

Appendix

Approach to Care

As a clinician-led medical group, Envision clinicians make decisions in patients' best interests. Envision physicians and advanced practice providers exercise their clinical judgment to deliver safe, evidence-based care. Physician leaders determine their care teams and most clinically appropriate care pathways based on the unique needs of each patient and community. Our organizational structure and governance do not influence the delivery of care at the bedside.

Governance

Our governance structure facilitates operations within all regulatory guidelines, and our comprehensive policies and [Code of Business Conduct and Ethics](#) define the standards we strive to meet in every aspect of our business. The Board of Directors is committed to providing continued insight and clarity into the governance process. As part of this commitment, the Directors follow clear guidelines intended to communicate the method used to execute their responsibilities as it supports our ongoing operation and growth. The Board is comprised of experienced healthcare and business leaders who focus particular attention on compliance with financial and regulatory standards. The Directors, as well as all teammates, are required to conform to our Code of Business Conduct and Ethics.

Compliance

Envision has an established compliance program intended to ensure the effectiveness of policies and systems designed to prevent and detect violations of the Code of Business Conduct and Ethics and other applicable laws, policies or regulations. Teammates are instilled with a duty to act. Awareness of behavior that is inconsistent with the Code is expected to be reported to a supervisor, a member of the compliance staff or the Ethics and Integrity Helpline at 877.835.5267, which is available 24/7. Compliance with the Code is mandatory. Any violation of the Code may result in corrective action, up to and including termination. Teammates who are aware of Code violations and fail to report violations to Envision may also be subject to corrective action. Supervisors and managers are expected to maintain an open line of communication with team members in which concerns can be reported and addressed without fear of retaliation. Envision prohibits retaliation against anyone who raises a good faith legal or ethical issue or participates in a compliance investigation. Annual Ethics and Compliance training ensures all teammates comprehend the standards set forth in the Code and other laws applicable to our organization.