Endeavor Health

# Your Questions, Answered

At Endeavor Health, we are committed to providing comprehensive total rewards for our team members. That includes performance-based merit increases. Endeavor Health will continue to offer annual merit increases in Spring 2027.

## Here are a few answers to commonly asked questions from team members:

**Q: How will the merit increases be implemented for team members?**

**A:** Endeavor Health's merit program will provide increases based on team members' individual performance: 3% for **Achieves**, 4% for **Exceeds**, and 5% for **Exceptional**. Merit will be based solely on individual performance, regardless of where an individual falls on the pay range.

**Q: If a union is voted in, will team members in the bargaining unit still be eligible to receive the merit increase?**

**A:** Unlike the unions, the law does not allow us to make any promises about what may happen in the future. If a majority of Endeavor nurses vote in a union, then generally all terms and conditions of employment, including compensation and merit increases, must be addressed in collective bargaining.

In bargaining, the reality is that things could get better, worse, or stay about the same—and you'll have to pay dues no matter what. We don't know what could happen in collective bargaining. Nor do the Teamsters or NNU.

**NO UNIONS = VOTE NEITHER!**

Learn more at
***EndeavorUnionFacts.com***