





INTERNAL DATA STRATEGY

Reporting Metrics, Stakeholders and Frequency

Pillar	Metrics Tracked and Reported	Reporting Frequency to Business Unit Lead(s) and Leadership	Reporting Frequency to Anchor Leadership (Workgroup)	Reporting Frequency to Rush Board (Corporate Dashboard)	Reporting Frequency to CHEE for CHIP
	% AM hires % AM hires retained at 90 days % AM hires retained at 6 months # of interns employed by contractors/sub-contractors from AM zip codes % City Residents	Quarterly	Quarterly	Quarterly (% AM hires)	Quarterly (% AM hires)
	\$ AM spend doing business with RUMC \$AM spend in target sourcing categories % construction spend with local businesses % of construction hours worked by AM zip code residents % Combined Minority & Women % MBE % WBE	Quarterly	Quarterly	-	Quarterly (\$ AM spend doing business with RUMC \$AM spend in target sourcing categories)
	Rush loan commitments in AM community WSU loan commitment in AM community CDFI dollars loaned WSU grant pool with hospitals and banks	Quarterly	Quarterly	-	Quarterly (\$ invested in AM community)
	Dollar Value of volunteer hours # of volunteer hours # of participating employees # of families served % of employees saving at 6% or more % invested in target date funds % invested in target date funds	Quarterly	Quarterly	-	Quarterly (career pathways)




^a Currently reporting on hold due to program design and ownership changes

^b Data reconciliation required

^c Deeper data analysis of spend required to determine target sourcing categories

	Talent Development metrics ^a				
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Data Analysis for ROPH AM Initiatives

Pillar	Metrics Tracking	Reporting Frequency to Business Unit Lead
	% AM hires ^b Breakdown by job title/role and zip codes	TBD (Based on input from BU lead)
	\$ AM spend doing business with RUMC Determine target sourcing categories ^c	TBD (Based on input from BU lead)
	Dollar Value of volunteer hours # of volunteer hours # of participating employees # of families served	Quarterly

Data Sources and Analysis Summary

Hire Local:

Employee hiring data is obtained from Rush Maestro system and analyzed in excel for percent AM hires and retention. The dashboard has several automated features to make reporting more efficient. Instructions have been developed to build in for sustainability. Anchor Mission Project Manager is working with the HRIS team to make the data analysis process more independent and efficient, where HRIS can create the dashboard in Maestro and Human Resources and Anchor Mission team can view easily view it. Additional or ad hoc hiring analysis will need to be conducted manually by the AM team.

The Project Manager is reconciling data and determining analysis methodology as we integrate ROPH hiring.

Buy Local:

Procurement spend data is obtained from the Lawson system by data analyst from the Purchasing office and analyzed in an excel dashboard to determine percent AM spend on a monthly basis. Project Manager conducts a further analysis to determine spend at a vendor level and for each target category. Additional or ad hoc spend analysis will need to be conducted manually by the AM team.

Capital projects including larger projects (e.g. Joan and Paul Rubschlager Building) team uses e-builder to capture AM spend and AM labor and provides excel report to the AM team.

Invest Local:

^a Currently reporting on hold due to program design and ownership changes

^b Data reconciliation required

^c Deeper data analysis of spend required to determine target sourcing categories

Treasury department in partnership with West Side United tracks investments and receives loan activity reports from Community Development Financial Institutions (CDFIs) on a quarterly basis. These reports are shared with the AM team.

Rush Local:

Employee Volunteer Program (EVP) is tracked on a regular basis by the EVP team and reported to the AM team. The retirement readiness program metrics are currently tracked and reported to the AM team from the Treasury department. This program is being transitioned to Human Resources. Talent Development metrics tracking, and reporting are on hold due to program design and ownership changes.

EXTERNAL DATA STRATEGY (RUMC)

Reporting Metrics, Initiatives and Frequency

Initiative	Metrics Tracked and Reported	Reporting Frequency
West Side United (WSU)	# AM hires % AM hires % AM procurement spend \$ Total procurement spend # of AM vendors and name of vendor and spend \$ invested in AM community Talent Development metrics ^a	Quarterly
Healthcare Anchor Network (HAN)	Data is submitted for local hiring, talent development, procurement, capital projects, impact investment and sustainability Hiring and Talent Development metrics – 51 required and 49 optional Procurement and Capital Projects – 35 required and 73 optional Investment – 9 required metrics Sustainability (new for CY21) – 36 required and 20 optional FY21 HAN Data Collection Template	Annually
Chicago HEAL	Total of 16 metrics on workforce development, community partnerships and in-hospital clinical practices, with 29 sub-metrics CY21 Metrics Report Required to submit a narrative report	Bi-annually
Corporate Coalition Food Initiative	Submit procurement spend data on food/catering as needed	Ad hoc
5/25 Move to Action	TBD	TBD

Data Sources and Analysis Summary

^a Currently reporting on hold due to program design and ownership changes

^b Data reconciliation required

^c Deeper data analysis of spend required to determine target sourcing categories

West Side United: AM team utilizes data already analyzed for internal reporting. Additional analysis is required for vendor level reporting.

Healthcare Anchor Network: AM team is required to conduct further analysis for reporting since we do not track most of these metrics for internal reporting.

Chicago HEAL: AM team utilizes data already analyzed for internal purposes for 5 out of the 29 required metrics. Remainder of the metrics are collected from metric owners across Rush. A narrative report with individual program/personal story is drafted annually.

^a Currently reporting on hold due to program design and ownership changes

^b Data reconciliation required

^c Deeper data analysis of spend required to determine target sourcing categories