



ATLANTIC HEALTH

# Community of Care



# 2023



## In every single thing we do, we seek to do good.



Brian Gragnolati  
President and CEO

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As a leading health care provider, our mission is to build healthier communities.

To promote access to health care services, well-being, and security for every patient and caregiver, we support our extraordinary caring with a commitment to environmental sustainability, social responsibility, and principled business practices.

“Atlantic Health System is a destination for extraordinary caring for millions of residents throughout New Jersey who rely on us daily. Our commitment to integrity and transparency is reflected in everything we do for our patients and each other, ensuring that our patients receive the best care while upholding the highest ethical standards.

Through our Community of Care program, we provide high-quality, personalized care while driving sustainability and health equity for all. Our team is dedicated to ensuring that our operations positively impact the environment and the communities we serve today and for future generations.”

# Atlantic Health's Community of Care: Our "ESG" commitment to the community



“Organizations that embrace ESG principles position themselves as catalysts for positive change, setting a new standard for responsible and impactful operations.”

*Forbes, “3 Reasons Why ESG Is Important To Nonprofits”*

I am pleased to share our 2023 ESG Annual Report, highlighting the progress and impact of our Community of Care program over the past year. This report underscores our dedication to our communities and showcases the collaborative efforts across Atlantic Health System in advancing environmental sustainability, social equity, and corporate governance.

Our team of over 20,000 members remains deeply committed to ESG principles, ensuring that the Community of Care program continues to flourish. This report offers numerous examples of how this commitment is translated into tangible benefits for our current and future patients, team members, and community.

Special thanks go to the Atlantic Health Board of Trustees and our program leaders for their instrumental role in developing, fostering, and supporting these impactful projects and initiatives. Your continued support is invaluable as we strive to further embed ESG values into the fabric of our organization.

I invite you to review the report and share your feedback and ideas as we work together to advance our ESG goals and enhance the well-being of our communities.

Thank you for your ongoing support.

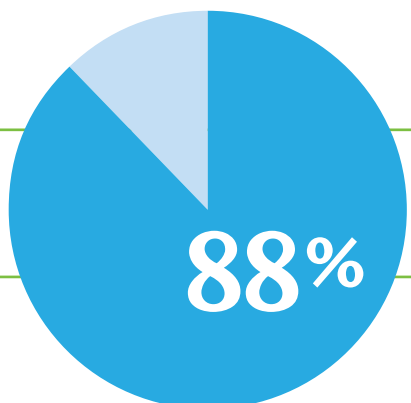
*Nikki Sumpter*



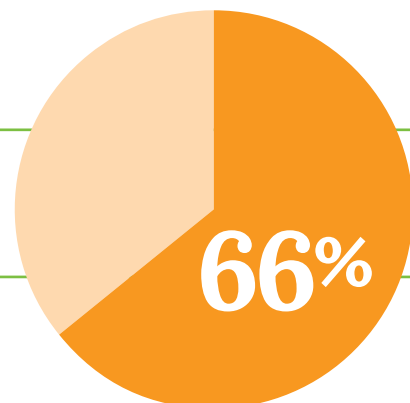
**Nikki Sumpter**  
Executive Vice President  
Chief Administrative Officer

ESG in 2023

\*Bankrate, ESG investing statistics  
\*\*EuroNerd, “24 Essential ESG Statistics and Trends in 2023”



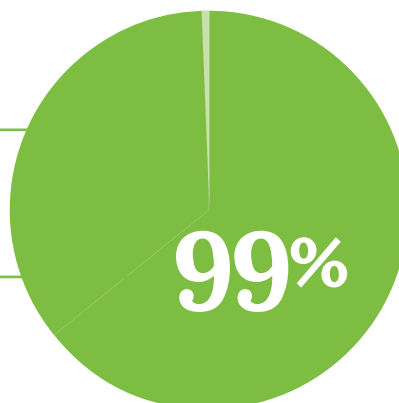
88%  
of public companies have ESG initiatives in place\*



66%  
of privately held companies have ESG initiatives in place\*



\$2.78 TRILLION  
is invested in ESG worldwide.\*\*



99%  
of millennials want to invest sustainably.\*\*



# Our commitment to sustainability, equity, and integrity

## ESG at a glance

ESG is a framework for evaluating an enterprise's performance with regard to socially desirable impacts or results. The initials stand for "environmental, social, governance," which are the three pillars of the framework. At the most basic level, the desired outcome for the environmental pillar is sustainability; for social, it is equity; and for governance, integrity.



## Why ESG? Why now?

We live in a hyper-connected world, and our actions — as an organization and as individuals — can and often do have a far-reaching impact. We should all want that impact to be positive.

ESG has always been in Atlantic Health's DNA. We recognize that we all live on the same planet, we all want to be valued, and we all want to trust our institutions, especially the institutions that care for us. That's why ESG is a priority. It's not a legal obligation for us. It's a choice to do the right thing in all things.

More and more, the community, including our current and potential patients and team members, are viewing their choices through a socially minded lens. We want them to see that, in every area of our operation, Atlantic Health strives to do the right things for the right reasons.



"The Community of Care program at Atlantic Health embodies our commitment to building healthier communities. This principled framework serves as our guiding light, directing our actions and decisions toward a common goal of sustainability and social responsibility. Our ESG program ensures that we consider the impact of our choices in everything we do, from patient care to operational decisions. It reflects our dedication to making a positive difference in the world around us."



Robert McCracken  
*Chair*  
*Board of Trustees*

## Leading the way to a greener future for health care

### GOAL:

Building sustainability for our planet

We practice conservation and are farsighted stewards of our environment and natural resources.



Atlantic Health’s environmental initiatives continued to build significant momentum throughout 2023. Energy production via solar and our cogeneration plants is up, and emissions keep moving down. We’re recycling more. We’re targeting more areas for boosting sustainability, including new initiatives for “Greening the Pharmacy” and addressing food waste.

We continue to set the environmental bar for health systems nationwide, winning 14 Practice Greenhealth awards system-wide. We’ve now ranked in the top 12 in the nation for three years in a row. And we’ve earned our first U.S. EPA ENERGY STAR® certifications, for Overlook Medical Center and Morristown Medical Center, with all our hospitals on track to follow.

Our commitment to the environment and sustainability continues to grow stronger and reach further. With the efforts of our leadership and every team member, Atlantic Health is a 20,000-strong force for the good not just of our system, but of the planet.

### OVERLOOK AND MORRISTOWN MEDICAL CENTERS ARE ENERGY STARS

With a near-perfect score of 99, Overlook is the first of our hospitals to receive the prestigious ENERGY STAR certification from the U.S. Environmental Protection Agency. A score of 99 means the hospital is more energy efficient than 99% of similar buildings nationwide.

Morristown has also received its ENERGY STAR certification, and our remaining hospitals are all currently eligible for ENERGY STAR.

### ATLANTIC HEALTH MAKES WHITE HOUSE CLIMATE PLEDGE

Atlantic Health has signed on to the White House/Health and Human Services Health Sector Climate Pledge. By taking the pledge, we are committing to reducing our greenhouse gas emissions by 50% by 2030 and achieving net zero emissions by 2050. The pledge also requires that we produce detailed plans to prepare for both chronic and acute catastrophic climate impacts. As a leader in sustainability efforts for the health care industry, we are already well on our way to achieving those goals.



ENERGY STAR scores as of March 2023:

Overlook.....	99
Morristown.....	83
Newton.....	83
Chilton.....	94
Hackettstown....	77

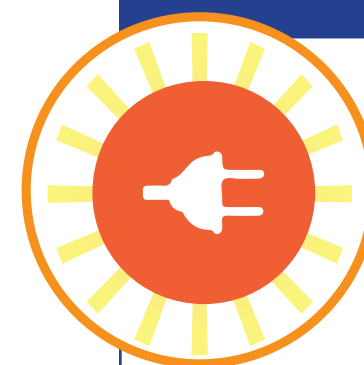
All of our hospitals are now being benchmarked using the EPA’s ENERGY STAR Portfolio Manager,® and all are eligible for certification — two have already achieved certification. We are using Portfolio Manager to benchmark water use, waste, materials, and greenhouse gas emissions.



“By integrating sustainability into how we deliver care and how we operate our many facilities, we can very directly, effectively improve the health of our communities, which makes our environmental efforts central to how we operate.”

Carolyn Brown-Dancy  
Executive Director  
Health, Safety & Sustainability

### More power. Reduced emissions. Big savings.



Morristown’s natural gas-powered cogeneration plant along with its solar array delivers 75% of the facility’s electricity. In 2023, that resulted in savings of \$3.3 million — far exceeding the projected \$2.2 million savings — and kept 430 metric tons of CO<sub>2</sub> out of the atmosphere. Overlook’s tri-gen plant is being rebuilt and will be back up by the end of 2024. The new plant will provide 50% of the facility’s electricity, deliver savings of \$1.5 million, and slash 432 tons of CO<sub>2</sub> emissions.


Reduced CO<sub>2</sub> emissions by **862 tons** | Savings of **\$4.8 million**





**2023**  
Practice Greenhealth  
**SYSTEM FOR CHANGE**  
AWARD

**Atlantic Health System**  
*For outstanding overall accomplishments in environmental sustainability*  
*Recognized for the third year in a row*  
*One of only 10 health systems nationwide to receive this honor*



**EMERALD**  
**Top 20% of health systems for sustainability**  
Chilton Medical Center  
Hackettstown Medical Center  
Morristown Medical Center  
Overlook Medical Center

**PARTNER FOR CHANGE**  
**For superior performance in sustainability**  
111 Madison Ambulatory Surgery Center  
Newton Medical Center

**GREENING THE OR**  
**For substantial progress in reducing the impact of the surgical environment**  
Chilton Medical Center  
111 Madison Ambulatory Surgery Center  
Morristown Medical Center  
Newton Medical Center  
Overlook Medical Center

**CIRCLE OF EXCELLENCE**  
**For top-scoring programs in specific sustainability categories**  
Overlook Medical Center: Food  
Overlook Medical Center: Leadership

**Steady progress on solarization**  
Three of our facilities are fully operational with carport-mounted solar in the parking lots. Morristown, Chilton, and Rockaway are generating 25%, 30%, and 50% of their electricity, respectively, from solar. Plans are still in place to solarize the rest of our facilities, but material costs and expiring government incentives are contributing to a longer-than-expected timeline for full implementation.

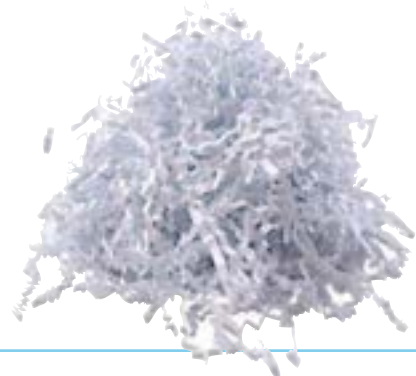


**With solar arrays and cogeneration plants, Atlantic Health is reducing greenhouse gas emissions at a rate equivalent to removing 1,300 cars from the road.**

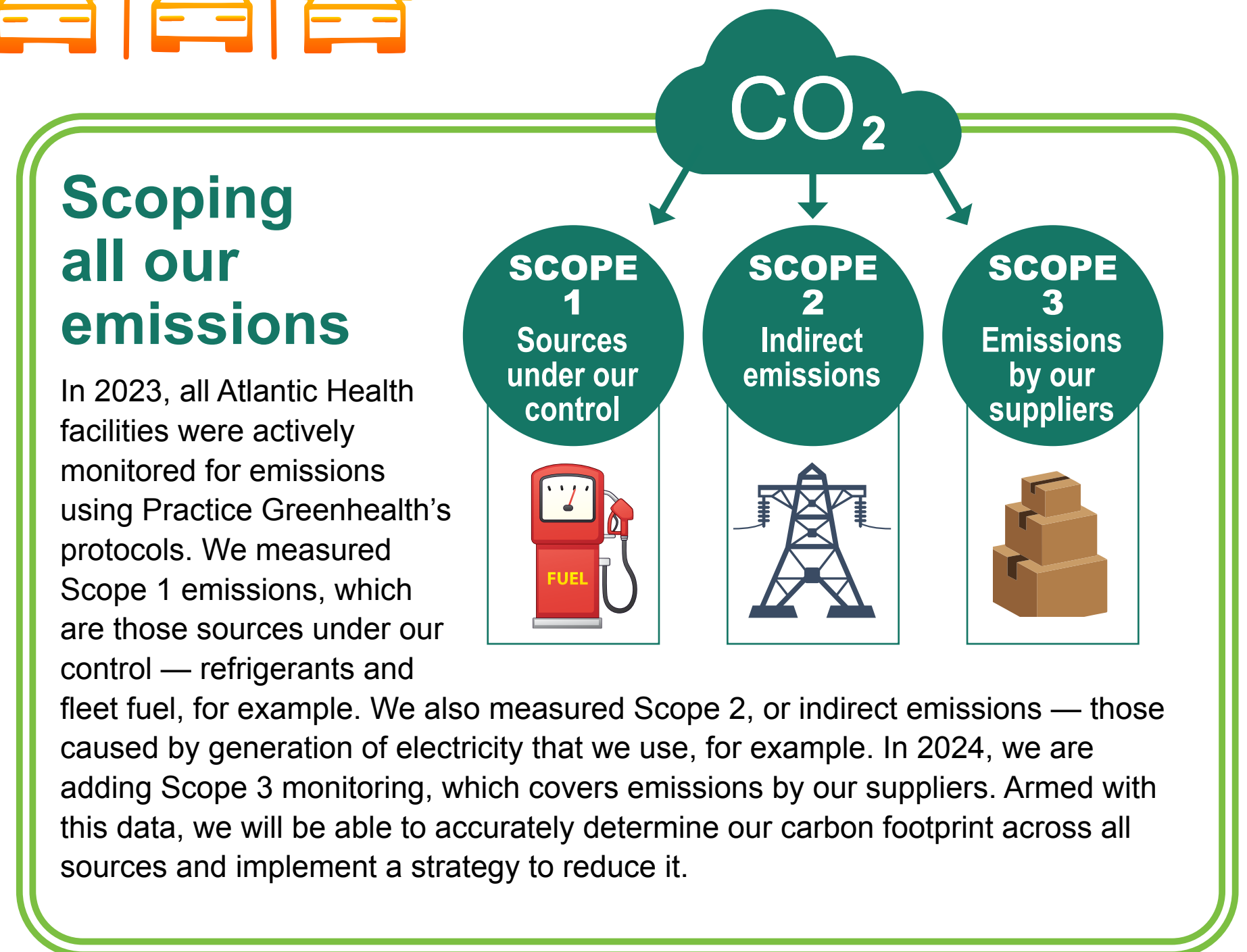
## 365 days of RECYCLING



Atlantic Health hosted two big recycling events in 2023. On Earth Day, we shredded almost 14 tons of paper and collected more than three tons of electronics for recycling. And on America Recycles Day in November, we shredded more than 15 tons of paper and paper products. Each one of those 'days' was actually a two-day event. But we recycle on every one of the other 361 days, too. Our rate of recycling was up in 2023, to about 35% in some locations.



More than **29 tons** of paper shredded







## TREE PLANTING

The Morris County Library hosted a tree planting ceremony on Earth Day 2023 in conjunction with Atlantic Health System and the Morris County Chapter of Alpha Kappa Alpha Sorority, Inc. Two Forest Pansy Redbuds, a beautiful flowering tree native to New Jersey, were purchased by Atlantic Health System from Cerbo's Parsippany Greenhouse and planted in front of the library on Hanover Avenue in Whippany. Director Krickus discussed the different programs that Morris County offers to preserve and conserve the environment. Carolyn Brown-Dancy, executive director of health, safety, and sustainability for Atlantic Health System, also spoke about the importance of Earth Day during the planting ceremony.



Atlantic Health won the **2023 Climate Action Silver Award** for Climate Leadership by **Health Care Without Harm**, a worldwide environmental health, sustainability, and justice organization.



# 86% FAVORABLE!

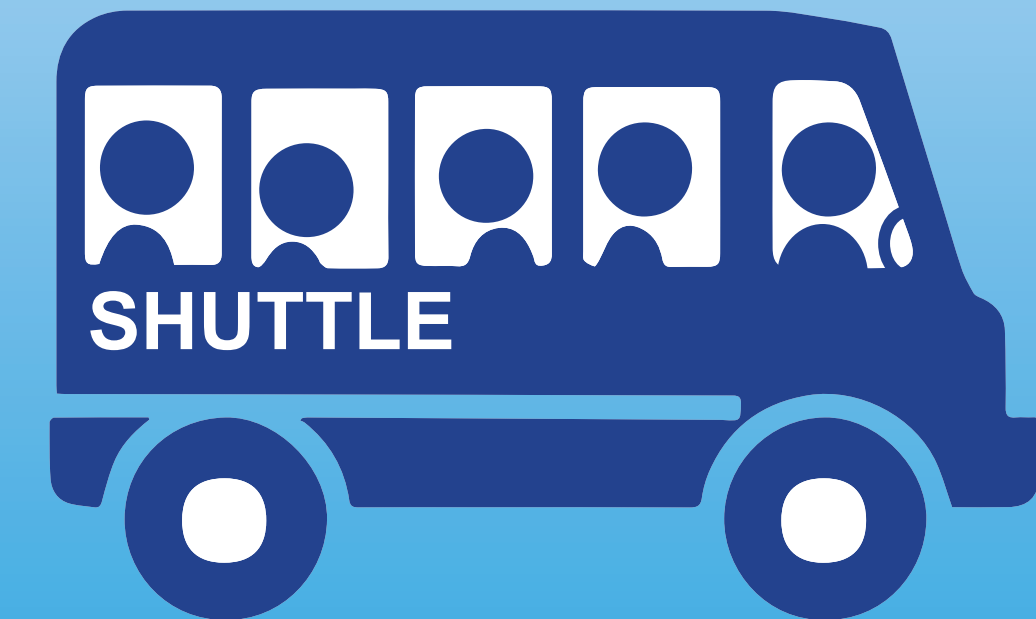
**86% of Atlantic Health team members have a favorable opinion of Atlantic Health's environmental sustainability practices.**

*As reported in the annual Atlantic Health System Team Member Engagement & Safety Survey.*



# 500

That's how many stops our Atlantic Mobile Health shuttle service makes every day, picking team members up and dropping them off at train and bus stations, between parking lots, and even for meetings. Team members can leave their cars at home and skip the tailpipe emissions. If they really need to drive, hopefully it's in an electric vehicle — which they can charge at our fast-growing network of charging stations at all our major facilities. We're also helping our patients to leave their cars at home, too, encouraging telehealth visits as appropriate. In 2023, Atlantic Medical Group conducted almost 100,000 telehealth visits.



## 500+ WAYS

WE'RE REDUCING EMISSIONS EVERY DAY



## Engaging all our communities with respect, dignity, and care

### GOAL:

Building equity for all people

We promote understanding, diversity, and inclusion among our team members and community while advocating for social and economic justice and health care equity.



*Every day, in all our hospitals and communities, Atlantic Health System team members are actively striving to ensure equitable treatment for everyone. In 2023, we repeated and expanded successful programs that put our social values into action. And we introduced new initiatives to address social priorities in our system and our communities.*

*For patients, our efforts in 2023 meant enhanced physical access to care; being treated with cultural sensitivity and competence; and receiving consistently high quality care. For our team members, our efforts promoted an increased sense of belonging and opportunities to be a force for good in our workplace and the communities we serve.*

*There is no downside to approaching everyone — no exceptions — with dignity, respect, and a welcoming spirit. We are in the business of healing people, and that is not restricted to the office, exam room, or surgical suite. Our every word and action can be positive forces in the lives of others, whether colleague or patient, if we make it so.*

*We brought this vision to life in a number of exciting ways in 2023 and will continue to do so in 2024.*

**“We believe that everyone deserves equitable access to quality health care, and that every member of the Atlantic Health family deserves to feel valued and respected. We will always work to remove any obstacle that stands in the way of reaching those goals. Everyone in all our communities benefits when we focus on equity, fairness, and inclusion.”**

**Armond Kinsey**  
Vice President  
Chief Talent & Diversity Officer

### DIABETES AND MATERNAL HEALTH ARE TOP POPULATION HEALTH PRIORITIES

Our efforts toward health equity continue to pick up momentum. We’re striving to address two issues in particular. One is diabetes, which we know disproportionately impacts communities of color. Our African-American Business Resource Group continued its Dance for Diabetes program in 2023. These in-person and live-streamed workshops help participants boost their mood and energy, manage weight, reduce insulin resistance, and improve blood glucose management.

Our second major population health priority is maternal health, which also disproportionately impacts Black women. Sadly, New Jersey has some of the worst maternal health outcomes among Black women in the nation.

Early in 2023, Atlantic Health hosted a panel discussion during Black Maternal Health Week. The first lady of New Jersey, Tammy Murphy, a strong advocate for maternal health, joined our panel as we discussed the issues impacting Black maternal health and how they can be addressed.

In 2024, under the leadership of our new executive director of health equity, Bonnie Reyna, we are exploring effective ways to address these two pressing population health issues.



### Black Maternal Health Week Panel Discussion

Join us for an engaging conversation about improving black maternal health outcomes and how we can amplify the voices of Black women.  
*Featuring special guest Tammy Murphy, First Lady of New Jersey.*

 <b>Tammy Murphy</b> First Lady of New Jersey	 <b>Fatima Naqvi, MD</b> Medical Director, Atlantic Medical Group Outpatient Obstetrics and Gynecology, Atlantic Health System
 <b>Lisa Gittens Williams, MD</b> Professor, Rutgers New Jersey Medical School NJ Section ACOG Vice Chair Legislative Chair	 <b>Erica Pulliam</b> Certified Doula affiliated with the Birth Equity Alliance in NJ Founder, Parlum Tribe
 <b>Judy Washington, MD</b> Associate Chief Medical Officer Atlantic Medical Group	 <b>Moderated by Christina Johnson, MD, PhD</b> Atlantic Medical Group Health Equity Lead Physician

Contributor, Shai Gavi, DO, System Associate Medical Director for Hospital Medicine



## SPEAKING THEIR LANGUAGE

The second full year of our qualified interpreter program saw solid growth in the number of team members trained. Three cohorts — 97 team members in all — went through the program in 2023, and we now have team members qualified as interpreters in Spanish, Portuguese, and Mandarin, with more programs expected to be added in 2024. Being physically present with a patient to interpret for them is a vastly superior experience compared to telephone interpretation with an external vendor. The ultimate result is better quality of care, better patient satisfaction, and reduced external costs.

“The top languages spoken in our areas of service are:”

English

MANDARIN POLISH  
 TURKISH ALBANIAN  
 Portuguese Hindu  
 Greek ITALIAN  
 SPANISH Russian  
 FRENCH CREOLE ARABIC  
 KOREAN Gujarati

## JUNETEENTH FESTIVAL OF MORRIS COUNTY A Celebration of Arts, Culture & History

### JUNETEENTH ON THE GREEN

Atlantic Health was the premier sponsor of the first Juneteenth Festival on the Green at Morristown. Our HR team was there promoting careers and, of course, the African-American Business Resource Group was out in force. The BRG sponsored a patient advocacy panel featuring four Atlantic Health physicians to discuss “The African-American Patient Experience — How to Be an Advocate for Yourself.” Several thousand people attended the festival.



The African American Patient Experience - How To Be An Advocate for Yourself  
 Sponsored by the African American Business Resource Group at Atlantic Health System  
 2:00pm-3:00pm

Karlene Williams, MD,	Christina Johnson, MD, PhD,	Shaun Adair, MD,	Jessica Bedele, DO



How to  
 Be an  
 Advocate  
 for  
 Yourself



## Finding opportunities through Project SEARCH

Atlantic Health was host to fourteen Project SEARCH interns in 2023; five of those interns ultimately joined Atlantic Health as team members.

Project SEARCH prepares young people with disabilities for success in competitive integrated employment. Project SEARCH was developed at Cincinnati Children's Hospital Medical Center to support its commitment to hire individuals with developmental disabilities.

Through Atlantic Health's partnership with Project SEARCH, we provide classroom education on-site at Overbrook Medical Center, Newton Medical Center, and now in 2024, Hackettstown Medical Center. AHS also provides opportunities for interns to rotate through a variety of departments over the course of the school year, gaining valuable work experiences and skills.



**678**  
team members  
were forces for change  
in 2023 as members  
of our Business Resource  
Groups, including 252 who  
belong to more than  
one group.

## Annual Turkey Toss

Thanksgiving gifts for our workforce	Team member donations to the community
<b>376</b> Turkeys	<b>18</b> Adult diapers
<b>468</b> Hams	<b>42</b> Children's diapers
<b>272</b> Pies	<b>135</b> Feminine sanitary pads
<b>350</b> Fruit baskets	<b>312</b> Tubes of toothpaste
	<b>772</b> Toothbrushes
	<b>831</b> Socks



TEAM MEMBERS DONATED **4,170** VOLUNTEER HOURS IN **2023**  
TO HELP MAKE OUR COMMUNITIES  
AND THE WORLD A BETTER PLACE.





## 2023 MLK Day Meal-Packing Event



**583** Atlantic Health team member volunteers

**452** volunteer hours

**10,548** meal kit bags packed

**62,299** Servings



Winner of the CIANJ Companies That Care Community Outreach/Volunteerism award

Atlantic Health and the LGBTQ+ Business Resource Group participated in LGBTQ+ events throughout the year, including seven Pride festivals and events. We were leadership sponsor of the North Jersey Pride Festival. And we sponsored the Rise Up LGBTQ+ Healthcare Conference at St. Elizabeth University.



## Childhood Hunger Initiative Power Pack



The Alpha Kappa Alpha “Childhood Hunger Initiative Power Pack” (or CHIPP program) is distributing bags of food to 120 children twice a month in Morristown. Atlantic Health is a proud sponsor of the CHIPP program. Additionally, Atlantic Health supports the Grains of Hope program to distribute mac-and-cheese meals in Newark.





## SOGI Success

*Acting on the State of New Jersey's new mandate for hospitals to collect "sexual orientation gender identity" information — SOGI for short — we updated our systems to accommodate the data and launched a major training initiative. Almost 93% of our team members successfully completed the training.*

## Helping Habitat for Humanity

Team members got out their hammers and saws to help build two Habitat for Humanity houses that were dedicated in 2023. In June, a family home was dedicated in Washington, NJ. In August, a "Habitat Veterans Build" house was dedicated in Franklin Township; the house was built to be ADA-accessible to accommodate the family's disabled child.



## \$55 million in purchases from diverse and small businesses

Atlantic Health relies on an extensive web of suppliers to support all our operations. Our ESG values extend to the companies we do business with. In 2023, we spent \$55 million with minority-owned, women-owned, veteran-owned, and small businesses, supporting the creation of over 400 jobs and helping these small and diverse businesses to thrive.

The Economic Impact of Atlantic Health System's Supplier Diversity Program

**\$55M**  
PURCHASES  
from small and diverse businesses

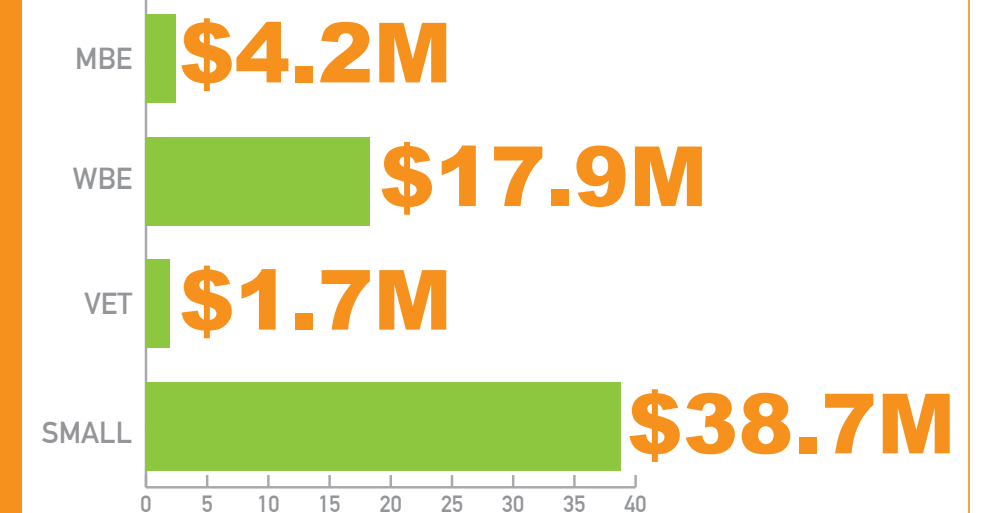
**464**  
TOTAL JOBS  
created within Atlantic Health System's supply chain and in the suppliers' communities

## DIVERSIFYING OUR RECRUITING OUTREACH

In 2023, the talent acquisition team sharpened its recruiting focus to attract a more diverse candidate pool. We're not waiting for prospects to come to us; we're going where they are. We're partnering with HBCUs and their medical schools and targeting professional associations such as the National Black Nurses Association, the National Association of Hispanic Nurses, the National Association of Health Services Executives, and the National Medical Association, the oldest African-American physician's organization in the country. Across our hiring spectrum, we continue to welcome candidates of all identities and dispositions.



Direct Impact on Our Small and Diverse Suppliers: Atlantic Health System's Purchases





## Governing to a higher standard

### GOAL:

#### Building an ethical global marketplace

We conduct our business with integrity and transparency, governing through a resilient corporate structure that appreciates the far-reaching impact of our choices.



*Governance is in a strong and stable state at Atlantic Health. Through effective governance, we strive not only to ensure that we are 100% compliant with all laws and regulations, but also to infuse the values we hold highly into every corner of our organization.*

*We have solid progress to report for 2023. New trustees broaden the board's expertise, experience, and diversity. Through strategically focused recruitment and continued immersion in our culture and values, our board is actively engaged in advancing quality of care, setting ethical standards, and ensuring the growth and success of our system and team members.*

*We continue to leverage technology, particularly artificial intelligence, to the benefit of our patients, team members, and operations. We've honed our recruiting efforts to find and hire the highly qualified health care professionals we need. And we've reduced turnover and increased engagement to keep our valued colleagues on the job.*

*Effective governance ensures that we are guided by our values and acting on our four strategic priorities — performance; population health; growth; and innovation, research and education. Good governance is key to achieving excellence in every area of our operations.*



### 2023 by the numbers

The Atlantic Health team is now **20,000+** members strong

We increased the ethnic diversity of our management team by **29%**

We touched **1,063,845** unique lives in 2023

We recruited a record **4,300** new team members, including over 1,000 nurses, and reduced first-year turnover by 8.5%



“Our governance process is in a very good place. We know what our priorities are and we continue to make good progress on all of them — trustee recruitment, board education, technology, values-based investing, and team recruitment, retention, and satisfaction. We set our standards high, far beyond what is legally required, and we live up to them.”

Sheilah O'Halloran, Esq.  
Executive Vice President  
General Counsel

### Keeping trustees in the know

The *Inside Atlantic Health* podcast, specifically created for system trustees, continued its strong run, delivering valuable content on a host of topics important to diverse areas of our operations.

#### The 2023 *Inside Atlantic Health* lineup:

- Cardiac Services at Newton Medical Center
- Sustainability/Green Initiatives
- Emergency Preparedness
- Atlantic Mobile Health
- Atlantic Venture Studio
- Marketing
- Graduate Medical Education
- Supply Chain Operations
- Lab Services
- Communications & Public Relations
- Ambulatory Strategy
- Pharmacy Services
- Palliative Care and Healthcare Ethics

**Inside**  
Atlantic Health



## A trio of new trustees brings impressive experience and expertise to our board.

Our board of trustees plays a vital role in formulating and executing Atlantic Health's strategy for growth, performance, innovation, and quality of care. Our efforts to expand the board's expertise, competencies, and diversity took an important leap forward with the onboarding of our three newest board members in 2023.



**Jaynee LaVecchia**

Jaynee LaVecchia served more than two decades on the New Jersey Supreme Court, making her the longest-serving female justice in state history. She also served as commissioner of the New Jersey Department of Banking and Insurance, and deputy chief counsel for Governor Thomas Kean.

Currently a partner at the law firm of McCarter & English, Jaynee brings tremendous government and leadership credentials to her new position on our board of trustees.



**Hoangmai (Mai) Pham, MD, MPH**

Dr. Mai Pham is president of the Institute for Exceptional Care, a non-profit dedicated to making health care better for people with intellectual and developmental disabilities. She was the Center for Medicare and Medicaid Innovation's first chief innovation officer. She is currently a trustee

of the Coalition to Transform Advanced Care; an adjunct fellow at the Leonard Davis Institute for Health Economics at the University of Pennsylvania; and serves on the National Advisory Council for the Agency on Healthcare Research and Quality. Her extensive expertise in population health and accountable care is a rich addition to the board's health care competencies.



**Michael W. Ranger**

Michael W. Ranger retired as co-founder and senior managing director of Diamond Castle Holdings in 2020. He served on the board of Covanta Holding Corporation from 2016 until 2020 and then as its CEO until 2021. Ranger is on the board of directors of Consolidated Edison, Inc. (NYC) and served as board

chair of his alma mater, St. Lawrence University, from 2018 to 2023. He has also served as chair of the Seeing Eye, Inc., president of the board of trustees at Morristown-Beard School, and a trustee at LifeCamp, Inc. His experience in both the commercial and nonprofit worlds serves him well in providing perspective and leadership on our board of trustees.



## An engaged team is an effective team

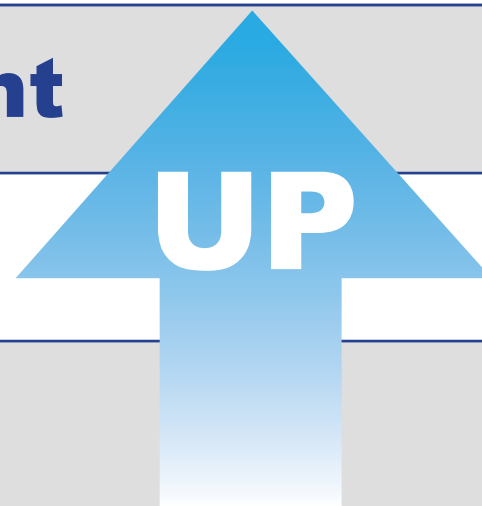


More than 14,000 team members — 83% of our workforce — participated in our 2023 Team Member Engagement Survey, and the results were impressive. Our improved engagement score put us in the 82nd percentile of health care organizations nationwide.

**Engagement**

**Safety**

**Resilience**



## A great place to work

Modern Healthcare  
**Best Places to Work™**  
2023

Modern Healthcare named Atlantic Health the #2 workplace in the country.

**Forbes**

Forbes ranked Atlantic Health #17 on its list of America's Best Employers by State and a Best Employer for New Grads for 2023.

**NJBIZ**

NJBiz named Atlantic Health a 2023 Best Place to Work.



American Hospital Association  
Quest for Quality Prize®

**Atlantic Covid Recovery Center & Cross-functional Nurse Training**

**FIRST-TIME WINNER  
CITATION OF MERIT**

2023 saw a **35% reduction** in turnover for patient-facing nurses.

That's equivalent to adding **200 experienced RNs** to our team



## Tune in to *AtlantiCast* for the inside story.

*AtlantiCast* is the podcast for our team members, keeping them up to date on everything important about Atlantic Health and the people we serve. In 2023, each element of ESG got its own show. Black Opal Ventures was featured in another. And to round out the year, our board chair and vice chair made guest appearances to brief the team on what governance means to them and to Atlantic Health.





## Investing in what we value

*Fully executing on our ESG values means aligning ourselves with organizations that share those values. That extends to how we invest our assets. We search for highly rated emerging managers and do due diligence on their ESG commitments and DEI efforts. Our investment partners include:*

**Black Opal Ventures:** one of fewer than 6% of U.S. venture firms led by women. Focused on the intersection of health care and technology, Black Opal gives us access to early-stage companies and their potential breakthroughs.

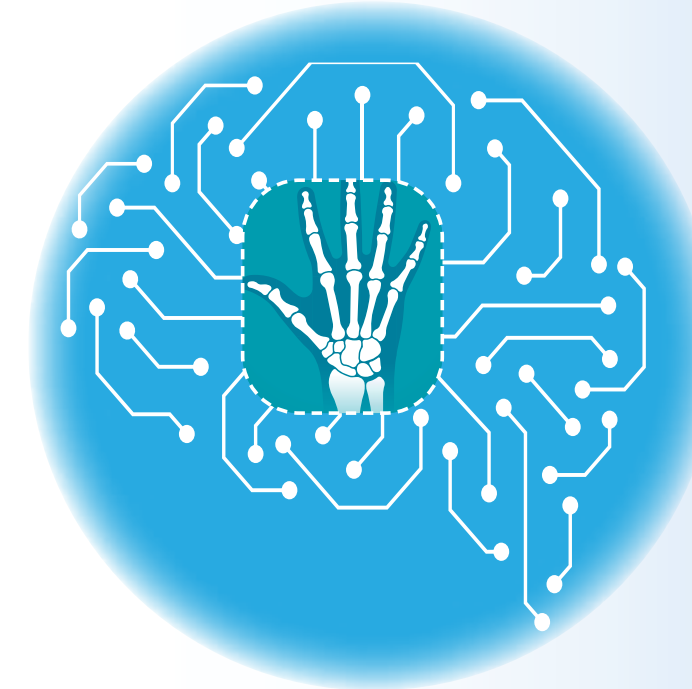
**Xponance:** founded in 1996 by a woman of color, Xponance is a shining example of diversity in its own firm. Focusing on international small cap equity, it invests in and develops talent at smaller, diverse firms.

**LongFellow:** Majority women-owned LongFellow was named 2022 Emerging Manager of the Year—Fixed Income. It has demonstrated its commitment to diversity in employment practices.

## Leveraging artificial intelligence for radiology, operations, and governance

Atlantic Health has been employing AI to great effect to protect the privacy of our patients and the security of our operations. But AI holds great potential beyond cybersecurity. In 2023, we implemented AI for radiology to deliver a two-fold benefit.

# AI



First, AI empowers radiologists to analyze up to 30 times more scans to compare, contrast, and inform diagnoses from our physicians.

Second, it reduces administrative burden, freeing clinicians' time to better connect with patients and deliver care. It takes patient care to a higher level and brings joy back to the practice of medicine.

## NOT SO FAST, CYBERCRIMINAL!



Atlantic Health's AI-powered cybersecurity systems scan **1.25 billion** transactions for cyberthreats every single day.






# ACCOMPLISHMENTS



## Accomplishments to Date

**2023 Practice Greenhealth Awards:**

- **System for Change: 1**
- **Emerald: 4**
- **Partner for Change: 2**
- **Greening the OR: 5**
- **Circle of Excellence: 2**



**ENERGY STAR Certification:** The U.S. Environmental Protection Agency has awarded ENERGY STAR certification to two Atlantic Health hospitals, putting Atlantic Health in the top tier nationwide for energy efficiency and reduced greenhouse gas emissions.

**Recycled 30+ tons of paper and electronics** during events for Earth Day and America Recycles Day, plus tons more through recycling some 35% of our waste year-round.

**Committed to the White House Health Sector Climate Pledge** with a goal of reducing our greenhouse gas emissions by 50% by 2030 and achieving net zero emissions by 2050.

**More power from solar:** Three hospitals are getting a significant portion of their power from solar mounted in parking lot carports. Morristown's 2 megawatt (MW) installation generates 25% of its electricity. Chilton's 1.6 MW system generates 30% of its electricity. And Rockaway's 1.1 MW system generates 50% of its electricity. (A megawatt equals one million watts.) The three systems combined are reducing CO<sub>2</sub> emissions by 3,300 metric tons, the equivalent of taking 725 cars off the road.

**CIANJ Companies That Care award:** Atlantic Health received the Green Building Award and stewardship recognition for signing the White House Pledge on carbon emissions reduction.

**2023 Climate Action Silver award for Climate Leadership** awarded by Health Care Without Harm and the Global Green & Healthy Hospitals Network.

**Green the Pharmacy pilot program** is focusing on how to reduce waste in our pharmacies through measures such as replacing plastic prescription bags with recyclable paper bags.

**Atlantic Mobile Health** is enabling team members to leave their cars at home and use public transportation instead. We make more than 500 stops a day to get team members to and from our facilities, reducing fossil fuel use and emissions every day.

**Cogeneration plants offer a double benefit** at Morristown and Overlook, generating electricity for hospital use and using the heat generated for heating and hot water. The Overlook plant is currently being rebuilt and will be even more efficient when it comes back on line at the end of 2024.

**Green Building Award:** CIANJ/Commerce and Industry Association of New Jersey recognized Atlantic Health in the Green Building category for the new cogen plant at Morristown Medical Center.

**Earth Day tree planting:** Atlantic Health and the Morris County chapter of the Alpha Kappa Alpha Sorority, Inc., joined forces to plant Forest Pansy Redbud trees at the Morris County Library in Whippany.

**Busy bees making honey:** Our hives at Morristown, Overlook, and Chilton Medical Centers are still buzzing with activity and producing honey for our foodservice and for sale to the public. More hives are planned for a remote site in 2024.





## Accomplishments to Date

**Diabetes Education Programs** are tailored for a wide range of patients and reached some 750 individuals in 2023; classes were offered and continue to be offered at all our medical centers throughout the year. We offered free screenings throughout the system at community health day clinics, as well as free support groups featuring guest speakers.

**LGBTQ+ Events:** The LGBTQ+ Business Resource Group led our participation in seven Pride festivals and other LGBTQ+ events throughout the year.

**Atlantic Health System Social Services** provides patients with structured support to help reduce barriers to care, increase access to community support resources, and assist patients to set and achieve their individualized health care goals.

**The Atlantic Health Community Health Team** reaches out to members of our communities, focusing on priority populations and geographies identified in the Community Health Needs Assessment, with education programming covering a range of topics from nutrition and exercise to various health issues to caring for aging loved ones.

**Qualified Interpreter Program:** 97 team members completed training to become qualified interpreters. Our interpreters ensure accurate communication and improve the patient experience and quality of care. Currently, we have team members qualified in Spanish, Portuguese, and Mandarin, and more languages are being added in 2024.

**MLK Day of Service 2023:** For the third year in a row, team members packed meals for those in need. 583 team volunteers participated, donating more than 450 hours and packing more than 10,500 meal kit bags.

**Juneteenth on the Green:** Led by the African-American Business Resource Group, Atlantic Health was the lead sponsor for the first Juneteenth Festival on the Green in Morristown.

**Two Habitat for Humanity homes** were completed with the help of Atlantic Health team members and dedicated in 2023, including a “Habitat Veterans Build” with ADA access.

**Turkey Toss:** Team members donated personal items to the community, and Atlantic Health donated turkeys, hams, pies, and fruit baskets to team members.

**Atlantic Health Volunteers!** Some 583 team members donated 4,170 hours of volunteer time in programs including the MLK Day of Service, nourish.NJ food distributions, GRACE community food distributions, Project Search, the Childhood Hunger Initiative Power Pack/CHIP program, the Grains of Hope food program, and a host of other initiatives designed to help people and make the world a better place.

**Project Search:** Atlantic Health hosted 14 young people with disabilities as students and interns at three of our locations, giving them valuable training and hands-on health care experience. After completing the program, 5 of those interns joined Atlantic Health as team members.

**“Healthier Living” radio show** aired monthly on WRNJ with host Lisa Dimiceli engaging with guest experts on an extensive roster of health topics.

**SOGI:** Almost 93% of our team members completed SOGI — sexual orientation gender identity — training to meet the State of New Jersey’s new requirement to collect this data.





## Accomplishments to Date

**Expanded recruitment outreach:** The talent acquisition team reached out to and partnered with a variety of professional organizations and HBCUs to reach a more diverse pool of candidates for every position.

**Dance for Diabetes:** The African-American Resource Group continued the dance program it debuted in 2022, engaging participants in-person and online to move to the music to improve their overall health and fitness — targeting weight, insulin resistance, and blood glucose management.

**Maternal Health** was an important population health focus, particularly focusing on women of color, who in New Jersey experience some of the worst maternal health outcomes in the nation. Tammy Murphy, the first lady of New Jersey, joined an Atlantic Health panel discussion for Black Maternal Health Week.

**The Supplier Diversity Program** created economic impact that rippled throughout our communities, including \$55 million in purchases from small and diverse businesses; the creation of 464 jobs; support of jobs that paid a total of \$37.3 million; and \$11 million in total taxes generated.

**Free and Low-Cost Cancer Screenings** through a partnership with New Jersey Cancer Education and Early Detection (NJCEED) programs, joining Atlantic Health Cancer Care’s extensive roster of cancer-related education programs. A special focus is on underserved communities, where we also offer free screening exams, including mammography.

**Live Community Conversations on Facebook** hosted by Luke Margolis gave community members access to Atlantic Health physicians to get their questions answered and learn more about important health and seasonal topics.





## Accomplishments to Date

**New trustees onboarded:** Jaynee LaVecchia; Hoangmai (Mai) Pham, MD, MPH; and Michael W. Ranger joined the board of trustees in 2023, deepening the board's expertise in quality, value-based care, government and corporate affairs.

**Gains in team member engagement:** Our annual survey saw boosts in both engagement and resiliency; our engagement results placed us in the 82nd percentile of all U.S. health systems. In general, our team members find their work environment satisfying and their jobs rewarding.

**A top place to work:** Given our great results in team engagement, it's no surprise that Atlantic Health is consistently rated a best place to work. In 2023, we were ranked #2 in the nation by *Modern Healthcare* and a "best place to work" by *NJBiz*.

**American Hospital Association Quest for Quality Prize:** We received a Certificate of Merit for our Atlantic Covid Recovery Center and Cross-Functional Nurse Training, our first such recognition from the AHA.

**Thwarting hackers and cybercriminals:** In 2023, our robust defenses scanned 1.25 billion transactions for cybersecurity every day.

**Leveraging AI beyond cybersecurity:** We implemented artificial intelligence systems for radiology to provide an abundance of scan data to aid physicians in diagnosis. AI has also been implemented on the revenue side to automate repetitive tasks, freeing up team members for more meaningful work.

**Investing in innovation:** Working with Black Opal Ventures gives Atlantic Health a front-row seat and access to health care innovation and emerging technologies, particularly with start-ups. And we are supporting one of less than 6% of venture firms that are owned and run by women.

**35% reduction in turnover for patient-facing nurses:** Equivalent to adding 200 experienced RNs.

**4,300 new team members recruited** through dynamic efforts and tactics to reach candidates on their own terms and schedules, and even making job offers on the spot. And we're making hires that are the right fit — first-year turnover was down by 8.5%.

**The power of podcasts:** Our two signature podcasts had robust release schedules in 2023, getting our message out and providing valuable educational sessions. *Inside Atlantic Health* is programmed for our board members to help them engage in diverse aspects of our operations. *AtlantiCast* keeps Atlantic Health team members in the loop and increases their knowledge about our system and services.

