



Cambia Social Impact Report

Dear friends,

Cambia Health Solutions was founded more than 100 years ago in the logging camps of the Pacific Northwest when a group of timber workers pooled together a portion of their wages to pay for medical expenses should one of them become ill or injured on the job. That same pioneering spirit of neighbor helping neighbor and innovating the consumer experience continues to influence everything we do.

Today, Cambia is a family of more than 20 companies dedicated to changing the way people experience health care and making the communities in which we live, work and play healthier. Our Cause is to serve as a catalyst to transform health care, creating a person-focused and economically sustainable system.

Giving back and putting people at the center of everything we do is a cornerstone of Cambia's culture. In 2018, Cambia invested more than \$13.5 million philanthropically to improve the health, well-being and quality of life for people and families. Our deep commitment to philanthropy takes a two-pronged approach to strategic investments that advance our Cause through Cambia Health Foundation and local community investments by the Corporate Social Responsibility team. The impact of this approach, through the tireless efforts of our grantees and community partners, can be seen throughout the pages of this report.

Our employees are also personally invested in our communities and are supported through a variety of programs including traditional and skills-based volunteer projects, diverse Employee Resource Groups, and an executive board placement program that encourages and enables employees to give their valuable time and expertise to community partners. In addition, Cambia empowers employees to donate financially to a cause of their choice through a robust annual giving program that includes a 50 percent match by Cambia Health Foundation. Last year, Cambia employees generated \$2.1M for 2,700 organizations across the U.S. and contributed over 10,000 volunteer hours.

We believe diversity and inclusion are integral to our ability to grow and prosper as a community. Internally, we work to bring together individuals with diverse talents, skills, backgrounds and abilities to support an inclusive workplace. We also strive to do what is right even when no one is looking, and for the second year in a row, our efforts have been recognized by the Ethisphere® Institute, which named us one of the World's Most Ethical Companies.

We are honored by this recognition and energized to work with caring colleagues and partners.

Together we have a powerful and sustainable impact on the communities we serve.

With hope and optimism,



A handwritten signature in dark ink that reads "Mark B. Ganz".

Mark Ganz
President and CEO, Cambia Health Solutions



A handwritten signature in dark ink that reads "Peggy Maguire".

Peggy Maguire
President, Cambia Health Foundation; Senior Vice President, Corporate Social Responsibility

Our guiding values

Cambia strives for a company culture where leadership and employees alike are continuously asking the key question, “Do our actions reflect our values?” We work toward a Cause that is greater than ourselves—to transform health care—not just within our company, but in the industry at large and in the communities we serve.

Diversity and inclusion are vital to all our philanthropic efforts. Across our investments and partnerships, we strive to promote health equity.

We are also driven by a strong commitment to ethics, recognizing that how we do business is every bit as important as what we do. In 2019, for the second year in a row, Cambia Health Solutions was honored to be recognized by Ethisphere Institute as one of the World’s Most Ethical Companies, a distinction given to only 135 companies across the world and only three other health-related organizations.



A two-pronged approach

Improving the health and vitality of our communities is a catalyst for growth and prosperity. Our values drive us to work in collaboration with community partners to create a person-focused and economically sustainable health care system.

We express Cambia’s values and commitment through a two-pronged approach to corporate philanthropy: (1) strategic investments in health care transformation through Cambia Health Foundation and (2) investments of time, talent and in local communities through our enterprise-wide Corporate Social Responsibility initiatives.



IMPACT



The principles that guide our organizational behavior

Innovation—Drive new ideas and create positive change.

Hope—Act on a deep belief we are a catalyst to transform health care.

Collaboration—Embrace diverse voices, experiences and perspectives to achieve more together.

Accountability—Deliver on our promises and take responsibility for results.

Empathy—Treat people the way we would want to be treated.

Trust—Act with integrity and ethical clarity.

Courage—Reach beyond and move forward when others shy away.

Commitment—As a tax-paying nonprofit, serve a Cause larger than ourselves.



Cambia Health Foundation

Cambia Health Foundation is the corporate foundation of Cambia Health Solutions. It is a separate 501(c)(3) organization that makes purposeful philanthropic investments in nonprofit organizations and people that make the health care journey more person-focused and economically sustainable from birth to natural completion of life.

Founded in 2007, the Foundation has funded over \$60 million in grants to advance patient-centered and family-oriented care under two focus areas:

Sojourns®

Investing in palliative care to address the needs of people, their families and caregivers through workforce and leadership development, increasing access to quality palliative care in the community and promoting public awareness.

Healthy People, Healthy Communities

Investing in game-changing solutions that foster a person-centered, integrated health care system that addresses social determinants and drives health equity.



30

grants awarded
in 2018 totaling

\$8,375,480

12 Sojourns Scholar award recipients

American Academy of Hospice and Palliative Medicine

Art with Heart

Association for Utah Community Health

Beckman Research Institute of City of Hope

Catholic Charities of Eastern Washington

Coalition of Community Health Clinics

Comunidades Unidas

Eastern Oregon Healthy Living Alliance

Hospice and Palliative Nurses Foundation

Huntsman Cancer Foundation

Idaho Primary Care Association

Lee Pesky Learning Center

Lines for Life

North by Northeast Community Health Center

Northwest Housing Alternatives

Oregon Community Health Worker Association

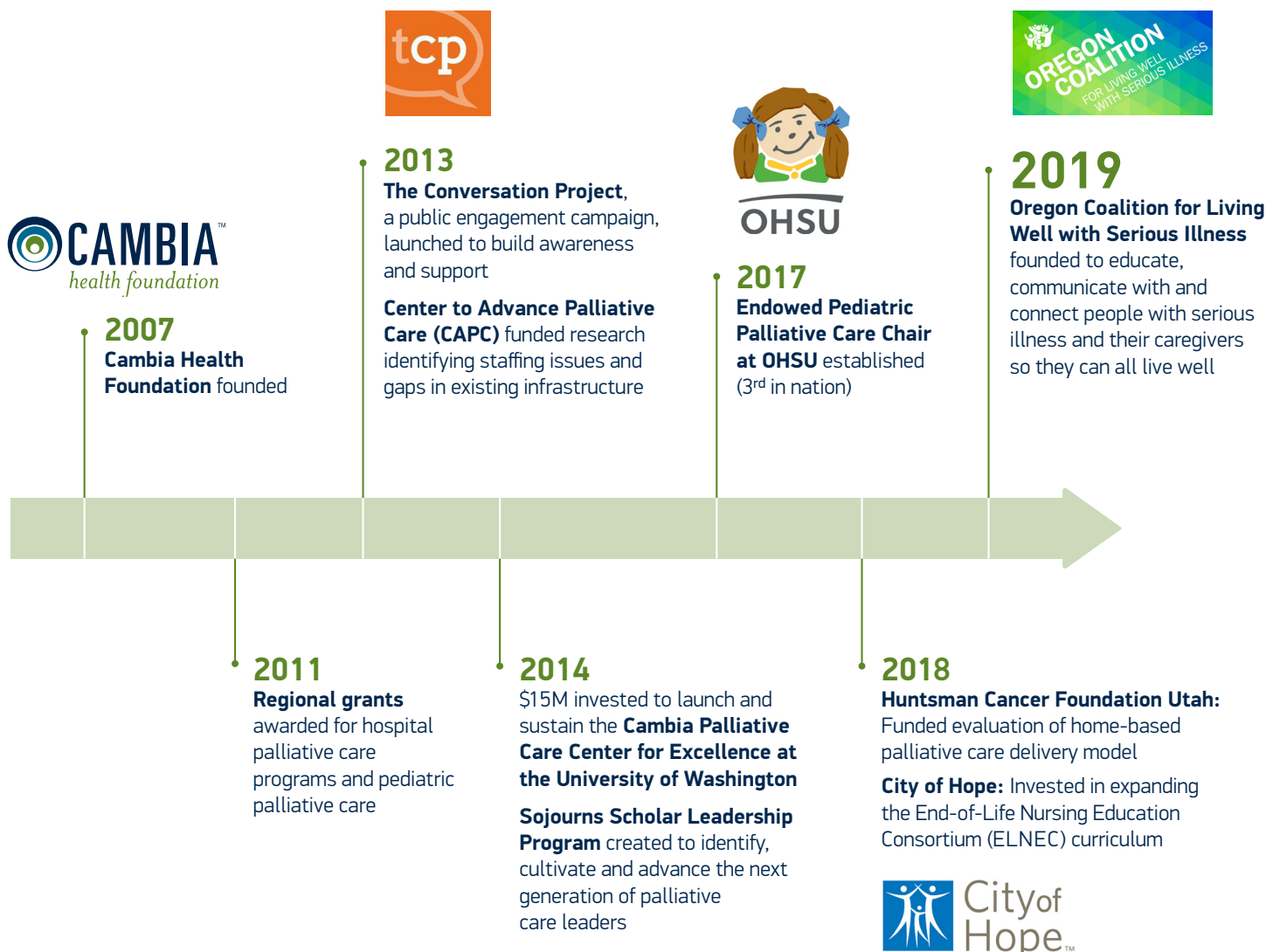
Sound Mental Health

University of Utah

Sojourns®

Our goal is to help people live as well as possible for as long as possible and to support their caregivers. Cambia Health Foundation has purposefully invested more than \$36 million to advance palliative care because we believe it improves the experience of people living with serious illness. Provided alongside curative care, palliative care is specialized medical care for people at any age and at any stage of a serious illness. It is provided by an interdisciplinary team who work together to provide an extra layer of support that relieves the symptoms and stress of a serious illness to improve quality of life for both the patient and the family. Palliative care focuses on what matters to people instead of what's the matter with them and enables them to live well.

Advancing palliative care for more than a decade



Sojourns Scholar perspectives



“Because of the Sojourns Scholar Leadership Program, I am more attuned to observing, and improving, my own leadership style, as well as observing and learning from leadership in others. This has been one of the most professionally and personally rewarding experiences I have ever had.”

—Zara Cooper, MD, 2015 Sojourns Scholar grantee, Brigham and Women's Hospital, Boston, MA



“Being a social worker Sojourns Scholar has inspired me to articulate and develop a leadership voice and plan for our profession and the people that we serve.”

—Elizabeth Anderson, DSW, LCSW, MD, 2018 Sojourns Scholar grantee, College of Health and Human Services, Western Carolina University, Cullowhee, NC



“The best aspect of the Sojourns Scholar Leadership program is the natural collaborative networks and support formed among the scholars. Fundamentally, the opportunity to engage with this group of motivated and talented people has been for me the most important, and lasting, impact of the program.”

—Dr. Toby Campbell, MD, MSCI, 2014 Sojourns Scholar, University of Wisconsin School of Medicine and Public Health

Sojourns Scholar Leadership Program

The Sojourns Scholar Leadership Program is designed to identify, cultivate and advance the next generation of palliative care leaders. Grantees receive mentorship and a two-year, \$180,000 grant to conduct an innovative and impactful clinical, policy, education or research project in the field of palliative care and advance their leadership not only within their own institutions, but in the field at large. By investing in emerging leaders who will influence change in the industry, we advance our Cause of serving as a catalyst to create a more person-focused, compassionate and affordable health care system.



GRANTEE SPOTLIGHT

American Academy of Hospice and Palliative Medicine (AAHPM)

Increasing national demands to move health care toward quality-based performance standards challenge busy palliative care clinicians, so solutions that assist the field must be accessible, engaging, feasible, clinically meaningful and unified. Investing in the Palliative Care Quality Collaborative (PCQC) and the national unified Quality Measures registry will enable the creation of a unified palliative care registry that includes program- and patient-level data, embedded in a patient-centered quality collaborative, and that is critical to improve care, promote research, identify best practices and drive collaborative quality improvement.

Healthy People, Healthy Communities

Cambia Health Foundation works to empower people and communities to achieve better health by investing in innovative ideas that promote a person-centered, affordable and accessible health care system for everyone.

The health care system continues to make much-needed shifts as consumers demand a more personalized experience that addresses not only their health care needs, but the social determinants of health that impact their overall health and well-being. This shift brings new challenges and opportunities for creating a health care system that can address disparities and promote health equity. Through our Healthy People, Healthy Communities Program, we partner with organizations that have a clear view of how they will change the way people experience health care and enable all people to live their best lives. To date, the Foundation has invested over \$20 million in this effort and our work is not done.



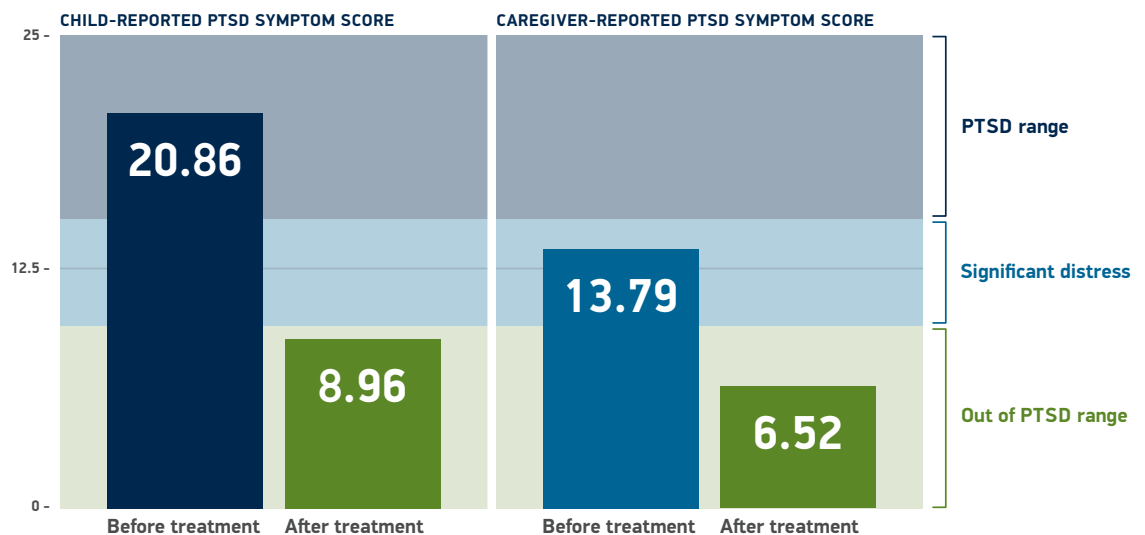
GRANTEE SPOTLIGHT

National Children's Alliance

National Children's Alliance (NCA) is the nation's largest network of care centers for child victims of abuse, with 854 Children's Advocacy Centers (CACs) serving more than 334,000 children each year. In 2019, Cambia Health Foundation provided funding to the National Children's Alliance and the Yale Child Study Center in support of their implementation of Child and Family Traumatic Stress Intervention (CFTSI), an innovative, evidence-based treatment that focuses on increasing caregiver support by enhancing communication between the child and caregiver project.

Since its implementation, more than 20 clinicians in Utah and Idaho have been trained on the CFTSI model, and preliminary results have shown a major reduction in PTSD symptoms in the kids. Their caregivers have reported a better awareness overall of the issues their children were facing.

Kids and caregivers report kids have fewer PTSD symptoms after trauma treatment at Children's Advocacy Centers





Oregon Healthiest State

GRANTEE SPOTLIGHT

Oregon Healthiest State

Since 2014, Cambia Health Foundation has invested \$13 million in the Oregon Healthiest State initiative, which supports the well-being of local communities by building a culture of health in rural communities across the state through the Blue Zones® Project. Using the Blue Zones Project Model, four communities (Klamath Falls, Grants Pass, Umpqua and The Dalles) have implemented strategies that help communities change policies, create social connection and engage multiple sectors to improve the health of residents and increase civic engagement.

Klamath Falls was the first community to embrace the Blue Zones model. Community leaders, neighborhoods, employers, schools, restaurants, grocery stores and faith-based organizations came together to make healthy choices easier. More than 6,000 residents have taken the Blue Zones personal pledge for better well-being, and over 70 local businesses and organizations have made changes to support the health of their employees and customers.

Today, Klamath Falls has smoke-free parks; cooking classes and healthier food options in school cafeterias, restaurants and businesses; better access to safe places to be physically active; and residents who are more poised than ever to look out for each other's health and well-being.



Corporate Social Responsibility

In addition to investments through our corporate foundation, Cambia demonstrates its commitment to corporate citizenship through thoughtful activations of our time, talent and financial resources.

Every partnership we cultivate, every dollar we pledge, and every hour we volunteer builds healthy and vibrant communities. Deeply invested in improving the health and well-being of our communities, Cambia and its employees are engaged in creating change that empowers and transforms the people and families we serve.

Employee involvement

We believe one person can change the world. That's why each Cambia employee is empowered to strengthen and give in the ways they feel most compelled and invested.

From serving as nonprofit board members to volunteering to giving matched financial donations, our employee base consistently steps up and steps out to help people in need.



Volunteerism

Board placement

Employees offer leadership and support to hundreds of nonprofit organizations. These groups receive critical intellectual capital and strategic resources, and Cambia employees invest in projects they care about most. In 2018, over 200 employees served on nonprofit boards. Employees, who serve as volunteer board members, are also eligible for financial support from the company in the form of Community Leadership Funds, which they may direct to their respective nonprofit.

“I have been a board member for the Returning Veterans Project for approximately 2.5 years. Both the executive board placement program and Cambia’s military Employee Resource Group give me the ability to pursue my personal passion to support our service members, fellow veterans, and their families and ultimately make Cambia a great place to work!”

—Catherine Gaffigan, Vice President,
Network Management and Provider Partnership Innovation

Skills-based projects

Through a matching process, Cambia employees are paired with nonprofit projects according to their unique skills and expertise.

“It was eye-opening that there is this thing where we can actually apply our technical skills, our day-to-day jobs, to a real-world problem that’s bigger than we are. That’s what lit the fire in me.”

—Heidi Brown, Senior Staff IT Consultant and
Medical Teams International volunteer

Traditional volunteering

Our employees get their hands dirty! Team members participate in a variety of nonprofit events and projects in their communities throughout the year, including Habitat for Humanity home builds, packing and distributing food at various food banks, clean-ups and more. Employees volunteered in their communities for 10,606 hours in 2018.

“I choose to serve as a volunteer in the community because I enjoy giving back. I think it is very important to take care of our communities and help people in need.”

—Heather Gunter, Membership Administrator and
YWCA Idaho volunteer



Cambia donated
\$670,000
to nonprofits through
board service and
community leadership
funds



Giving

Cambia employees are passionate about giving. During our 2018 internal giving campaign, Cambia employees generated over \$2.1 million to nearly 2,800 community organizations. We are proud to fan that flame by providing a year-round 50% match from Cambia Health Foundation to all employees' donations.

\$13.5M

generated by employees
over the last five years

Internal culture

We believe in empowering our employees to connect with colleagues who have similar interests and passions. Our Employee Resource Groups (ERGs) are one way we're supporting an inclusive workplace within our family of companies. We offer financial support that allows ERGs to give back to causes and organizations that matter to them.

Our Employee Resource Groups are:

AAERG
AFRICAN AMERICAN
EMPLOYEE RESOURCE GROUP

CARE PC CAMBIA AND
REGENCE EMPLOYEES
PALLIATIVE CARE

HOLA HOME OF
LATINOS
AND ALLIES

MCERG
MILITARY COMMUNITY
EMPLOYEE RESOURCE GROUP

PRIDE
LGBTQ & ALLIES
EMPLOYEE RESOURCE GROUP

WELL WOMEN'S
EMPLOYEE
LEADERSHIP
LAB

Cambia employees are also encouraged to take initiative and create positive change. Employees have led the way for creating bike commuting programs, participated in the Northwest Earth Institute EcoChallenge and planted a community garden at one of our office locations.

OF GOOD

2018 Employee Giving Campaign

THE POWER OF GOOD

Nov. 27–Dec. 4

CAMBIA | IMPACT
HEALTH SOLUTIONS



Corporate citizenship

We work closely with community partners to implement transformative solutions rooted in empathy. From substance abuse to senior care, homelessness to food insecurity, Cambia supports organizations that care for the most vulnerable and at-risk members of our community. Together, we create meaningful, lasting change.

Quality of Life for Seniors

Overview: We help foster independent living programs and build support networks that combat social isolation for aging adults.

Community partner spotlight: Habitat for Humanity, Spokane and Seattle-King County

Because helping seniors live independently, in their own homes, can be the key to living their best life, Cambia is partnering with Habitat for Humanity in Spokane, Washington, and the greater Seattle area to assist seniors with maintaining their homes. The partnership is bolstered through significant volunteer hours, employee giving and board representation.

For example, Rainier Valley senior resident Lutricia Fields had been an active member of her church, a community leader, and a dental assistant in King County for 30 years until a disabling stroke left her in a wheelchair. She had limited mobility and resources when the roof of her house began to leak and damaged the interior rooms.

Thankfully, Lutricia learned about Habitat for Humanity's Home Repair Program, which brought in a subcontractor to replace the roof and worked with volunteers to repaint her eaves and trim. "You can't really understand how it feels to be in your house knowing the roof is leaking and the walls are getting soft, and there is nothing you can do but watch it," says Lutricia. "This repair is amazing. It has empowered me. I have pride in my house and now the stress of worrying about what I was going to do is gone and I can focus on getting better and taking care of myself."

31

home repairs completed
in 2018 through
Habitat for Humanity's
Home Repair Program



Other focus area partners:

Area Agency on Aging, ID

Bridge Meadows, OR

Community Action of Skagit County, WA

Elders in Action, OR

The Idaho Foodbank, ID

OHSU, OR

Utah Food Bank, UT

Substance Abuse and Prevention

Overview: We work to address addiction through school and community-based education programs.

Community partner spotlight: Tualatin Together and Tigard Turns the Tide

The idea that “kids will be kids” when it comes to risky behavior is unacceptable. “Drugs and alcohol should have nothing to do with being a kid,” said former NBA player Chris Herren in front of a packed gym of students and community members at a high school in Tualatin, Oregon, a community of 27,000 located 14 miles south of Portland.

To help decrease opioid misuse while supporting appropriate use, Cambia partnered with local anti-substance abuse coalitions Tualatin Together and Tigard Turns the Tide to raise awareness with local high school students. Participants interacted with a bustling resource fair that included booths highlighting OHSU’s poison control hotline, current research and information on vaping products and opioids, and local police departments connecting with the community to show their support.

Chris’ advice to parents whose kids are found drinking or getting high is to give them a hug and ask them why. “We don’t ask why because parents don’t want the answers. And kids don’t want to talk about it.”

His talk was powerful, and he challenged the community to focus on the first day rather than the worst day of addiction. He shared with the audience his struggles with cocaine, oxycontin and heroin addiction.

“Until we make wellness a core issue,
we will always struggle with the topic
of substance abuse.”

In addition to the community event, Chris spoke to two student assemblies at Tigard and Tualatin High Schools. Some students ended up in tears, asking questions and sharing their personal battles at school or at home. All three events ended with a standing ovation.



Other focus area partners:

Battlefield Addiction, WA

Intermountain Healthcare, UT

Lines for Life, OR

New Avenues for Youth, OR

Odyssey House, UT

Tacoma Rescue Mission, WA

Truth208, ID

University of Utah, UT

Volunteers of America, UT

Social Determinants of Health

Overview: We address homelessness and food insecurity as key social determinants of health that impact the health and well-being of those most in need.

Community partner spotlights across our four-state footprint:

Idaho

We supported the expansion of The Idaho Foodbank's mobile pantry program, which delivers fresh, nutrient-dense food to more than 11,000 people in rural and underserved communities each month. In 2018, employees spent 425 volunteer hours sorting and packing supplies for the food bank.

"[Recipients] do say, 'somebody cares about me.' They get that. Through a bag of food, they get that 'somebody cares about me.' It gives them that sense of community. To see the employees that come in from Cambia—they get so excited ... without the employees' help, honestly it wouldn't happen."

—Karen Vauk, President and CEO,
The Idaho Foodbank

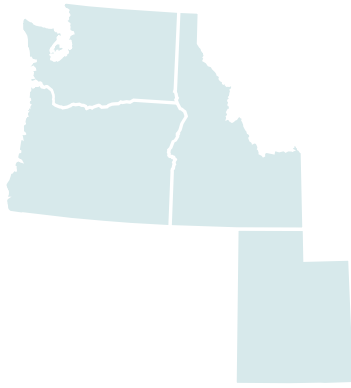
Utah

We partnered with the Utah Food Bank, both through employees gathering monthly to serve food and through investing in its mobile pantry program, which provides senior food boxes to supplement their diets with nutritious food.

"There is no better feeling than helping others and seeing the smiles on their faces. It gives you a new appreciation."

—Elisabeth Brown, Cambia employee and
Utah Food Bank volunteer





Washington

We supported Mary's Place (partnership has helped 150+ families find stable housing), Tacoma Rescue Mission, and Community Action of Skagit Co., three organizations that provide support for individuals and families on their journey out of homelessness.

"Children are often scared when they enter Mary's Place, but at the shelters' Kid's Spot they find a sense of community. They get to come in and get to be kids. They can run, play and get to know they're not alone in this crisis, that they aren't defined by their homelessness, and that they are amazing children with a bright future ahead."

—Marty Hartman, Executive Director, Mary's Place

Oregon

We partnered with New Seasons Market and the Farmers Market Fund to match SNAP funds dollar for dollar during the season, giving thousands of low-income Oregonians increased access to fresh fruits and vegetables.

"I can hardly afford to feed my growing kids and junk food is more affordable than healthy foods. Thanks to Double Up, I have the opportunity to expose my kids to fresh, local, healthy food!"

—Program participant



Other focus area partners:

Community Action of Skagit County, WA

Compassion Connect, OR

**Habitat for Humanity:
ID, OR, UT, WA**

Metro Parks Tacoma, WA

Oregon Food Bank, OR

Second Harvest, ID

**United Way: Twin City, ID; Columbia-
Willamette, OR; Jackson County, OR;
Salt Lake City, UT**

Volunteers of America, UT

YWCA, ID



Interested in partnering with us to build healthier communities and change the way people experience health care? Reach out to our teams for more information.

Cambia Health Foundation

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Cambia Corporate Social Responsibility

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