best practices and approaches.

6. How does this impact the size of the merging agencies when compared with other agencies in Connecticut?

This merger will make the new RVNAhealth one of the largest home health and hospice organizations in Fairfield County and the seventh largest in the state of Connecticut. Prior to the merger, RVNAhealth was the 14th largest home health and hospice agency in Connecticut.

7. Will the organizations' missions change?

No. The collective organization will continue to serve as a not-for-profit entity. Each agency was founded on a common commitment to deliver quality care to their patients and they've each been serving this parallel mission for many decades.

8. Where will the offices be located?

The offices will be headquartered at the RVNAhealth building in Ridgefield, CT; the New Milford Visiting Nurse & Hospice location will serve as a fully operational branch office. The Bethel Visiting Nurse Association location on Stony Hill Road will be closed at a designated time following the official merger date.

9. Who will comprise the leadership and management team of the new organization?

The Board of Directors of the new RVNAhealth will be comprised of representatives from each of the three current Boards.

Theresa Santoro, MSN, RN, CHCA, current President & Chief Executive Officer of RVNAhealth will assume the role of President & CEO of the new organization. Kerri Ann Brinckerhoff, MSN, RN, the current Executive Director, Chief Executive Officer of New Milford Visiting Nurse & Hospice will serve as the Executive Director of Home Health and Hospice Clinical Services at RVNAhealth. Margaret Burke, MS, current Executive Director of the Bethel Visiting Nurse Association will not be joining the new organization.

10. Will the current services be retained?

All of the current services of all the organizations will remain and expand. Operations will be integrated to have a mutual approach defined by best practices and outcomes.

11. Will the current towns and communities being served change?

All 36 towns and communities currently being served by the three organizations will continue to be served. The plan is to continue to grow and expand services and communities.

12. Will there be any jobs lost because of the merger?

Staff changes will be minimal. The endeavor must be launched with the strongest, most talented, most confident team in place. Because patient and community reach are not expected to change, RVNAhealth will continue to require a deep and expansive clinical team.

13. What will happen to existing patients? Will there be any disruption to patient care?

All existing patients will have the opportunity to transition with their current care teams to receive uninterrupted and seamless care.

14. How will this merger benefit patients and communities?

By improving access to high-quality home-based care and preventative services for individuals and families in our communities across western Connecticut. And by maintaining and honoring the agencies' long-standing commitments to exceptional person- and community-centered care.

15. How will this merger benefit health care providers?

By supporting their patients through the creation of one, strong, coordinated agency defined by the delivery of exceptional patient-centered and outcomes-focused care. Through the integration and development of optimal processes and technologies that support the seamless onboarding of patients, and the delivery of the right care at the right time. By strengthening the continuum of services — community health and wellness; home health; rehabilitation (in-home and outpatient); palliative and hospice care; personal caregiving — to address patient and community needs across a lifetime of care.

Please contact Nancy Rowe at RVNAhealth with any additional questions and/or interview requests. 203-438-5555 x1033, or nrowe@rvnahealth.org.