



STATE OF IOWA

TERRY E. BRANSTAD, GOVERNOR
KIM REYNOLDS, LT. GOVERNOR

DEPARTMENT OF HUMAN SERVICES
CHARLES M. PALMER, DIRECTOR

March 31, 2011

Michael E. Marshall
Secretary of the Senate
State Capitol Building
LOCAL

W. Charles Smithson
Chief Clerk of the House
State Capitol Building
LOCAL

Dear Mr. Marshall & Mr. Smithson:

Enclosed please find a copy of the 2010 report to the General Assembly relative to the analysis of employee turnover in nursing facilities.

This report was prepared pursuant to directive contained in House File 2539, Section 71.

In accordance with this legislation, the Department of Human Services was directed to submit a report which provides an analysis of direct care worker and other nursing facility employee turnover on an annual basis to the Governor and General Assembly.

Sincerely,

A handwritten signature in cursive script that reads "Jennifer Davis Harbison".

Jennifer Davis Harbison
Legislative Liaison

drj

Enclosure

cc: Governor Branstad
Legislative Services Agency
Kris Bell, Senate Majority Caucus
Josh Bronsink, Senate Minority Caucus
Brad Trow, House Majority Caucus
Zeke Furlong, House Minority Caucus

**Direct Care Worker
In Nursing Facilities
Turnover Report**

**In accordance with
House File 2539
2008 Session of the Iowa General Assembly**

**Prepared by:
Iowa Medicaid Enterprise, Bureau of Long Term Care
Contact: Donald Gookin, 515-256-4648 or dgookin@dhs.state.ia.us**

**Submitted to the Iowa Legislature by
Charles Palmer, Director
Iowa Department of Human Services
For the Year Ending December 31, 2010**

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Appendix A: Employee Turnover Rates by Job Classification for Each Nursing Facility

I. Introduction and Background

The 2001 Iowa Acts (HF 740) directed the Iowa Department of Human Services (DHS) to begin reimbursing nursing facilities under a modified price-based case-mix reimbursement system beginning July 1, 2001. The components of the case mix reimbursement system resulted from a series of meetings that involved providers, industry association representatives, advocacy organizations, and state agency staff.

Throughout the process, the advocacy organizations stressed the importance of including a provision in the reimbursement structure that would financially recognize a nursing facility's capacity to provide quality of life and appropriate access to medical assistance program beneficiaries in a cost-effective manner. With consensus and support of the organizations that participated in the discussions, reference to an Accountability Measures initiative was included in the legislation. The legislation directed DHS to implement a process to collect data for measurements and develop a program to increase nursing facility payments effective July 1, 2002 based on achievement of multiple favorable outcomes.

Following passage of the legislation, DHS convened a workgroup comprised of industry representatives, advocacy groups, state agency representatives and others interested in long-term care. The charge to the workgroup was to refocus reimbursement on quality, encourage compliance with HCFA (now CMS) quality indicators and survey process and to do so in a format that was measurable. Per the legislation, a portion of the Medicaid rates under the new case mix system would be based on a facility's achievement of certain accountability measures that would, in turn, link to reimbursement.

The workgroup ultimately settled on ten measures which then went through the administrative rule review process resulting in enactment of 441 IAC 81.6(16)g. Each measure developed was designed to be an "objective" and "measurable" nursing facility characteristic that indicated quality care, efficiency or a commitment to care for special populations. Members of the workgroup recognized that no single measure ensured a "good facility". There was also recognition that the measures would need to be reviewed and modified as more data became available.

One of the ten measures implemented was High Employee Retention Rate. This data was not available prior to the implementation of the Accountability Measures. Therefore, the Financial and Statistical Report (Form 470-0030) was modified to include an additional schedule (Schedule I) to collect employee retention data. All nursing facilities are required to submit the Financial and Statistical Report to Iowa Medicaid Enterprise on an annual basis within three months after the nursing facilities fiscal year end.

Annually, a workgroup, made up of industry representatives, advocacy groups, state agency representatives and other interested parties, meet to review the Accountability Measures in context of the goals developed when the Accountability Measures were initially implemented in SFY 2001. During the annual review in Fall of 2007 through Spring of 2008, the workgroup concluded, based on research completed, that a measure based on employee turnover would

better align with the work being completed by Medicare. This would allow Iowa data to be compared to national data.

In order to determine if a change to a measure of Employee Turnover rather than Employee Retention was warranted, additional data was needed. In order to collect the needed information, a new form would need to be developed since employee turnover data was currently not being submitted by nursing facilities. An employee turnover form was developed by the workgroup and sent to nursing facilities requesting that they complete the form and voluntarily submit to the Iowa Medicaid Enterprise. Nursing facilities were requested to complete the form for the period January 1, 2007 through December 31, 2007. This would allow the Department and workgroup to collect and analyze the information to inform future recommendations to Accountability Measures.

The 2008 general assembly acknowledged in House File (HF) 2539, Section 71 that employee turnover rates in nursing facilities should be documented but also recognized that this information was not currently being collected. The Department of Human Services (DHS) was directed to modify the nursing facility cost report to capture information on the turnover rates of direct care and other employees of nursing facilities. The Department was also required to submit a report on an annual basis to the governor and general assembly which provides an analysis of direct care worker and other nursing facility employee turnover by individual nursing facility, a comparison of the turnover rate in each individual nursing facility with the state wide average, and an analysis of any improvement or decline in meeting any accountability goals or other measures related to turnover rates. The annual reports shall also include any data available regarding turnover rate trends, and other information the department deems appropriate.

The IME implemented the changes to the cost report as directed which was effective for all cost reports completed on or after December 1, 2008. The IME provided public notice on November 13 of the changes to the cost report and submission requirements. The Financial and Statistical Report, Form 470-0030 was modified to include a new schedule that required nursing facilities to report turnover rates of direct care and other employees of the nursing facility. This schedule is identified as Schedule I-1 of the Financial and Statistical Report, Form 470-0030. Schedule I-1 will be required to be submitted for Financial and Statistical Reports, Form 470-0030 completed on or after December 1, 2008.

The IME submitted to the Centers for Medicare and Medicaid and received approval of a Medicaid State Plan Amendment requiring the revised cost report to be used with all cost reports submitted after 12/1/08.

The 2009 general assembly further required in House File (HF) 811, Section 32, the Department to implement a system to recognize nursing facilities that provide quality of life and appropriate access to medical assistance program beneficiaries in a cost-effective manner. The intent of the legislation was to modify the accountability measures program and to rename it the pay for performance program. As part of the pay for performance program, the employee retention benchmark was changed to a measure of employee turnover.

II. Observations

The summary below uses data from nursing facilities who submitted Schedule I-1 of the Financial and Statistical Reports, Form 470-0030. The data represents Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009. 401 nursing facilities out of approximately 425 submitted Schedule I-1 with their annual Financial and Statistical Report, Form 470-0030. Based on the implementation date, it was anticipated that all nursing facilities would have completed and submitted Schedule I-1 data to be included in this report. However, not all nursing facilities complied with the requirements or did not submit complete data that could be used in the analysis.

Schedule I-1 collects data for the following job classifications: administrator, business office, laundry, housekeeping, maintenance, director of nursing, registered nurse, licensed practical nurse, certified nurses aide, activities, social services, medical records services, medical director, dietary and other. An employee turnover rate is calculated for each job classification, a facility-wide rate and a nursing only rate. The nursing only rate includes the director of nursing, registered nurse, licensed practical nurse and certified nurses aide. Contracted employees are not reported. Therefore the number of providers reporting data for each job classification varies.

The table below provides a summary of the employee turnover rates by job classification for cost reports received with fiscal year ends occurring during calendar year 2009. See *Appendix A* for employee turnover rates by job classification for each nursing facility that submitted data.

<u>Job Classification</u>	<u>Number of Providers</u>	<u>Number of providers with Zero Turnover</u>	<u>Minimum Turnover Rate</u>	<u>Maximum Turnover Rate</u>	<u>Average Turnover Rate</u>
Administrator	401	341	0%	606%	20%
Business Office	401	295	0%	820%	22%
Laundry	401	258	0%	507%	28%
Housekeeping	401	152	0%	550%	43%
Maintenance	401	281	0%	900%	27%
Director of Nursing	400	315	0%	400%	25%
Registered Nurse	401	101	0%	880%	49%
Licensed Practical Nurse	401	58	0%	831%	46%
CNA	401	8	0%	478%	62%
Activities	401	267	0%	469%	26%
Social Services	401	354	0%	1250%	18%
Medical Records	401	384	0%	602%	6%
Medical Director	399	397	0%	120%	1%
Dietary	401	31	0%	394%	50%
Other Staff	401	307	0%	1034%	17%
Total Facility	401	1	0%	271%	48%
Total Nursing	401	1	0%	305%	55%

The table below provides a summary of the employee turnover rates by job classification for each nursing facility cost report received between December 1, 2008, through October 1, 2009, (identified as 2009 Report) and cost reports received with fiscal year ends occurring during calendar year 2009 (identified as 2010 Report).

Job Classification	Number of Providers		Number of Providers With Zero Turnover		Percent of Providers With Zero Turnover		Minimum Turnover Rate		Maximum Turnover Rate		Average Turnover Rate	
	2009 Report	2010 Report	2009 Report	2010 Report	2009 Report	2010 Report	2009 Report	2010 Report	2009 Report	2010 Report	2009 Report	2010 Report
Administrator	341	401	280	341	82%	85%	0%	0%	241%	606%	21%	20%
Business Office	343	401	243	295	71%	74%	0%	0%	200%	820%	19%	22%
Laundry	333	401	191	258	57%	64%	0%	0%	862%	507%	30%	28%
Housekeeping	349	401	102	152	29%	38%	0%	0%	648%	550%	49%	43%
Maintenance	346	401	231	281	67%	70%	0%	0%	300%	900%	24%	27%
Director of Nursing	349	400	273	315	78%	79%	0%	0%	400%	400%	26%	25%
Registered Nurse	355	401	67	101	19%	25%	0%	0%	286%	880%	49%	49%
Licensed Practical Nurse	355	401	62	58	17%	14%	0%	0%	282%	831%	44%	46%
CNA	356	401	1	8	0%	2%	0%	0%	217%	478%	64%	62%
Activities	354	401	221	267	62%	67%	0%	0%	256%	469%	26%	26%
Social Services	294	401	233	354	79%	88%	0%	0%	320%	1250%	21%	18%
Medical Records	151	401	129	384	85%	96%	0%	0%	208%	602%	13%	6%
Medical Director	55	399	48	397	87%	99%	0%	0%	200%	120%	17%	1%
Dietary	346	401	15	31	4%	8%	0%	0%	226%	394%	57%	50%
Other Staff	196	401	97	307	49%	77%	0%	0%	1000%	1034%	39%	17%
Total Facility	356	401	0	1	0%	0%	3%	0%	208%	271%	50%	48%
Total Nursing	356	401	1	1	0%	0%	0%	0%	226%	305%	57%	55%

III. Appendices

Appendix A: Employee Turnover Rates by Job Classification for Nursing Facilities

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Administrator	Business Office	Laundry	House-keeping	Maintenance	D.O.N.	Registered Nurse	Licensed Practical Nurse	Certified Nurse Aide
Asse Haugen Homes, Inc.	0%	48%	0%	20%	0%	0%	42%	17%	91%
Abbey of LeMars, Inc.	0%	0%	50%	34%	0%	0%	0%	20%	18%
ACC Enterprises, L.L.C.	0%	0%	0%	80%	100%	0%	71%	0%	49%
Adel Acres Care Center	100%	100%	0%	56%	100%	67%	124%	240%	110%
Afton Care Center	0%	0%	0%	58%	0%	0%	0%	64%	67%
Akron Convalescent Care Center	100%	0%	0%	50%	0%	0%	67%	17%	25%
Algonia Manor Care Center, Inc	0%	0%	0%	0%	0%	0%	26%	52%	57%
Allison Health Care Center	0%	0%	63%	0%	0%	0%	21%	0%	46%
Altoona Nursing and Rehabilitation	0%	29%	0%	60%	27%	0%	62%	5%	28%
Anamosa Care Center	0%	37%	0%	48%	0%	0%	240%	20%	54%
Arbor Court	0%	0%	0%	64%	0%	0%	28%	118%	53%
Atlantic Nursing and Rehab Center	0%	0%	34%	32%	44%	0%	39%	40%	37%
Avoca Nursing and Rehab Center	0%	0%	0%	106%	0%	120%	50%	71%	41%
Bartels Lutheran Home	0%	16%	31%	15%	0%	0%	23%	29%	57%
Baxter Healthcare Center	0%	0%	0%	0%	0%	93%	26%	55%	89%
Bedford Nursing and Rehab Center	0%	0%	0%	190%	0%	0%	0%	0%	85%
Belle Plaine Nursing and Rehab Center	0%	0%	40%	36%	0%	100%	0%	46%	63%
Belmond Health Care Center	0%	0%	29%	0%	0%	0%	13%	52%	30%
Bethany Home	0%	26%	14%	40%	0%	0%	0%	0%	28%
Bethany Lutheran Home, Inc.	0%	19%	0%	0%	18%	0%	16%	22%	53%
Bethany Manor	0%	10%	0%	0%	0%	100%	34%	73%	65%
Bettendorf Health Care Center	0%	0%	0%	60%	0%	0%	75%	36%	104%
Bishop Drumm Care Center	0%	9%	30%	0%	60%	0%	46%	67%	42%
Blackhawk Lifecare, Inc	0%	0%	0%	51%	0%	0%	27%	14%	54%
Blair House	0%	100%	58%	0%	0%	0%	19%	47%	78%
Bloomfield Care Center	0%	0%	0%	0%	0%	0%	0%	93%	49%
Brooklyn Community Estates, Inc.	0%	0%	0%	16%	109%	0%	0%	20%	26%
Burlington Care Center, Inc	0%	0%	0%	118%	29%	109%	17%	11%	85%
Calvin Community	0%	29%	0%	42%	0%	100%	82%	17%	59%
Careage Hills	100%	0%	0%	75%	0%	0%	43%	0%	58%
Careage of Clarion	0%	0%	35%	0%	0%	100%	0%	22%	60%
Careage of Fort Dodge	0%	0%	0%	0%	55%	0%	67%	0%	37%
Careage of Newton	0%	0%	60%	67%	0%	0%	0%	40%	63%
Carlisle Care Center	400%	0%	0%	63%	37%	20%	0%	54%	54%
Carrington Place at Muscatine	0%	0%	0%	0%	0%	0%	26%	21%	34%
Carrington Place at Toledo	100%	57%	0%	0%	0%	0%	29%	58%	24%
Carroll Health Center	48%	0%	0%	13%	0%	0%	28%	10%	70%
Cedar Falls Lutheran Home	100%	24%	0%	49%	0%	100%	57%	30%	70%
Cedar Foundation, Inc.	0%	0%	0%	40%	0%	0%	0%	0%	93%
Centerville Nursing and Rehab Center	0%	0%	0%	103%	85%	0%	25%	125%	58%
Chariton Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	0%	38%	52%
Chautauqua Home # 2	0%	0%	24%	98%	0%	0%	0%	55%	47%
Chautauqua Home # 3	0%	0%	0%	74%	0%	0%	26%	20%	42%
Cherokee Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	0%	47%	0%
Clarence Nursing Home	0%	0%	0%	0%	0%	0%	56%	0%	46%
Clearview Home	0%	0%	96%	50%	44%	0%	114%	0%	95%
Clearview Home	0%	0%	0%	0%	25%	0%	132%	38%	73%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Administrator	Business		House-		D.O.N.	Registered Nurse	Licensed		Certified Nurses Aide
		Office	Laundry	keeping	Maintenance			Practical Nurse	Nurse	
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	0%	42%	17%	91%	51%
Colonial Manor of Armana	0%	0%	0%	23%	0%	0%	0%	0%	0%	52%
Colonial Manor of Columbus Community	149%	133%	0%	120%	50%	0%	0%	0%	0%	45%
Colonial Manor of Elma	0%	0%	0%	0%	0%	0%	51%	0%	0%	42%
Oakland Manor	0%	0%	0%	0%	0%	0%	0%	36%	0%	59%
Community Care Center, Inc.	0%	0%	0%	0%	0%	0%	0%	0%	0%	12%
Community Memorial Health Center	0%	0%	0%	0%	17%	0%	9%	22%	0%	45%
Community Nursing Home, Inc.	0%	33%	0%	19%	93%	93%	65%	15%	0%	27%
Concord Care Center	0%	0%	0%	13%	70%	0%	13%	14%	0%	26%
Corning Nursing and Rehab Center	0%	0%	85%	0%	0%	0%	0%	0%	0%	27%
Correctionville Nursing and Rehab Center	100%	0%	0%	49%	0%	0%	32%	0%	0%	15%
Corydon Nursing and Rehab Center	0%	0%	0%	77%	0%	0%	0%	18%	0%	28%
Country View	0%	0%	0%	0%	13%	100%	26%	14%	0%	23%
Country View Manor, Inc.	0%	0%	112%	0%	0%	100%	20%	38%	0%	45%
Countryside Estates	0%	0%	0%	0%	0%	0%	41%	48%	0%	95%
Countryside Retirement Home	0%	0%	19%	35%	0%	0%	67%	46%	0%	108%
Countryside Retirement Home	0%	0%	0%	13%	0%	0%	19%	38%	0%	39%
Cresco Care Center	0%	0%	25%	25%	0%	0%	18%	60%	0%	65%
Crest Haven Care Centre	100%	0%	44%	160%	127%	200%	58%	16%	0%	74%
Creston Nursing and Rehab Center	0%	0%	29%	0%	0%	0%	34%	0%	0%	77%
Crestridge, Inc.	0%	0%	72%	40%	1%	9%	34%	24%	0%	56%
Crestview Acres, Inc.	0%	0%	59%	49%	0%	0%	15%	49%	0%	79%
Crestview Manor	0%	0%	0%	34%	0%	0%	0%	52%	0%	48%
Crestview Nursing and Rehab Center	0%	0%	0%	0%	0%	55%	10%	0%	0%	39%
Crystal Heights	0%	0%	126%	104%	93%	0%	126%	49%	0%	123%
Danville Care Center	0%	0%	0%	24%	0%	0%	27%	28%	0%	33%
Davenport Lutheran Home	0%	0%	114%	96%	54%	0%	140%	56%	0%	85%
Davis Center - ResCare, Inc.	0%	52%	39%	0%	0%	48%	164%	72%	0%	78%
Davis County Hospital	0%	0%	0%	0%	0%	0%	40%	0%	0%	46%
Denver Sunset Home	0%	0%	0%	58%	24%	0%	24%	52%	0%	28%
DeWitt Community Hospital (Genesis)	0%	0%	0%	0%	37%	0%	0%	9%	0%	23%
Donnellson Health Center	0%	55%	0%	57%	0%	0%	55%	40%	0%	27%
Dubuque Nursing and Rehab Center	0%	0%	0%	21%	0%	0%	0%	19%	0%	37%
Dumont Wellness Center	0%	0%	48%	0%	0%	0%	29%	52%	0%	42%
Dunlap Nursing and Rehab Center	0%	0%	37%	46%	0%	0%	0%	0%	0%	23%
Eagle Point Nursing & Rehab. Center	0%	0%	53%	2%	50%	0%	10%	14%	0%	57%
East Towne Care Center	0%	0%	0%	0%	0%	0%	0%	22%	0%	54%
Eastern Star Masonic Home	0%	0%	0%	0%	0%	0%	52%	9%	0%	31%
Edgewater, An Active Life Community	0%	0%	0%	91%	34%	116%	59%	143%	0%	19%
Edgewood Convalescent Home	0%	0%	0%	89%	0%	0%	44%	23%	0%	115%
Eldora Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	26%	48%	0%	46%
Elkader Care Center	0%	0%	0%	28%	0%	100%	52%	17%	0%	23%
Elm Crest Retirement Community	0%	0%	133%	13%	52%	0%	43%	49%	0%	62%
Elm Heights Care Center	0%	44%	150%	65%	29%	0%	13%	29%	0%	61%
Elmwood Care Centre	200%	100%	100%	45%	89%	100%	160%	107%	0%	75%
Embassy Rehab and Care Center	0%	0%	0%	0%	0%	0%	0%	17%	0%	81%
Emmetsburg Care Center	0%	62%	0%	0%	0%	0%	39%	31%	0%	39%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Business		House-		D.O.N.	Registered		Licensed	
	Administrator	Office	Laundry	keeping		Nurse	Nurse	Practical Nurse	Certified Nurse Aide
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	42%	17%	91%	
English Valley Nursing Care Center, Inc.	0%	0%	20%	0%	0%	0%	16%	12%	
Ennoble Manor Care Center, Inc.	0%	0%	0%	17%	0%	40%	0%	41%	
Evangelical Free Church Home of Boone	0%	0%	20%	40%	0%	56%	37%	37%	
Evans Memorial Home for the Aged, Inc.	0%	0%	0%	0%	100%	0%	97%	57%	
Eventide Lutheran Home for the Aged	0%	0%	0%	36%	0%	46%	12%	47%	
Faith Lutheran Home Corp.	0%	0%	0%	71%	0%	0%	47%	44%	
Fejervary Health Care Center	0%	50%	48%	18%	156%	32%	79%	90%	
Fellowship Village	0%	9%	0%	20%	0%	56%	0%	21%	
Fleur Heights Care Center	93%	87%	24%	103%	100%	139%	66%	156%	
Fonda Nursing and Rehab Center	0%	0%	0%	36%	0%	0%	0%	18%	
Fort Dodge Villa Care Center	0%	0%	42%	81%	0%	39%	28%	34%	
Fort Madison Health Center, Inc	0%	0%	0%	30%	70%	41%	31%	87%	
Fountain Health Centers, Inc.	0%	0%	25%	14%	0%	70%	54%	125%	
Franklin General Hospital	0%	0%	0%	0%	0%	54%	15%	140%	
Friends of Faith Retirement Homes, Inc.	0%	23%	0%	25%	29%	0%	28%	30%	
Friendship Haven, Inc.	100%	0%	0%	25%	0%	40%	20%	35%	
Friendship Home Association	0%	65%	0%	0%	0%	100%	11%	61%	
Friendship Manor Care Centre	200%	100%	0%	28%	100%	45%	50%	95%	
Garden View Care Center, Inc	0%	0%	0%	24%	52%	0%	11%	23%	
Genesis Senior Living Center	0%	0%	0%	0%	57%	117%	211%	150%	
Glen Haven Home, Inc.	0%	0%	0%	31%	109%	0%	50%	51%	
Golden Age Care Center	606%	0%	78%	63%	52%	74%	66%	113%	
Goldenrod Manor	0%	0%	0%	0%	0%	58%	27%	76%	
Good Neighbor Society	0%	15%	0%	21%	0%	27%	8%	20%	
Good Samaritan Society - Algona	0%	26%	0%	50%	0%	71%	41%	53%	
Good Samaritan Society - Brentwood Center	0%	33%	50%	0%	0%	102%	49%	388%	
Good Samaritan Society - Davenport	0%	0%	0%	82%	100%	27%	119%	105%	
Good Samaritan Society - Estherville	0%	0%	0%	115%	0%	99%	222%	198%	
Good Samaritan Society - Fontanelle	0%	417%	0%	550%	0%	351%	0%	478%	
Good Samaritan Society - Forest City	0%	0%	417%	97%	900%	184%	0%	243%	
Good Samaritan Society - George	0%	327%	0%	0%	700%	62%	185%	151%	
Good Samaritan Society - Holstein	0%	0%	280%	412%	0%	167%	149%	165%	
Good Samaritan Society - Hovenden of Laurens	0%	0%	0%	389%	600%	0%	67%	21%	
Good Samaritan Society - Indianola	0%	0%	46%	240%	0%	135%	163%	355%	
Good Samaritan Society - Manson	0%	0%	0%	26%	343%	215%	14%	137%	
Good Samaritan Society - Ottumwa	0%	0%	325%	132%	0%	215%	387%	200%	
Good Samaritan Society - Postville	0%	820%	0%	214%	0%	265%	267%	286%	
Good Samaritan Society - Red Oak	0%	51%	0%	0%	0%	42%	276%	100%	
Good Samaritan Society - St. Ansgar	0%	0%	0%	0%	0%	0%	80%	289%	
Good Samaritan Society - Van Buren	400%	500%	0%	500%	96%	452%	131%	201%	
Good Samaritan Society - Villisca	0%	350%	294%	0%	0%	0%	831%	151%	
Good Samaritan Society - Waukon	0%	0%	300%	375%	0%	85%	0%	96%	
Good Samaritan Society - West Union	0%	300%	0%	56%	0%	133%	170%	174%	
Good Samaritan Society - Newell	0%	0%	0%	0%	0%	323%	56%	116%	
Good Shepard Health Center, Inc.	0%	32%	40%	0%	20%	0%	22%	48%	
Growrite Care Center	0%	0%	84%	64%	109%	51%	50%	38%	

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Business		House-keeping		D.O.N.	Registered Nurse	Licensed Practical Nurses		Certified Nurses Aide
	Administrator	Office	Laundry	Maintenance			Practical Nurse	Nurse Aide	
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	42%	17%	91%	
Grandview Care Center	0%	0%	0%	0%	0%	40%	25%	54%	
Grandview Heights, Inc.	0%	0%	0%	157%	0%	57%	49%	124%	
Granger Nursing and Rehabilitation Center	109%	0%	48%	56%	0%	158%	80%	69%	
Great River Care Center	0%	0%	0%	41%	0%	62%	77%	105%	
Greene County Medical Center	0%	0%	0%	0%	0%	0%	32%	30%	
Greenfield Manor	0%	0%	0%	0%	100%	26%	18%	0%	
Greenleaf	0%	0%	0%	46%	0%	0%	0%	21%	
Greenwood Manor Care Center	46%	0%	40%	107%	0%	104%	15%	125%	
Griffin Nursing Center	0%	0%	88%	73%	0%	91%	82%	98%	
Griswold Care Center	0%	0%	0%	33%	0%	0%	13%	51%	
Grundy County Memorial Hospital	9%	6%	0%	53%	200%	16%	123%	45%	
Guttenberg Care Center	0%	0%	0%	0%	0%	0%	26%	23%	
Halcyon House	0%	34%	0%	124%	0%	58%	62%	19%	
Hallmark Care Center	200%	14%	165%	23%	0%	44%	0%	20%	
Hallmark Care Center	80%	0%	0%	0%	185%	172%	147%	150%	
Hampton Health Care Center	100%	0%	0%	0%	0%	32%	10%	25%	
Happy Siesta Health Care Center	0%	100%	86%	42%	100%	44%	33%	38%	
Harmony House Care Center	100%	75%	0%	42%	15%	15%	21%	40%	
Heartland Care Center	0%	93%	50%	35%	0%	57%	27%	45%	
Heritage Care & Rehabilitation Center	0%	0%	26%	41%	0%	27%	24%	26%	
Heritage Home of Bancroft	0%	0%	41%	0%	93%	47%	35%	75%	
Heritage House	0%	12%	0%	0%	0%	13%	30%	64%	
Heritage Manor	85%	100%	0%	66%	400%	0%	92%	34%	
Heritage Manor	0%	0%	0%	35%	0%	123%	13%	99%	
Heritage Nursing and Rehab Center	0%	0%	51%	10%	0%	9%	69%	34%	
Hiaawatha Care Center, Inc	0%	0%	27%	62%	0%	31%	28%	53%	
Hillcrest Health Care Services	0%	0%	0%	29%	133%	30%	23%	77%	
Hillcrest Home, Inc.	0%	0%	0%	0%	0%	22%	9%	14%	
Hilltop Care Center	0%	0%	0%	0%	0%	38%	38%	0%	
Holy Spirit Retirement Community	0%	0%	0%	0%	0%	60%	14%	68%	
Hubbard Care Center	0%	41%	0%	0%	0%	38%	0%	94%	
Humboldt Care Centers, Inc.	0%	0%	26%	26%	100%	17%	40%	38%	
Humboldt Quality South, Inc.	0%	0%	0%	104%	100%	68%	62%	54%	
Indian Hills Nursing and Rehab Center	100%	0%	0%	21%	0%	0%	6%	0%	
Indianola Residential, L.L.C.	0%	0%	0%	94%	0%	0%	0%	123%	
Iowa Jewish Senior Life Center	0%	0%	20%	0%	34%	0%	21%	32%	
Iowa Masonic Health Facilities	0%	20%	0%	45%	46%	39%	33%	67%	
Iowa Odd Fellows and Orphans Home Corporation	0%	0%	28%	17%	0%	30%	32%	71%	
Jackson County Regional Health Center	0%	0%	0%	0%	0%	31%	29%	76%	
Muscatine Care Center, Inc.	0%	0%	0%	25%	0%	0%	16%	31%	
Kahl Home for the Aged and Infirmary	0%	0%	0%	19%	0%	40%	45%	21%	
Kanawha Community Home	0%	0%	0%	56%	0%	0%	35%	19%	
Karen Acres Health Care Center	200%	0%	40%	55%	300%	235%	375%	169%	
Keystone Nursing Care Center Inc	0%	0%	0%	0%	0%	109%	17%	65%	
Kingsley Nursing and Rehab Center	171%	0%	0%	68%	48%	211%	129%	95%	
Lake Mills Care Center	0%	0%	65%	0%	93%	0%	13%	35%	

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Business		House-keeping		D.O.N.	Registered Nurse	Licensed Practical Nurses		Certified Nurses Aide
	Administrator	Office	Laundry	Maintenance			Nurse	Nurse	
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	42%	17%	91%	
Lake Park Care Center	100%	0%	46%	63%	0%	0%	0%	71%	
Lakeside Lutheran Home	0%	0%	25%	0%	0%	27%	0%	75%	
Lamoni Nursing and Rehab Center	0%	0%	0%	100%	0%	26%	54%	70%	
Lantern Park Nursing and Rehab Center	0%	0%	50%	0%	5%	54%	44%	72%	
LaPorte City Nursing and Rehab Center	0%	0%	48%	171%	24%	32%	0%	53%	
Lexington Square	0%	10%	0%	0%	0%	61%	41%	79%	
Liebe Care Center	0%	0%	42%	26%	0%	0%	16%	25%	
Linn Manor Care Center	0%	0%	0%	0%	0%	36%	36%	66%	
Little Flower Haven	0%	0%	0%	0%	0%	0%	16%	47%	
Living Center East	0%	0%	39%	182%	0%	138%	23%	76%	
Living Center West	0%	33%	37%	28%	0%	35%	24%	78%	
Lone Tree Health Center	0%	0%	0%	0%	93%	129%	109%	135%	
Longhouse - Northshire, Ltd.	0%	75%	0%	66%	0%	35%	0%	25%	
Longview Home	0%	0%	75%	14%	0%	21%	51%	48%	
Luther Manor	0%	0%	11%	14%	26%	10%	55%	47%	
Lutheran Home Society	0%	44%	0%	55%	0%	31%	45%	41%	
Lutheran Retirement Home	0%	0%	0%	0%	0%	39%	23%	63%	
Lyon Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	20%	43%	
Madrid Home for the Aging	0%	15%	0%	24%	0%	46%	101%	47%	
Manilla Manor	0%	0%	0%	26%	0%	0%	27%	95%	
Manly Nursing and Rehab Center	0%	0%	0%	0%	100%	0%	20%	45%	
Manor Care of Cedar Rapids IA, L.L.C.	0%	39%	106%	76%	100%	116%	20%	69%	
Manor Care of Davenport IA, L.L.C.	241%	88%	37%	52%	0%	71%	57%	63%	
Manor House Care Center	0%	0%	52%	48%	0%	42%	12%	26%	
Manor of Malvern, Inc.	0%	55%	0%	0%	0%	100%	61%	138%	
Maquoketa Care Center	0%	0%	133%	0%	200%	0%	25%	46%	
Maple Crest Manor	0%	0%	0%	0%	0%	32%	10%	48%	
Maple Heights Nursing Home	0%	0%	33%	29%	0%	31%	54%	54%	
Maple Manor Village	0%	14%	0%	50%	0%	35%	13%	43%	
Maplewood Manor, Inc.	100%	0%	97%	31%	0%	25%	120%	76%	
Marian Home	100%	0%	0%	0%	20%	22%	23%	82%	
Northbrook Manor	0%	0%	0%	70%	0%	20%	23%	59%	
Mayflower Homes, Inc.	0%	0%	27%	9%	52%	30%	13%	39%	
MCHS - Utica Ridge	0%	0%	67%	21%	0%	12%	48%	19%	
MCHS - Waterloo	0%	0%	0%	0%	0%	43%	34%	92%	
MCHS - West Des Moines	100%	114%	0%	29%	185%	209%	195%	117%	
MCHS Dubuque	0%	0%	0%	73%	0%	40%	17%	34%	
Mechanicsville Nursing and Rehab Center	0%	0%	127%	35%	0%	33%	17%	17%	
Mercy Hospital of Franciscan Sisters	0%	0%	0%	0%	0%	0%	32%	29%	
Mercy Living Center - North	0%	0%	0%	0%	0%	0%	16%	27%	
Mercy Living Center - South	0%	0%	0%	0%	0%	28%	8%	32%	
Mercy Medical Center - Dyersville	0%	27%	0%	11%	0%	0%	0%	18%	
Methodist Manor Retirement Community	0%	0%	0%	0%	25%	42%	46%	77%	
Midlands Living Center	0%	33%	25%	71%	0%	22%	10%	33%	
Millford Nursing Center	0%	0%	0%	127%	52%	19%	17%	43%	
Mill Pond Retirement Community	0%	0%	0%	32%	0%	0%	28%	60%	

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Administrator	Business		House-keeping		Maintenance	D.O.N.	Registered Nurse	Licensed	
		Office	Laundry	keeping	Maintenance				Practical Nurse	Certified Nurses Aide
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	0%	0%	42%	17%	91%
Mill Valley Care Center	0%	0%	0%	0%	0%	0%	100%	50%	37%	61%
Mitchell Village Care Center	0%	0%	0%	0%	0%	0%	0%	145%	144%	136%
Monroe Care Center, Inc	0%	0%	24%	39%	0%	0%	0%	40%	15%	28%
Montezuma Nursing and Rehab Center	0%	0%	88%	0%	0%	0%	0%	44%	0%	16%
Monticello Nursing & Rehabilitation Center	0%	0%	16%	34%	0%	0%	0%	55%	12%	50%
Montrose Health Care Center	100%	0%	0%	20%	0%	0%	100%	127%	12%	24%
Morning Sun Care Center	0%	0%	0%	44%	0%	0%	109%	61%	54%	66%
Morningside Care Center, Inc.	0%	0%	0%	0%	0%	0%	100%	0%	74%	32%
Mount Ayr Health Care Center	0%	0%	0%	37%	0%	0%	0%	0%	34%	45%
N.V.H. d/b/a Exira Care Center	0%	0%	0%	0%	0%	0%	0%	0%	0%	13%
Nelson Manor, Inc.	0%	0%	82%	0%	0%	0%	0%	92%	0%	100%
New Hampton Care Center	0%	0%	46%	26%	70%	0%	0%	19%	48%	59%
New Hampton Nursing & Rehabilitation Center	0%	50%	33%	44%	100%	0%	0%	46%	23%	36%
New London Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	0%	29%	20%	47%
Nora Springs Care Center	0%	0%	0%	0%	0%	0%	0%	45%	0%	39%
Northrest Living Center	0%	60%	0%	50%	0%	0%	0%	0%	8%	8%
Northern Mahaska Nursing and Rehab Center	0%	0%	0%	43%	100%	0%	0%	24%	21%	42%
Northgate Care Center	0%	0%	0%	0%	0%	0%	0%	15%	0%	12%
Oaknoll Retirement Residence	0%	0%	0%	15%	25%	0%	133%	35%	22%	50%
Oakview Home	0%	0%	0%	55%	0%	0%	0%	87%	0%	70%
Oakwood Care Center	0%	0%	0%	0%	0%	0%	0%	31%	24%	23%
Oakwood Nursing and Rehab Center	0%	0%	109%	62%	0%	0%	100%	100%	42%	107%
Odebolt Nursing and Rehab Center	100%	0%	0%	185%	0%	0%	0%	0%	0%	79%
Oelwein Healthcare Center	0%	0%	40%	40%	0%	0%	0%	0%	11%	23%
Ogden Manor	171%	0%	0%	0%	88%	0%	0%	25%	81%	37%
Orange City Area Health System	0%	0%	0%	50%	0%	0%	0%	0%	0%	24%
Oskaloosa Care Center	0%	0%	0%	0%	0%	0%	0%	15%	17%	177%
Ossian Senior Hospice	0%	0%	0%	85%	0%	0%	0%	0%	0%	21%
Palo Alto County Hospital	0%	0%	0%	0%	0%	0%	0%	40%	0%	9%
Panora Nursing and Rehab Center	0%	0%	26%	62%	0%	0%	0%	39%	21%	33%
Park Centre	0%	52%	32%	14%	18%	0%	0%	19%	19%	37%
Partridge Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	0%	89%	44%	75%
Park View Care Center	0%	0%	0%	24%	0%	0%	0%	15%	23%	15%
Parkview Care Center	0%	0%	83%	120%	57%	36%	0%	43%	74%	48%
Parkview Home	0%	0%	0%	0%	50%	100%	0%	0%	81%	49%
Parkview Manor	0%	0%	58%	63%	62%	0%	0%	70%	50%	85%
Parkview Manor, Inc.	0%	0%	0%	44%	171%	0%	0%	41%	57%	48%
Parkview Nursing and Rehab Center	0%	0%	37%	97%	34%	0%	0%	90%	21%	56%
Paulina Care Center	217%	0%	133%	258%	200%	267%	0%	215%	267%	210%
Pella Regional Health Center Long Term Care	0%	0%	0%	0%	0%	0%	0%	34%	7%	50%
People's Memorial Hospital	0%	50%	0%	0%	0%	0%	0%	58%	43%	24%
Perry Health Care Center	0%	0%	400%	0%	0%	109%	0%	25%	37%	53%
Pleasant Care Living Center	100%	0%	0%	0%	0%	100%	0%	72%	53%	79%
Pleasant Manor Care Center	0%	0%	0%	117%	0%	0%	0%	17%	63%	68%
Pleasant View Home	0%	0%	31%	0%	0%	0%	0%	0%	18%	18%
Pleasantview Home	0%	16%	0%	0%	0%	55%	0%	0%	20%	25%

Employee Turnover Rate by Job Classification For Nursing Facilities

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Provider Name	Business		House-keeping		Maintenance	D.O.N.	Registered Nurse		Licensed Practical Nurse		Certified Nurse Aide
	Administrator	Office	Laundry	keeping			Nurse	Nurse	Nurse	Aide	
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	0%	42%	17%	91%		
Plymouth Manor, Inc.	0%	109%	0%	0%	0%	100%	38%	53%	0%		
Pocahontas Manor Care Center	0%	0%	0%	0%	0%	0%	53%	21%	77%		
Pomeroy Care Center	0%	167%	48%	0%	0%	0%	219%	171%	38%		
Prairie View Home	0%	0%	13%	0%	0%	0%	65%	0%	38%		
Presbyterian Homes Highland Care Center	0%	0%	0%	0%	0%	0%	64%	0%	45%		
Prime Nursing & Rehabilitation Center	238%	278%	0%	37%	100%	100%	82%	80%	119%		
Pringhar Rehabilitation and Care Center	100%	0%	0%	278%	100%	0%	71%	19%	92%		
Ravenwood Nursing and Rehab Center	0%	13%	0%	36%	34%	0%	23%	30%	39%		
Red Oak Rehab & Care Center	100%	0%	0%	0%	0%	0%	112%	112%	77%		
Regency Care Center	0%	35%	49%	91%	100%	96%	193%	163%	181%		
Regency Park Nursing and Rehab Center of Carroll	0%	0%	0%	142%	0%	0%	11%	45%	33%		
Regency Park Nursing and Rehab Center of Jefferson	0%	0%	67%	23%	0%	0%	40%	19%	36%		
Rehabilitation Center of Allison	0%	0%	63%	0%	0%	0%	21%	0%	46%		
Rehabilitation Center of Belmont	0%	0%	29%	0%	0%	0%	13%	52%	30%		
Rehabilitation Center of Des Moines, LLC	0%	27%	0%	18%	0%	0%	63%	52%	53%		
Rehabilitation Center of Hampton	100%	0%	0%	0%	0%	0%	32%	10%	25%		
Riceville Family Care and Therapy Center	0%	0%	0%	0%	0%	0%	0%	0%	22%		
Ridgecrest Village	0%	6%	0%	47%	0%	0%	23%	48%	60%		
Ridgewood Nursing and Rehab Center	100%	0%	0%	20%	100%	85%	56%	32%	35%		
Risen Son Christian Village	0%	29%	89%	35%	16%	0%	66%	60%	56%		
Riverside Manor	0%	183%	0%	97%	100%	0%	63%	45%	49%		
Riverview Care Center	0%	0%	0%	0%	0%	0%	0%	13%	11%		
Riverview Manor	100%	100%	29%	0%	0%	133%	104%	43%	59%		
Rock Rapids Health Centre	100%	0%	92%	95%	93%	100%	83%	17%	57%		
Rockwell Community Nursing Home	0%	0%	0%	0%	0%	0%	19%	44%	41%		
Rolf Care Center	0%	0%	0%	149%	0%	0%	41%	27%	6%		
Rolling Green Village	0%	48%	80%	58%	0%	0%	30%	42%	28%		
Rose Vista Home, Inc.	0%	0%	32%	0%	0%	0%	48%	13%	61%		
Rosewood Manor	0%	0%	0%	0%	0%	0%	31%	20%	59%		
Rotary Club of Eagle Grove, Inc.	0%	0%	0%	0%	0%	0%	75%	0%	44%		
Rowley Memorial Masonic Home	0%	0%	0%	0%	0%	0%	0%	40%	20%		
Ruthven Community Care Center, Inc.	0%	100%	0%	43%	50%	241%	69%	62%	93%		
Salem Lutheran Home	0%	186%	0%	279%	0%	0%	0%	116%	122%		
Sanford Sheldon Medical Center	0%	0%	0%	8%	0%	172%	0%	83%	65%		
Scenic Manor	0%	0%	41%	17%	46%	0%	29%	9%	38%		
Shady Rest Care Center, Inc.	0%	80%	0%	0%	0%	0%	14%	10%	38%		
Sheffield Care Center	0%	0%	44%	0%	0%	0%	47%	19%	51%		
Shellrock Healthcare Center	0%	100%	0%	48%	0%	0%	0%	34%	43%		
Sibley Nursing & Rehab Center	0%	0%	0%	100%	0%	0%	0%	21%	19%		
Sigourney Care Center, Ltd.	100%	0%	0%	67%	100%	0%	0%	51%	83%		
Simpson Memorial Home	0%	0%	57%	146%	30%	80%	39%	17%	51%		
Sioux Care Center	0%	0%	46%	120%	0%	0%	19%	0%	53%		
Stoux Center Community Hospital and Health Center	0%	0%	0%	129%	100%	0%	34%	38%	46%		
Solon Nursing Care Center, Inc.	50%	80%	0%	37%	0%	96%	131%	100%	87%		
Southern Hills Specialty Care	0%	0%	39%	0%	0%	100%	35%	87%	47%		
Southfield Wellness Community	100%	0%	0%	120%	100%	0%	62%	95%	26%		

Employee Turnover Rate by Job Classification For Nursing Facilities

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Provider Name	Business			House-			D.O.N.	Registered Nurse	Licensed Practical Nurse	Certified Nurses Aide
	Administrator	Office	Laundry	keeping	Maintenance					
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	0%	0%	42%	17%	91%
Southridge Nursing and Rehab Center	0%	0%	0%	45%	0%	0%	0%	0%	0%	59%
Spurgeon Manor, Inc.	0%	0%	0%	47%	39%	0%	0%	106%	22%	52%
St. Anthony Regional Hospital	0%	0%	0%	0%	0%	100%	0%	29%	17%	40%
St. Francis Manor, Inc.	0%	21%	0%	11%	0%	0%	0%	0%	23%	43%
St. Luke Homes & Services, Inc.	0%	0%	25%	0%	0%	0%	0%	33%	25%	39%
St. Mary Healthcare and Rehabilitation Center, L.L.C.	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Stacyville Community Nursing Home	100%	100%	200%	0%	63%	0%	0%	0%	18%	5%
State Center Nursing and Rehab Center	0%	0%	0%	68%	0%	0%	0%	44%	38%	58%
Stonehill Care Center	0%	0%	0%	0%	0%	0%	0%	41%	28%	31%
Story County Hospital	0%	0%	0%	0%	44%	0%	200%	29%	51%	60%
Stratford Nursing and Rehab Center	0%	44%	150%	65%	29%	0%	0%	13%	29%	53%
Strawberry Point Lutheran Home	0%	0%	0%	0%	0%	0%	0%	0%	0%	61%
Sunny Hill Care Center	0%	0%	0%	0%	0%	0%	0%	0%	216%	58%
Sunny Knoll Care Center	0%	0%	0%	0%	0%	0%	0%	0%	33%	41%
Sunny View Care Center	0%	0%	0%	0%	0%	0%	0%	74%	28%	43%
Sunnycrest Nursing Center	100%	0%	221%	180%	0%	100%	0%	133%	88%	183%
Sunrise Hill Care Center	0%	0%	19%	65%	0%	0%	0%	63%	25%	54%
Sunrise Retirement Community	0%	9%	0%	14%	15%	0%	0%	20%	35%	81%
Sunrise Terrace Care Center	0%	114%	48%	40%	0%	0%	0%	39%	86%	34%
Sunset Knoll, Inc.	0%	100%	0%	300%	35%	100%	0%	0%	0%	73%
Sutherland Care Center	0%	0%	32%	114%	200%	100%	0%	219%	117%	106%
Tabor Manor Care Center, Inc.	0%	0%	26%	84%	84%	0%	0%	32%	42%	69%
The Abington on Grand	0%	100%	200%	43%	114%	100%	0%	37%	0%	59%
The Alverno Health Care Facility	0%	44%	0%	41%	0%	0%	0%	0%	0%	21%
The Ambassador Sidney, Inc.	0%	0%	0%	39%	93%	0%	0%	0%	54%	55%
The Continental Care Center at Seymour, Inc.	0%	0%	0%	50%	0%	0%	0%	68%	47%	84%
The Meth-Wick Community, Inc.	0%	25%	119%	12%	0%	0%	0%	52%	30%	39%
The New Homestead	100%	0%	0%	149%	0%	0%	0%	54%	51%	21%
The Presbyterian Village	0%	23%	0%	0%	0%	0%	0%	10%	7%	71%
The Village	0%	0%	70%	0%	0%	0%	0%	38%	21%	117%
The Village at Legacy Pointe Nursing Facility	100%	25%	0%	126%	0%	0%	0%	167%	200%	43%
Thomas Rest Haven	0%	0%	0%	40%	0%	0%	0%	0%	19%	46%
Thornton Manor	0%	0%	0%	69%	0%	0%	0%	18%	13%	24%
Timely Mission Nursing Home	0%	0%	21%	0%	0%	0%	0%	22%	48%	20%
Titonka Care Center	0%	0%	0%	0%	0%	0%	0%	0%	51%	50%
Touchstone Living Center	100%	53%	25%	98%	118%	100%	0%	55%	48%	66%
Trinity Center at Luther Park	0%	0%	43%	31%	40%	0%	0%	880%	0%	26%
Tripoli Nursing Home	0%	0%	0%	0%	0%	0%	0%	0%	9%	31%
Twilight Acres	0%	50%	0%	0%	0%	0%	0%	29%	26%	38%
Twin Rivers, Inc. d/b/a River Hills in Keokuk	0%	109%	40%	27%	0%	0%	0%	0%	31%	0%
United Presbyterian Home	0%	34%	0%	11%	0%	0%	0%	15%	25%	88%
University Park Nursing and Rehabilitation Center	0%	0%	163%	32%	0%	200%	0%	37%	63%	18%
Valley View Nursing and Rehab Center	0%	0%	0%	50%	23%	0%	0%	16%	41%	64%
Valley View Village	0%	26%	23%	82%	0%	0%	0%	26%	39%	32%
Valley Vue Care Center	0%	0%	0%	0%	0%	0%	0%	20%	12%	50%
Villa Del Sol	0%	62%	0%	61%	0%	80%	0%	63%	35%	0%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Business		House-keeping		Maintenance	D.O.N.	Registered Nurse	Licensed Practical Nurse	Certified Nurses Aide
	Administrator	Office	Laundry	keeping					
Aase Haugen Homes, Inc.	0%	48%	0%	20%	0%	0%	42%	17%	91%
Vinton Lutheran Home	0%	120%	0%	56%	0%	109%	19%	31%	41%
Virginia Gay Hospital	0%	0%	0%	0%	0%	0%	0%	20%	46%
Vista Woods Care Center	0%	85%	0%	32%	0%	0%	17%	0%	61%
Wapello Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	0%	74%	37%
Washington Care Center	0%	0%	0%	51%	0%	0%	123%	30%	116%
Washington County Hospital	0%	100%	0%	0%	0%	0%	0%	46%	20%
The Villagat Legacy Pointe	0%	86%	455%	33%	240%	0%	68%	74%	81%
Wellington Place	0%	0%	0%	17%	52%	0%	53%	16%	37%
Wesley Acres	0%	58%	0%	45%	13%	0%	132%	122%	108%
West Bend Care Center	0%	0%	0%	0%	0%	0%	18%	21%	32%
West Point Care Center	0%	0%	33%	25%	67%	0%	0%	29%	36%
West Ridge Nursing and Rehab Center	100%	0%	0%	82%	0%	114%	67%	27%	109%
West Village Care Center	0%	0%	0%	59%	35%	0%	0%	10%	29%
Westbrook Acres	0%	0%	0%	0%	0%	0%	0%	32%	25%
Western Home Communities	0%	0%	11%	71%	0%	0%	13%	22%	46%
Westmont Care Center	100%	0%	0%	0%	0%	80%	112%	38%	54%
Westview Acres Care Center	0%	0%	0%	43%	0%	0%	43%	61%	64%
Westview Care Center	200%	20%	0%	0%	0%	0%	30%	17%	29%
Westview of Indiana	0%	44%	0%	61%	35%	0%	0%	20%	33%
Westwood Nursing and Rehab Center	0%	0%	162%	0%	0%	0%	0%	21%	95%
Wheatland Manor	0%	0%	67%	0%	0%	0%	0%	0%	76%
Whiting Commercial Development Corporation	0%	50%	0%	0%	0%	100%	21%	100%	20%
Williamsburg Retirement Community	100%	0%	63%	31%	0%	0%	57%	267%	83%
Willow Dale Wellness Village	100%	0%	0%	46%	0%	0%	16%	23%	39%
Willow Gardens Care Center	0%	0%	75%	22%	85%	0%	57%	16%	31%
Windmill Manor	93%	41%	97%	184%	117%	0%	164%	64%	132%
Windsor Nursing and Rehab Center	0%	0%	0%	26%	73%	80%	68%	25%	44%
Winslow House Care Center	100%	100%	50%	36%	0%	0%	90%	317%	0%
Winterset Care Center North, Inc.	0%	0%	92%	45%	63%	0%	32%	11%	58%
Winterset Care Center South, Inc.	0%	0%	77%	49%	0%	0%	46%	34%	38%
Woodlands Rehabilitation Center	85%	0%	30%	102%	65%	100%	169%	72%	81%
Zearing Healthcare Center, Inc.	0%	0%	50%	0%	0%	0%	0%	24%	113%
Number of Providers Reporting Data	401	401	401	401	401	400	401	401	401
Number of Providers with Zero Percent Turnover	341	295	258	152	281	315	101	58	8
Minimum	0%	0%	0%	0%	0%	0%	0%	0%	0%
Maximum	606%	820%	507%	550%	900%	400%	880%	831%	478%
Average	20%	22%	28%	43%	27%	25%	49%	46%	62%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Medical				Nursing Only		
	Activities	Social Services	Medical Records Services	Medical Director			
			Director	Service	Staff	Total	
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	51%	75%
Abbey of LeMars, Inc.	0%	0%	0%	0%	21%	18%	16%
ACC Enterprises, L.L.C.	0%	100%	0%	0%	159%	64%	42%
Adel Acres Care Center	93%	0%	0%	0%	116%	107%	122%
Aflon Care Center	0%	0%	0%	0%	67%	51%	58%
Akron Convalescent Care Center	0%	0%	0%	0%	35%	28%	26%
Algona Manor Care Center, Inc	0%	0%	0%	0%	8%	33%	52%
Allison Health Care Center	0%	0%	0%	0%	9%	25%	35%
Altoona Nursing and Rehabilitation	65%	0%	0%	0%	132%	43%	23%
Anamosa Care Center	50%	0%	0%	0%	34%	40%	50%
Arbor Court	29%	0%	0%	0%	45%	45%	54%
Atlantic Nursing and Rehab Center	0%	0%	0%	0%	51%	34%	36%
Avoca Nursing and Rehab Center	0%	0%	0%	0%	10%	45%	49%
Bartels Lutheran Home	29%	21%	0%	0%	48%	39%	48%
Baxter Healthcare Center	100%	0%	0%	0%	28%	52%	71%
Bedford Nursing and Rehab Center	0%	0%	0%	0%	0%	42%	53%
Belle Plaine Nursing and Rehab Center	0%	0%	0%	0%	39%	46%	54%
Belmond Health Care Center	0%	120%	0%	0%	19%	24%	29%
Bethany Home	0%	0%	0%	0%	12%	19%	19%
Bethany Lutheran Home, Inc.	24%	0%	0%	0%	25%	33%	44%
Bethany Manor	0%	0%	0%	0%	16%	41%	60%
Bettendorf Health Care Center	0%	0%	0%	0%	83%	68%	83%
Bishop Drumum Care Center	21%	0%	0%	0%	12%	28%	44%
Blackhawk Lifecare, Inc	0%	0%	0%	0%	64%	39%	42%
Blair House	0%	0%	100%	0%	17%	49%	60%
Bloomfield Care Center	0%	0%	55%	0%	16%	33%	49%
Brooklyn Community Estates, Inc.	33%	0%	0%	0%	43%	25%	23%
Burlington Care Center, Inc	100%	0%	0%	0%	33%	55%	63%
Calvin Community	41%	0%	0%	0%	43%	43%	56%
Careage Hills	0%	0%	0%	0%	34%	38%	42%
Careage of Clarion	75%	0%	0%	0%	43%	41%	45%
Careage of Fort Dodge	0%	0%	0%	0%	56%	32%	33%
Careage of Newton	0%	0%	0%	0%	39%	44%	49%
Carlisle Care Center	0%	0%	0%	0%	38%	44%	47%
Carrington Place at Muscatine	52%	0%	0%	0%	11%	21%	29%
Carrington Place at Toledo	0%	0%	0%	0%	0%	27%	29%
Carroll Health Center	13%	0%	0%	0%	42%	45%	57%
Cedar Falls Lutheran Home	42%	29%	0%	0%	40%	52%	62%
Cedar Foundation, Inc.	0%	0%	0%	0%	71%	62%	75%
Centerville Nursing and Rehab Center	0%	0%	0%	0%	38%	56%	65%
Chariton Nursing and Rehab Center	0%	0%	0%	0%	17%	29%	41%
Chautauqua Home # 2	109%	0%	0%	0%	31%	36%	42%
Chautauqua Home # 3	0%	0%	0%	0%	28%	28%	35%
Cherokee Nursing and Rehab Center	0%	0%	0%	0%	40%	12%	10%
Clarence Nursing Home	0%	0%	0%	0%	40%	32%	41%
Clearview Home	0%	0%	0%	0%	59%	60%	70%
Clearview Home	0%	0%	0%	0%	53%	56%	74%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Medical			Nursing			Total
	Activities	Social Services	Records	Director	Staff	Only	
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	51%
Colonial Manor of Amana	37%	0%	0%	0%	22%	24%	29%
Colonial Manor of Columbus Community	0%	0%	0%	0%	104%	0%	53%
Colonial Manor of Elma	0%	0%	0%	0%	30%	100%	29%
Oakland Manor	80%	0%	0%	0%	78%	150%	49%
Community Care Center, Inc.	0%	0%	0%	0%	6%	12%	7%
Community Memorial Health Center	0%	0%	0%	0%	12%	0%	24%
Community Nursing Home, Inc.	0%	0%	0%	0%	25%	0%	30%
Concord Care Center	0%	0%	0%	0%	37%	0%	21%
Corning Nursing and Rehab Center	0%	0%	0%	0%	150%	0%	43%
Correctionville Nursing and Rehab Center	0%	0%	0%	0%	62%	0%	30%
Corydon Nursing and Rehab Center	0%	0%	0%	0%	63%	0%	28%
Country View	15%	0%	0%	0%	27%	0%	17%
Country View Manor, Inc.	0%	0%	0%	0%	34%	41%	38%
Countryside Estates	0%	0%	0%	0%	66%	80%	59%
Countryside Retirement Home	81%	0%	0%	0%	27%	0%	58%
Countryside Retirement Home	33%	0%	56%	0%	50%	0%	33%
Cresco Care Center	0%	0%	0%	0%	14%	0%	41%
Crest Haven Care Centre	75%	0%	0%	0%	0%	0%	60%
Creston Nursing and Rehab Center	52%	0%	0%	0%	22%	0%	40%
Crestridge, Inc.	0%	0%	0%	0%	22%	0%	38%
Crestview Acres, Inc.	0%	0%	0%	0%	22%	0%	47%
Crestview Manor	0%	0%	0%	0%	47%	0%	39%
Crestview Nursing and Rehab Center	0%	0%	0%	0%	16%	0%	21%
Crystal Heights	0%	0%	0%	0%	112%	0%	100%
Danville Care Center	0%	0%	0%	0%	36%	0%	26%
Davenport Lutheran Home	50%	0%	0%	0%	31%	0%	69%
Davis Center - ResCare, Inc.	0%	0%	0%	0%	0%	0%	0%
Davis County Hospital	0%	0%	0%	0%	0%	0%	30%
Denver Sunset Home	30%	100%	0%	0%	10%	34%	25%
DeWitt Community Hospital (Genesis)	0%	0%	0%	0%	0%	15%	13%
Donnellson Health Center	0%	0%	0%	0%	24%	0%	32%
Dubuque Nursing and Rehab Center	0%	0%	0%	0%	8%	0%	20%
Dumont Wellness Center	0%	0%	0%	0%	45%	0%	33%
Dunlap Nursing and Rehab Center	0%	0%	0%	0%	57%	17%	22%
Eagle Point Nursing & Rehab. Center	0%	0%	0%	0%	22%	33%	37%
East Towne Care Center	0%	0%	0%	0%	23%	0%	31%
Eastern Star Masonic Home	17%	0%	0%	0%	29%	0%	21%
Edgewater, An Active Life Community	0%	0%	0%	0%	130%	30%	52%
Edgewood Convalescent Home	0%	0%	0%	0%	57%	0%	67%
Eldora Nursing and Rehab Center	0%	0%	0%	0%	56%	0%	37%
Elkader Care Center	0%	0%	0%	0%	26%	0%	24%
Elm Crest Retirement Community	0%	0%	0%	0%	93%	61%	55%
Elm Heights Care Center	0%	0%	0%	0%	8%	0%	42%
Elmwood Care Centre	0%	75%	60%	0%	88%	62%	89%
Embassy Rehab and Care Center	0%	0%	0%	0%	16%	17%	32%
Emmetsburg Care Center	0%	0%	0%	0%	29%	0%	32%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Activities	Social Services	Medical Records	Medical Director	Dietary Service	Other Staff	Nursing	
							Total	Only
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	51%	75%
English Valley Nursing Care Center, Inc.	0%	0%	0%	0%	8%	20%	10%	11%
Ennoble Manor Care Center, Inc.	0%	588%	0%	0%	23%	0%	27%	33%
Evangelical Free Church Home of Boone	21%	48%	0%	0%	19%	0%	32%	38%
Evans Memorial Home for the Aged, Inc.	200%	0%	0%	0%	41%	0%	45%	56%
Eventide Lutheran Home for the Aged	0%	0%	0%	0%	109%	43%	41%	37%
Faith Lutheran Home Corp.	0%	0%	0%	0%	21%	0%	30%	36%
Fejervary Health Care Center	0%	0%	0%	0%	37%	100%	64%	82%
Fellowship Village	0%	0%	0%	0%	59%	19%	25%	25%
Fleur Heights Care Center	67%	116%	0%	0%	104%	100%	115%	135%
Fonda Nursing and Rehab Center	0%	0%	0%	0%	24%	0%	15%	12%
Fort Dodge Villa Care Center	50%	0%	0%	0%	56%	0%	39%	35%
Fort Madison Health Center, Inc.	33%	0%	0%	0%	41%	0%	56%	71%
Fountain Health Centers, Inc.	0%	0%	0%	0%	89%	164%	81%	104%
Franklin General Hospital	80%	0%	0%	0%	0%	0%	89%	89%
Friends of Faith Retirement Homes, Inc.	0%	0%	0%	0%	98%	81%	52%	25%
Friendship Haven, Inc.	20%	0%	0%	0%	22%	0%	26%	33%
Friendship Home Association	0%	0%	0%	0%	65%	0%	46%	56%
Friendship Manor Care Centre	0%	0%	0%	0%	71%	0%	72%	80%
Garden View Care Center, Inc.	0%	0%	0%	0%	40%	0%	22%	19%
Genesis Senior Living Center	0%	0%	0%	0%	26%	0%	97%	149%
Glen Haven Home, Inc.	39%	0%	0%	0%	44%	0%	43%	48%
Golden Age Care Center	80%	0%	0%	0%	22%	0%	79%	95%
Goldenrod Manor	0%	0%	0%	0%	39%	0%	42%	63%
Good Neighbor Society	0%	0%	0%	0%	8%	0%	16%	19%
Good Samaritan Society - Algona	0%	0%	0%	0%	27%	0%	39%	51%
Good Samaritan Society - Brentwood Center	269%	0%	0%	0%	354%	400%	271%	288%
Good Samaritan Society - Davenport	72%	0%	0%	0%	323%	80%	113%	95%
Good Samaritan Society - Estherville	0%	0%	0%	0%	249%	0%	152%	190%
Good Samaritan Society - Fontanelle	100%	0%	0%	0%	120%	0%	246%	305%
Good Samaritan Society - Forest City	0%	0%	0%	0%	394%	0%	213%	191%
Good Samaritan Society - George	0%	0%	0%	0%	85%	0%	132%	149%
Good Samaritan Society - Holstein	343%	0%	0%	0%	268%	33%	169%	160%
Good Samaritan Society - Hoyvenden of Laurens	52%	0%	0%	0%	20%	0%	45%	21%
Good Samaritan Society - Indianola	0%	0%	0%	0%	213%	0%	196%	255%
Good Samaritan Society - Manson	418%	800%	0%	0%	85%	0%	131%	122%
Good Samaritan Society - Ottumwa	0%	0%	602%	0%	275%	0%	193%	217%
Good Samaritan Society - Postville	100%	0%	0%	0%	153%	0%	227%	276%
Good Samaritan Society - Red Oak	171%	0%	0%	0%	288%	0%	117%	131%
Good Samaritan Society - St. Ansgar	0%	0%	0%	0%	132%	0%	175%	199%
Good Samaritan Society - Van Buren	0%	0%	0%	0%	168%	0%	191%	208%
Good Samaritan Society - Villisca	0%	0%	0%	0%	174%	0%	170%	202%
Good Samaritan Society - Waukon	0%	0%	0%	0%	164%	0%	104%	83%
Good Samaritan Society - West Union	0%	200%	0%	0%	127%	0%	139%	166%
Good Samaritan Society -Newell	35%	0%	0%	0%	188%	0%	106%	111%
Good Shepard Health Center, Inc.	20%	0%	0%	0%	8%	17%	29%	40%
Gowrite Care Center	46%	0%	0%	0%	39%	0%	45%	43%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Activities	Social Services	Medical Records	Medical Director	Dietary Service	Other Staff	Nursing	
							Total	Only
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	51%	75%
Grandview Care Center	0%	0%	0%	0%	49%	62%	41%	48%
Grandview Heights, Inc.	0%	0%	0%	100%	43%	0%	86%	106%
Granger Nursing and Rehabilitation Center	0%	120%	0%	0%	67%	133%	69%	79%
Great River Care Center	0%	0%	0%	0%	18%	0%	67%	92%
Greene County Medical Center	0%	0%	0%	0%	24%	0%	16%	26%
Greenfield Manor	93%	0%	100%	0%	55%	0%	55%	68%
Greenwood Manor Care Center	85%	0%	0%	0%	22%	0%	79%	105%
Griffin Nursing Center	0%	0%	0%	0%	69%	0%	70%	92%
Griswold Care Center	0%	0%	0%	0%	50%	0%	33%	35%
Grundy County Memorial Hospital	0%	0%	0%	0%	9%	22%	27%	51%
Guttenberg Care Center	0%	0%	0%	0%	0%	0%	13%	20%
Halcyon House	80%	0%	0%	0%	52%	0%	41%	27%
Hallmark Care Center	0%	0%	0%	0%	105%	0%	38%	17%
Hallmark Care Center	0%	0%	0%	0%	102%	93%	104%	155%
Hampton Health Care Center	0%	0%	0%	0%	17%	85%	21%	24%
Happy Siesta Health Care Center	46%	0%	0%	0%	39%	0%	43%	40%
Harmony House Care Center	24%	0%	0%	0%	31%	15%	30%	35%
Heartland Care Center	72%	0%	0%	0%	56%	26%	44%	42%
Heritage Care & Rehabilitation Center	37%	0%	0%	0%	6%	0%	21%	26%
Heritage Home of Bancroft	75%	0%	0%	0%	30%	0%	48%	57%
Heritage House	0%	0%	0%	0%	20%	109%	29%	50%
Heritage Manor	160%	0%	0%	0%	29%	32%	55%	60%
Heritage Manor	0%	0%	0%	0%	52%	0%	62%	83%
Heritage Nursing and Rehab Center	0%	96%	0%	0%	10%	0%	27%	37%
Hiawatha Care Center, Inc	0%	0%	0%	0%	37%	0%	40%	45%
Hillcrest Health Care Services	0%	0%	0%	0%	38%	0%	45%	55%
Hillcrest Home, Inc.	0%	0%	0%	0%	6%	0%	10%	13%
Hilltop Care Center	0%	0%	0%	0%	77%	37%	50%	46%
Holy Spirit Retirement Community	0%	0%	0%	0%	121%	19%	52%	57%
Hubbard Care Center	15%	0%	0%	0%	16%	0%	43%	68%
Humboldt Care Centers, Inc.	0%	200%	0%	0%	14%	0%	31%	35%
Humboldt Quality South, Inc.	48%	217%	0%	0%	44%	0%	53%	55%
Indian Hills Nursing and Rehab Center	0%	0%	0%	0%	7%	16%	5%	1%
Indiana Residential, L.L.C.	120%	120%	0%	0%	0%	0%	65%	123%
Iowa Jewish Senior Life Center	0%	0%	0%	0%	6%	0%	19%	26%
Iowa Masonic Health Facilities	0%	0%	0%	0%	41%	0%	47%	57%
Iowa Odd Fellows and Orphans Home Corporation	35%	0%	0%	0%	16%	0%	43%	58%
Jackson County Regional Health Center	0%	0%	0%	0%	7%	0%	56%	60%
Muscatine Care Center, Inc.	0%	0%	0%	0%	23%	18%	19%	24%
Kahl Home for the Aged and Infirm	0%	0%	0%	0%	47%	0%	22%	27%
Kanawha Community Home	0%	0%	0%	0%	0%	0%	27%	19%
Karen Acres Health Care Center	0%	0%	0%	0%	149%	0%	170%	201%
Keystone Nursing Care Center Inc	0%	0%	0%	0%	84%	0%	48%	57%
Kingsley Nursing and Rehab Center	171%	100%	0%	0%	70%	19%	91%	108%
Lake Mills Care Center	0%	0%	0%	0%	66%	0%	33%	28%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Medical			Nursing		
	Activities	Social Services	Medical Records Services	Director	Staff	Only
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	75%
Lake Park Care Center	0%	0%	0%	0%	114%	40%
Lakeside Lutheran Home	36%	100%	0%	0%	26%	46%
Lamoni Nursing and Rehab Center	0%	0%	0%	0%	86%	59%
Lantern Park Nursing and Rehab Center	0%	0%	0%	0%	21%	59%
LaPorte City Nursing and Rehab Center	34%	0%	0%	0%	42%	64%
Lexington Square	95%	67%	0%	0%	66%	40%
Liebe Care Center	0%	0%	0%	0%	9%	68%
Linn Manor Care Center	100%	0%	0%	0%	42%	20%
Little Flower Haven	0%	0%	0%	0%	11%	55%
Living Center East	171%	0%	50%	0%	50%	37%
Living Center West	0%	0%	100%	0%	77%	64%
Lone Tree Health Center	67%	93%	0%	0%	118%	57%
Longhouse - Northshire, Ltd.	49%	0%	0%	0%	52%	131%
Longview Home	123%	0%	0%	0%	46%	98%
Luther Manor	0%	0%	0%	0%	72%	30%
Lutheran Home Society	26%	0%	0%	0%	43%	45%
Lutheran Retirement Home	0%	0%	0%	0%	47%	46%
Lyon Nursing and Rehab Center	93%	0%	0%	0%	45%	43%
Madrid Home for the Aging	19%	0%	0%	0%	25%	40%
Manilla Manor	0%	0%	0%	0%	32%	52%
Manly Nursing and Rehab Center	0%	0%	0%	0%	79%	64%
Manor Care of Cedar Rapids IA, L.L.C.	0%	93%	0%	0%	29%	45%
Manor Care of Davenport IA, L.L.C.	33%	67%	0%	0%	162%	77%
Manor House Care Center	0%	0%	0%	0%	29%	63%
Manor of Malvern, Inc.	0%	0%	0%	0%	59%	25%
Maquoketa Care Center	46%	100%	0%	0%	46%	112%
Maple Crest Manor	50%	100%	0%	0%	36%	36%
Maple Heights Nursing Home	75%	0%	100%	0%	50%	37%
Maple Manor Village	28%	0%	0%	0%	8%	51%
Maplewood Manor, Inc.	0%	0%	0%	0%	13%	36%
Marian Home	37%	0%	0%	0%	82%	79%
Northbrook Manor	57%	0%	0%	0%	102%	54%
Mayflower Homes, Inc.	36%	0%	0%	0%	25%	45%
MCHS - Utica Ridge	0%	0%	0%	0%	128%	34%
MCHS - Waterloo	0%	104%	0%	0%	47%	22%
MCHS - West Des Moines	70%	240%	185%	0%	26%	63%
MCHS Dubuque	0%	93%	0%	0%	55%	151%
Mechanicsville Nursing and Rehab Center	109%	0%	0%	0%	19%	32%
Mercy Hospital of Franciscan Sisters	48%	0%	0%	0%	0%	18%
Mercy Living Center - North	0%	0%	0%	0%	23%	26%
Mercy Living Center - South	28%	0%	0%	0%	36%	20%
Mercy Medical Center - Dyersville	0%	0%	0%	120%	34%	26%
Methodist Manor Retirement Community	43%	0%	0%	0%	75%	14%
Midlands Living Center	0%	0%	0%	0%	71%	69%
Millford Nursing Center	0%	0%	0%	0%	98%	28%
Mill Pond Retirement Community	0%	0%	0%	0%	19%	34%
						44%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Activities	Social				Medical				Nursing
		Services	Records	Director	Staff	Director	Service	Staff	Only	
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	0%	51%	75%	
Mill Valley Care Center	0%	100%	0%	0%	47%	0%	0%	42%	56%	
Mitchell Village Care Center	0%	0%	0%	0%	78%	0%	0%	95%	135%	
Monroe Care Center, Inc	0%	0%	0%	0%	16%	0%	0%	23%	26%	
Montezuma Nursing and Rehab Center	0%	0%	0%	0%	18%	0%	0%	17%	18%	
Monticello Nursing & Rehabilitation Center	0%	0%	0%	0%	14%	0%	0%	31%	41%	
Montrose Health Care Center	44%	0%	0%	0%	25%	0%	0%	27%	27%	
Morning Sun Care Center	0%	100%	0%	0%	21%	0%	0%	46%	64%	
Morningside Care Center, Inc.	0%	0%	0%	0%	31%	0%	0%	32%	39%	
Mount Ayr Health Care Center	39%	0%	0%	0%	12%	0%	0%	28%	39%	
N.V.H. d/b/a Exira Care Center	44%	0%	0%	0%	54%	0%	0%	18%	9%	
Nelson Manor, Inc.	0%	0%	0%	0%	90%	0%	0%	65%	76%	
New Hampton Care Center	0%	0%	0%	0%	96%	0%	0%	52%	52%	
New Hampton Nursing & Rehabilitation Center	0%	0%	0%	0%	7%	0%	0%	28%	32%	
New London Nursing and Rehab Center	0%	0%	0%	0%	0%	0%	0%	22%	38%	
Nora Springs Care Center	0%	0%	0%	0%	44%	0%	0%	26%	31%	
Northerst Living Center	50%	0%	0%	0%	0%	0%	0%	12%	7%	
Northern Mahaska Nursing and Rehab Center	0%	0%	0%	0%	33%	0%	0%	31%	35%	
Northgate Care Center	0%	0%	0%	0%	18%	0%	0%	9%	10%	
Oaknoll Retirement Residence	94%	0%	0%	0%	90%	0%	29%	50%	46%	
Oakview Home	0%	0%	0%	0%	0%	0%	0%	39%	59%	
Oakwood Care Center	0%	0%	0%	0%	53%	0%	55%	23%	24%	
Oakwood Nursing and Rehab Center	0%	0%	0%	0%	86%	0%	0%	82%	95%	
Odebolt Nursing and Rehab Center	0%	0%	0%	0%	15%	0%	0%	48%	53%	
Oelwein Healthcare Center	0%	0%	0%	0%	13%	0%	0%	17%	18%	
Ogden Manor	0%	0%	0%	0%	147%	0%	0%	56%	43%	
Orange City Area Health System	0%	0%	0%	0%	25%	0%	0%	19%	19%	
Oskaloosa Care Center	75%	0%	0%	0%	149%	0%	73%	107%	128%	
Ossian Senior Hospice	0%	0%	0%	0%	15%	0%	0%	13%	13%	
Palo Alto County Hospital	0%	0%	0%	0%	0%	0%	0%	5%	11%	
Panora Nursing and Rehab Center	0%	0%	0%	0%	31%	0%	0%	28%	30%	
Park Centre	149%	0%	0%	0%	23%	0%	52%	30%	33%	
Parkridge Nursing and Rehab Center	0%	100%	0%	0%	111%	0%	0%	60%	69%	
Park View Care Center	0%	0%	0%	0%	50%	0%	0%	19%	16%	
Parkview Care Center	0%	67%	0%	0%	103%	0%	32%	65%	51%	
Parkview Home	0%	0%	0%	0%	22%	0%	0%	36%	51%	
Parkview Manor	0%	172%	0%	0%	84%	0%	0%	69%	74%	
Parkview Manor, Inc.	0%	0%	0%	0%	31%	0%	0%	40%	48%	
Parkview Nursing and Rehab Center	75%	0%	0%	0%	34%	0%	0%	41%	47%	
Paulina Care Center	133%	133%	0%	0%	195%	0%	0%	208%	226%	
Pella Regional Health Center Long Term Care	0%	0%	0%	0%	0%	0%	0%	33%	41%	
People's Memorial Hospital	0%	0%	0%	0%	51%	0%	0%	32%	32%	
Perry Health Care Center	0%	0%	0%	0%	90%	0%	0%	54%	47%	
Pleasant Care Living Center	160%	0%	0%	0%	102%	0%	54%	73%	72%	
Pleasant Manor Care Center	0%	0%	0%	0%	73%	0%	0%	59%	58%	
Pleasant View Home	50%	0%	0%	0%	20%	0%	33%	17%	15%	
Pleasantview Home	20%	0%	0%	0%	29%	0%	0%	18%	20%	

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Medical			Nursing			
	Activities	Social Services	Records Services	Director	Service Staff	Other Staff	Only
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	51%
Plymouth Manor, Inc	0%	0%	0%	0%	12%	0%	13%
Pocahontas Manor Care Center	0%	0%	0%	0%	51%	0%	51%
Pomeroy Care Center	0%	0%	0%	0%	44%	0%	50%
Prairie View Home	0%	0%	0%	0%	40%	23%	25%
Presbyterian Homes Highland Care Center	171%	0%	0%	0%	20%	0%	30%
Prime Nursing & Rehabilitation Center	150%	85%	0%	0%	123%	0%	102%
Pringhar Rehabilitation and Care Center	0%	0%	0%	0%	72%	0%	34%
Ravenwood Nursing and Rehab Center	100%	100%	0%	0%	49%	69%	70%
Red Oak Rehab & Care Center	68%	0%	0%	0%	18%	57%	110%
Regency Care Center	0%	0%	0%	0%	16%	0%	32%
Regency Park Nursing and Rehab Center of Carroll	96%	0%	0%	0%	58%	0%	36%
Regency Park Nursing and Rehab Center of Jefferson	0%	0%	0%	0%	9%	0%	25%
Rehabilitation Center of Allison	0%	0%	0%	0%	19%	0%	24%
Rehabilitation Center of Belmont	0%	120%	0%	0%	50%	0%	42%
Rehabilitation Center of Des Moines, LLC	0%	0%	0%	0%	17%	85%	21%
Rehabilitation Center of Hampton	0%	0%	0%	0%	0%	0%	10%
Riceville Family Care and Therapy Center	21%	0%	0%	0%	73%	20%	43%
Ridgecrest Village	55%	0%	0%	0%	44%	0%	37%
Ridgewood Nursing and Rehab Center	0%	57%	50%	0%	104%	44%	58%
Risen Son Christian Village	0%	0%	0%	0%	111%	57%	65%
Riverside Manor	0%	0%	0%	0%	18%	0%	8%
Riverview Care Center	0%	0%	0%	0%	50%	0%	52%
Riverview Manor	0%	0%	149%	0%	75%	0%	61%
Rock Rapids Health Centre	0%	0%	0%	0%	10%	0%	25%
Rockwell Community Nursing Home	0%	0%	0%	0%	13%	0%	14%
Rolf Care Center	0%	0%	0%	0%	66%	0%	39%
Rolling Green Village	0%	1250%	0%	0%	9%	0%	37%
Rose Vista Home, Inc.	43%	0%	0%	0%	26%	0%	34%
Rosewood Manor	0%	0%	0%	0%	73%	200%	44%
Rotary Club of Eagle Grove, Inc.	25%	0%	0%	0%	16%	0%	17%
Rowley Memorial Masonic Home	71%	0%	0%	0%	17%	0%	19%
Ruthven Community Care Center, Inc.	469%	0%	0%	0%	103%	0%	130%
Salem Lutheran Home	0%	0%	0%	0%	36%	0%	39%
Sanford Sheldon Medical Center	0%	0%	0%	0%	51%	0%	32%
Scenic Manor	0%	0%	0%	0%	23%	0%	25%
Shady Rest Care Center, Inc.	68%	0%	0%	0%	46%	0%	39%
Sheffield Care Center	0%	0%	0%	0%	0%	0%	24%
Shellrock Healthcare Center	0%	0%	0%	0%	0%	0%	37%
Sibley Nursing & Rehab Center	0%	0%	0%	0%	0%	0%	12%
Sigourney Care Center, Ltd.	0%	0%	0%	0%	0%	0%	16%
Simpson Memorial Home	0%	0%	52%	0%	59%	0%	47%
Sioux Care Center	0%	0%	0%	0%	0%	0%	55%
Sioux Center Community Hospital and Health Center	0%	0%	400%	0%	44%	11%	36%
Solon Nursing Care Center, Inc.	75%	80%	0%	0%	52%	0%	46%
Southern Hills Specialty Care	36%	0%	0%	0%	62%	0%	72%
Southfield Wellness Community	44%	0%	0%	0%	33%	0%	47%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Medical				Nursing Only			
	Activities	Social Services	Records Services	Director		Dietary Service	Other Staff	Total
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	51%	75%
Southridge Nursing and Rehab Center	0%	0%	0%	0%	113%	17%	44%	41%
Spurgeon Manor, Inc.	23%	0%	0%	0%	59%	0%	47%	52%
St. Anthony Regional Hospital	0%	0%	0%	0%	0%	0%	23%	35%
St. Francis Manor, Inc.	0%	0%	0%	0%	31%	0%	26%	33%
St. Luke Homes & Services, Inc.	0%	0%	0%	0%	39%	0%	30%	36%
St. Mary Healthcare and Rehabilitation Center, L.L.C.	0%	0%	0%	0%	0%	0%	0%	0%
Stacyville Community Nursing Home	0%	0%	0%	0%	0%	0%	4%	7%
State Center Nursing and Rehab Center	0%	0%	0%	0%	13%	0%	48%	56%
Stonehill Care Center	64%	0%	0%	0%	55%	24%	38%	34%
Story County Hospital	0%	0%	0%	0%	0%	0%	51%	54%
Stratford Nursing and Rehab Center	0%	0%	0%	0%	20%	0%	38%	52%
Strawberry Point Lutheran Home	0%	0%	0%	0%	8%	0%	42%	47%
Sunny Hill Care Center	0%	0%	0%	0%	0%	0%	43%	69%
Sunny Knoll Care Center	0%	0%	0%	0%	13%	0%	22%	31%
Sunny View Care Center	0%	0%	0%	0%	13%	0%	27%	41%
Sunnycrest Nursing Center	400%	0%	0%	0%	175%	0%	152%	149%
Sunrise Hill Care Center	0%	0%	0%	0%	13%	0%	38%	49%
Sunrise Retirement Community	0%	0%	0%	0%	68%	65%	50%	61%
Sunrise Terrace Care Center	85%	0%	0%	0%	118%	0%	57%	36%
Sunset Knoll, Inc.	0%	0%	0%	0%	65%	0%	67%	54%
Sutherland Care Center	0%	55%	0%	0%	13%	0%	27%	17%
Tabor Manor Care Center, Inc.	100%	0%	0%	0%	50%	0%	83%	110%
The Abington on Grand	0%	0%	0%	0%	161%	0%	73%	59%
The Alverno Health Care Facility	13%	0%	22%	0%	88%	100%	45%	47%
The Ambassador Sidney, Inc.	0%	0%	0%	0%	58%	100%	30%	24%
The Continental Care Center at Seymour, Inc.	0%	0%	0%	0%	12%	0%	36%	53%
The Meth-Wick Community, Inc.	0%	0%	0%	0%	0%	0%	51%	71%
The New Homestead	0%	0%	0%	0%	71%	0%	40%	41%
The Presbyterian Village	20%	0%	0%	0%	17%	0%	14%	17%
The Village	63%	0%	0%	0%	36%	1034%	43%	55%
The Village at Legacy Pointe Nursing Facility	0%	0%	0%	0%	141%	0%	118%	128%
Thomas Rest Haven	72%	0%	0%	0%	40%	0%	33%	34%
Thornnton Manor	0%	0%	0%	0%	21%	0%	34%	37%
Timely Mission Nursing Home	0%	0%	0%	0%	20%	0%	17%	25%
Titanka Care Center	0%	0%	0%	0%	13%	0%	14%	21%
Touchstone Living Center	0%	176%	0%	0%	43%	0%	53%	51%
Trinity Center at Luther Park	33%	0%	0%	0%	26%	0%	54%	71%
Tripoli Nursing Home	0%	0%	0%	0%	29%	0%	11%	12%
Twilight Acres	0%	0%	0%	0%	7%	36%	21%	29%
Twin Rivers, Inc. d/b/a River Hills in Keokuk	54%	0%	0%	0%	35%	39%	35%	35%
United Presbyterian Home	0%	0%	0%	0%	0%	12%	7%	6%
University Park Nursing and Rehabilitation Center	20%	0%	0%	0%	69%	0%	65%	79%
Valley View Nursing and Rehab Center	0%	0%	0%	0%	38%	0%	21%	21%
Valley View Village	14%	0%	0%	0%	98%	0%	52%	53%
Valley Vue Care Center	0%	0%	0%	0%	10%	0%	20%	27%
Villa Dei Sol	67%	0%	0%	0%	56%	0%	47%	48%

Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2009

Provider Name	Medical					Total	Nursing Only
	Activities	Social Services	Records Services	Medical Director	Dietary Service		
Aase Haugen Homes, Inc.	21%	0%	0%	0%	12%	0%	51%
Vinton Lutheran Home	0%	0%	0%	0%	42%	0%	36%
Virginia Gay Hospital	0%	0%	0%	0%	0%	0%	29%
Vista Woods Care Center	0%	0%	0%	0%	39%	0%	38%
Wapello Nursing and Rehab Center	0%	0%	0%	0%	84%	0%	36%
Washington Care Center	200%	200%	0%	0%	61%	0%	78%
Washington County Hospital	0%	0%	0%	0%	0%	0%	21%
The Villageat Legacy Pointe	90%	0%	82%	0%	58%	0%	71%
Wellington Place	33%	0%	0%	0%	29%	0%	29%
Wesley Acres	0%	0%	0%	0%	31%	300%	67%
West Bend Care Center	37%	70%	0%	0%	25%	0%	26%
West Point Care Center	0%	0%	0%	0%	72%	0%	34%
West Ridge Nursing and Rehab Center	0%	0%	0%	0%	20%	0%	73%
West Village Care Center	0%	0%	0%	0%	16%	0%	22%
Westbrook Acres	0%	0%	0%	0%	8%	29%	17%
Western Home Communities	0%	0%	0%	0%	15%	13%	24%
Westmont Care Center	100%	0%	0%	0%	32%	33%	47%
Westview Acres Care Center	0%	0%	0%	0%	51%	0%	49%
Westview Care Center	0%	0%	0%	0%	31%	0%	23%
Westview of Indianola	0%	0%	0%	0%	75%	0%	34%
Westwood Nursing and Rehab Center	0%	0%	0%	0%	50%	0%	47%
Wheatland Manor	0%	0%	0%	0%	11%	0%	33%
Whiting Commercial Development Corporation	0%	100%	0%	0%	50%	48%	25%
Williamsburg Retirement Community	93%	0%	0%	0%	42%	0%	51%
Willow Dale Wellness Village	0%	0%	0%	0%	42%	0%	31%
Willow Gardens Care Center	0%	0%	0%	0%	21%	0%	25%
Windmill Manor	208%	100%	100%	0%	31%	0%	113%
Windsor Nursing and Rehab Center	0%	0%	0%	0%	53%	0%	38%
Winslow House Care Center	0%	0%	0%	0%	69%	0%	64%
Winterset Care Center North, Inc.	0%	0%	0%	0%	9%	0%	38%
Winterset Care Center South, Inc.	0%	0%	0%	0%	69%	0%	42%
Woodlands Rehabilitation Center	39%	104%	0%	0%	107%	0%	85%
Zearing Healthcare Center, Inc.	0%	100%	0%	0%	72%	0%	66%
Number of Providers Reporting Data	401	401	401	399	401	401	401
Number of Providers with Zero Percent Turnover	267	354	384	397	31	307	1
Minimum	0%	0%	0%	0%	0%	0%	0%
Maximum	469%	1250%	602%	120%	394%	1034%	271%
Average	26%	18%	6%	1%	50%	17%	48%