

Iowa Department of Human Services

Terry E. Branstad
Governor

Kim Reynolds
Lt. Governor

Charles M. Palmer
Director

July 23, 2012

Michael Marshall
Secretary of Senate
State Capitol
LOCAL

Charlie Smithson
Chief Clerk of the House
State Capitol
LOCAL

Dear Mr. Marshall and Mr. Smithson:

Enclosed please find a copy of the 2011 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 on an annual basis to the governor and general assembly, which provides an analysis of direct care worker and other nursing facility employee turnover.

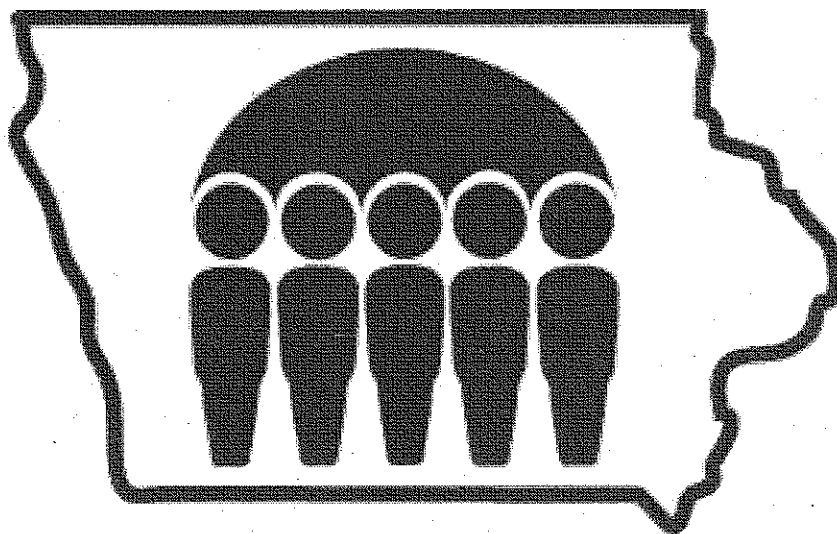
Sincerely,

Jennifer Davis Harbison
Policy Advisor

Enclosure

cc: Governor Terry E. Branstad
Senator Jack Hatch
Senator David Johnson
Representative David Heaton
Representative Lisa Heddens
Legislative Services Agency
Kris Bell, Senate Majority Staff
Josh Bronsink, Senate Minority Staff
Brad Trow, House Majority Staff
Zeke Furlong, House Minority Staff

Iowa Department of Human Services



Direct Care Workers In Nursing Facilities Turnover Report

July 2012

Executive Summary

In accordance with House File 2539 Section 71 (2008 Iowa General Assembly) the Department of Human Services was directed 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.

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.

Conclusions

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 2010. 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 2010. See *Appendix A* for employee turnover rates by job classification for each nursing facility that submitted data.

Job Classification	Number of Providers	Providers with Zero Turnover	Minimum Turnover Rate	Maximum Turnover Rate	Average Turnover Rate
Administrator	427	365	0%	300%	16%
Business Office	427	327	0%	218%	16%
Laundry	427	278	0%	1250%	23%
Housekeeping	427	158	0%	451%	35%
Maintenance	427	284	0%	301%	23%
Director of Nursing	427	341	0%	400%	21%
Registered Nurse	427	99	0%	282%	43%
LPN	427	72	0%	200%	36%
CNA	427	5	0%	185%	53%
Activities	427	265	0%	588%	26%
Social Services	427	353	0%	1250%	22%
Medical Records	427	405	0%	207%	5%
Medical Director	427	427	0%	0%	0%
Dietary	427	40	0%	221%	44%
Other Staff	427	333	0%	303%	13%
Total Facility	427	2	0%	139%	42%
Total Nursing	427	2	0%	164%	47%

The table below provides a summary of the employee turnover rates by job classification for each nursing facility cost report received between January 2010, through December 2011, (identified as 2011 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	
	2010 Report	2011 Report	2010 Report	2011 Report	2010 Report	2011 Report	2010 Report	2011 Report	2010 Report	2011 Report	2010 Report	2011 Report
Administrator	401	427	341	365	85%	86%	0%	0%	606%	300%	20%	16%
Business Office	401	427	295	327	74%	77%	0%	0%	820%	218%	22%	16%
Laundry	401	427	258	278	64%	65%	0%	0%	507%	1250%	28%	23%
Housekeeping	401	427	152	158	38%	37%	0%	0%	550%	451%	43%	35%
Maintenance	401	427	281	284	70%	67%	0%	0%	900%	301%	27%	23%
Director of Nursing	400	427	315	341	79%	80%	0%	0%	400%	400%	25%	21%
Registered Nurse	401	427	101	99	25%	23%	0%	0%	880%	282%	49%	43%
LPN	401	427	58	72	14%	17%	0%	0%	831%	200%	46%	36%
CNA	401	427	8	5	2%	1%	0%	0%	478%	185%	62%	53%
Activities	401	427	267	265	67%	62%	0%	0%	469%	588%	26%	26%
Social Services	401	427	354	353	88%	83%	0%	0%	1250%	1250%	18%	22%
Medical Records	401	427	384	405	96%	95%	0%	0%	602%	207%	6%	5%
Medical Director	399	427	397	427	99%	100%	0%	0%	120%	0%	1%	0%
Dietary	401	427	31	40	8%	9%	0%	0%	394%	221%	50%	44%
Other Staff	401	427	307	333	77%	8%	0%	0%	1034%	303%	17%	13%
Total Facility	401	427	2	2	0%	0%	0%	0%	271%	139%	48%	42%
Total Nursing	401	427	2	2	0%	0%	0%	0%	305%	164%	55%	47%

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		Business Office		Laundry		Housekeeping		Housekeeping		Maintenance		DON
	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	
Asse Haugen Homes	1.00	0.00	5.25	0.00	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00	16%	1.00	
Crystal Heights	1.00	0.00	1.00	0.00	3.00	4.00	133%	0%	1.00	19%	1.17	0.00	0%	1.00	
Prime Nursing and Rehab	1.00	2.00	3.33	6.00	1.83	2.00	109%	3.75	3.00	80%	3.33	5.00	150%	1.00	
Oskaloosa Care Center	1.00	0.00	1.00	0.00	2.00	2.00	100%	3.00	3.00	100%	1.00	0.00	0%	1.00	
Touchstone Living Center	1.10	0.00	1.42	3.00	3.25	2.00	62%	8.00	8.00	101%	1.58	3.00	190%	1.00	
Scottish Rite Park Health Care	1.00	0.00	2.00	1.00	0.00	0.00	0%	8.00	2.00	25%	2.08	0.00	0%	1.00	
The Village at Legacy Pointe	1.00	0.00	1.25	1.00	0.00	0.00	0%	6.00	1.00	17%	2.42	0.00	0%	1.33	
All-American Care of Muscatine	1.00	0.00	2.00	0.00	2.00	0.00	0%	5.00	10.00	200%	2.45	0.00	0%	1.00	
Northeast Living Center	1.00	0.00	1.00	0.00	2.00	0.00	0%	4.00	6.00	150%	24.00	0.00	0%	1.00	
Countryside Nursing and Rehab Center	1.00	0.00	1.92	1.00	5.00	2.00	40%	8.92	1.00	11%	2.00	1.00	50%	0.92	
River Hills Village	1.00	0.00	5.75	1.00	2.00	1.00	50%	6.75	1.00	15%	3.00	0.00	0%	2.00	
Regency Rehab and Skilled Nursing	1.17	1.00	3.83	2.00	3.00	0.00	0%	6.83	6.00	88%	2.33	1.00	43%	1.00	
Afton Care Center	1.00	0.00	1.00	0.00	2.00	0.00	0%	1.92	0.00	0%	1.42	0.00	0%	1.00	
Morse Healthcare Services dba Faith Ridge Life Center	1.00	0.00	1.00	0.00	2.00	0.00	0%	3.00	0.00	0%	2.00	1.00	50%	1.00	
Briarwood Healthcare Center	2.00	0.00	1.00	0.00	2.00	0.00	0%	3.00	0.00	0%	1.42	0.00	0%	1.00	
Oakland Manor Nursing Home	1.00	0.00	1.00	0.00	3.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	1.00	
Alron Convalescent Care Center	1.00	0.00	1.00	0.00	1.00	0.00	0%	3.00	0.00	0%	0.00	0.00	0%	1.00	
The Alverno Health Care Facility	1.00	0.00	13.00	0.00	9.00	0.00	0%	12.33	5.00	41%	9.00	0.00	0%	2.00	
Elin Crest Retirement Community	1.00	1.00	3.08	1.00	2.58	1.00	39%	13.75	7.00	51%	6.58	0.00	0%	1.00	
Bartels Lutheran Home	2.00	0.00	11.75	0.00	8.00	0.00	0%	8.00	3.00	38%	5.00	0.00	0%	1.00	
Bethany Home	1.00	0.00	4.00	0.00	4.00	0.00	0%	7.92	2.00	25%	6.00	1.00	17%	2.17	
Bethany Lutheran Home	1.67	0.00	14.42	2.00	5.25	0.00	0%	9.00	6.00	67%	3.67	1.00	27%	1.00	
Bethany Manor	1.00	0.00	10.75	5.00	0.00	0.00	0%	0.00	0.00	0%	9.00	2.00	22%	2.00	
Mercy Living Center	1.00	0.00	1.00	0.00	4.00	0.00	0%	5.00	0.00	0%	2.00	0.00	0%	1.00	
Brooklyn Community Estates	0.00	0.00	1.00	0.00	2.00	0.00	0%	5.00	0.00	0%	0.08	0.00	0%	2.00	
Buena Vista Manor	1.00	0.00	1.00	0.00	2.00	0.00	0%	3.58	4.00	112%	3.00	0.00	0%	1.00	
Burlington Care Center	1.00	0.00	1.00	0.00	2.00	0.00	0%	9.00	8.00	89%	3.00	0.00	0%	1.00	
Great River Medical Center	1.00	0.00	5.00	0.00	2.00	0.00	0%	7.00	0.00	0%	3.00	0.00	0%	1.00	
Calvin Community	2.00	0.00	8.84	1.00	3.83	2.00	52%	12.34	5.00	41%	5.68	0.00	0%	1.00	
Cedar Falls Lutheran Home	1.00	0.00	8.50	1.00	2.00	0.00	0%	28.75	7.00	24%	7.00	0.00	0%	1.00	
Clarence Nursing Home	1.00	0.00	1.00	0.00	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00	
Colonial Manor of Aniana	2.00	0.00	1.00	0.00	2.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	2.00	
Stou Center Community Hospital and Health Center	1.00	0.00	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00	
Community Care Center	1.00	0.00	2.00	0.00	8.00	3.00	38%	0.00	0.00	0%	3.08	1.00	32%	1.00	
Community Nursing Home	1.67	0.00	3.00	0.00	3.00	0.00	0%	5.00	2.00	40%	1.00	0.00	0%	1.00	
Country View Manor	1.00	0.00	1.00	0.00	4.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	0.92	
Crestview Manor	1.00	0.00	1.00	0.00	0.00	0.00	0%	5.00	3.00	55%	0.00	0.00	0%	1.00	
Denver Sunset Home	1.00	0.00	1.00	0.00	1.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	1.00	
DeWitt Community Hospital	0.00	0.00	2.00	0.00	4.00	0.00	0%	0.00	1.00	0%	10.25	2.00	20%	1.00	
Eastern Star Masonic Home	1.00	0.00	1.00	0.00	3.00	0.00	0%	9.00	0.00	0%	3.58	0.00	0%	1.00	
Edgewood Convalescent Home	1.00	0.00	1.00	0.00	1.00	0.00	0%	5.00	0.00	0%	2.00	0.00	0%	1.00	
English Valley Nursing Care Center	1.00	0.00	1.00	0.00	5.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00	
Enoble Manor Care Center	1.00	0.00	2.00	0.00	3.00	0.00	0%	5.00	0.00	0%	2.00	0.00	0%	1.00	
Westhaven Community	0.00	0.00	2.00	0.00	4.25	1.00	24%	9.50	5.00	53%	2.00	0.00	0%	2.00	
Evans Memorial Home for the Aged	1.00	0.00	1.00	0.00	3.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00	
Evantide Lutheran Home for the Aged	1.00	0.00	1.00	0.00	10.50	9.00	86%	0.00	0.00	0%	2.42	1.00	41%	1.00	
Esira Care Center	1.00	0.00	1.00	0.00	4.00	0.00	0%	2.92	4.00	137%	2.00	0.00	0%	1.00	
Faith Lutheran Home Corp	1.00	0.00	1.00	0.00	3.42	1.00	29%	5.00	0.00	0%	1.00	0.00	0%	1.00	
Fountain Health Centers	1.00	0.00	5.17	2.00	3.92	2.00	51%	6.92	3.00	43%	2.33	1.00	43%	1.00	
Franklin General Hospital	1.00	0.00	6.00	1.00	0.00	0.00	0%	2.42	6.00	248%	1.27	2.00	157%	1.00	
Friendship Haven	1.00	0.00	6.00	1.00	9.00	0.00	0%	15.75	2.00	13%	10.08	1.00	10%	1.00	
Friendship Home Association	1.00	0.00	2.00	0.00	4.25	3.00	71%	3.83	3.00	78%	1.83	1.00	55%	1.00	
Friends of Faith Retirement Homes	1.00	0.00	15.25	1.00	3.00	2.00	200%	13.67	4.00	29%	15.17	4.00	26%	1.00	
Garden View Care Center	1.00	0.00	1.00	0.00	1.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	1.00	
Glen Haven Home	1.00	0.00	2.00	0.00	2.58	1.00	39%	6.58	4.00	61%	3.42	3.00	88%	1.00	
Goldenrod Manor	1.00	0.00	1.00	0.00	3.42	1.00	29%	3.50	2.00	57%	1.00	0.00	0%	1.00	
Good Neighbor Society	1.00	0.00	6.00	0.00	0.00	0.00	0%	15.00	1.00	7%	4.83	1.00	21%	1.00	
Good Shepherd Health Center	2.00	0.00	10.58	4.00	5.00	0.00	0%	15.00	1.00	7%	5.25	2.00	38%	1.00	
Greene County Medical Center	1.00	0.00	0.00	0.00	6.67	1.00	15%	17.42	3.00	6%	7.00	0.00	0%	1.00	
Grundy County Memorial Hospital	10.75	1.00	18.17	2.00	0.00	0.00	0%	9.67	3.00	31%	3.25	1.00	31%	1.00	

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			Business Office			Laundry			Housekeeping			Maintenance			DON Average for The Year
	Average for The Year	Total Terminations	Administrators	Average for The Year	Office Total Terminations	Business Office	Average for The Year	Laundry Terminations	Total Laundry	Average for The Year	Housekeeping Terminations	Total Housekeeping	Average for The Year	Maintenance Terminations	Total Maintenance				
Anse Hagen Homes	1.00	0.00	0%	5.25	0.00	0%	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00	16%	1.00			
Community Memorial Health Center	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	10.00	0.00	0%	0.00	0.00	0%	1.00			
Hillcrest Home	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	12.08	2.00	17%	3.00	0.00	0%	1.00			
Holy Spirit Retirement Center	1.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	7.00	0.00	0%	4.00	0.00	0%	1.00			
Iowa Jewish Senior Life Center	1.00	0.00	0%	6.42	5.00	78%	4.08	1.00	25%	8.33	2.00	24%	3.00	0.00	0%	2.00			
Iowa Masonic Health Facilities	1.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	6.42	1.00	16%	5.25	1.00	19%	1.00			
Iowa Odd Fellows and Orphans Home Corp.	1.00	0.00	0%	3.00	0.00	0%	5.00	0.00	0%	5.42	0.00	0%	1.00	0.00	0%	1.00			
Kahl Home for the Aged and Infirm	1.00	0.00	0%	11.33	0.00	0%	1.08	0.00	0%	14.33	3.00	21%	9.33	2.00	21%	1.67			
Kanawha Community Home	1.00	0.00	0%	2.00	0.00	0%	4.83	2.00	41%	5.42	0.00	37%	1.00	0.00	0%	1.00			
Keystone Nursing Care Center	1.00	0.00	0%	1.00	0.00	0%	3.33	1.00	30%	3.58	0.00	0%	2.17	1.00	46%	1.00			
Lakeside Lutheran Home	0.83	1.00	120%	1.08	1.00	93%	3.33	1.00	0%	3.42	1.00	29%	0.00	0.00	0%	1.00			
Little Flower Haven	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.42	0.00	0%	1.00	0.00	0%	1.00			
Lone Tree Health Center	1.00	0.00	0%	1.17	0.00	0%	1.00	0.00	0%	1.42	2.00	0%	0.00	2.00	141%	0.92			
Luther Manor	1.00	0.00	0%	10.92	1.00	9%	8.42	2.00	24%	7.75	6.00	77%	4.00	0.00	0%	1.00			
Trinity Center at Luther Park	1.00	0.00	0%	3.00	0.00	0%	4.83	1.00	21%	13.83	3.00	22%	7.92	1.00	13%	1.00			
Strawberry Point Lutheran Home	1.00	0.00	0%	2.50	0.00	0%	5.17	3.00	58%	5.17	3.00	25%	3.50	2.00	57%	1.00			
Lutheran Homes Society	0.00	0.00	0%	4.42	1.00	23%	6.83	1.00	15%	11.92	3.00	25%	8.25	1.00	12%	1.00			
Madrid Home for the Aging	1.00	0.00	0%	13.08	1.00	8%	5.92	1.00	17%	9.58	0.00	0%	3.00	0.00	17%	1.00			
Manilla Manor	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00			
Maple Crest Manor	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.75	0.00	0%	1.00	0.00	0%	1.00			
Maple Heights Nursing Home	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	8.33	1.00	12%	1.83	0.00	0%	1.00			
Maplewood Manor	1.83	1.00	55%	1.00	0.00	0%	3.33	2.00	60%	3.67	1.00	27%	1.00	0.00	0%	1.00			
Marian Home	1.00	0.00	0%	3.08	0.00	0%	4.00	0.00	0%	8.00	0.00	0%	2.25	2.00	89%	1.00			
Maryflower Homes	1.00	0.00	0%	9.33	0.00	0%	3.00	0.00	0%	11.92	2.00	17%	16.83	5.00	30%	1.00			
Mersey Medical Center	1.00	0.00	0%	4.00	0.00	0%	0.00	0.00	0%	9.00	0.00	0%	4.00	0.00	0%	1.00			
The Meth-Wick Community	1.00	0.00	0%	4.00	0.00	0%	3.25	2.00	62%	5.00	0.00	0%	1.33	1.00	75%	2.00			
Methodist Manor	1.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	5.83	1.00	17%	3.92	2.00	51%	1.00			
The New Homestead	0.00	0.00	0%	1.75	0.00	0%	1.58	0.00	0%	5.00	5.00	100%	2.83	1.00	35%	1.00			
Northbrook Manor	2.00	0.00	0%	2.00	0.00	0%	4.83	3.00	62%	7.83	4.00	51%	2.00	0.00	0%	3.00			
Oakland Manor	1.00	0.00	0%	1.00	0.00	0%	4.00	1.00	25%	4.00	0.00	0%	1.73	0.00	0%	1.00			
Oaknoll Retirement Residence	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	12.83	5.00	39%	7.17	1.00	14%	1.00			
Oakview Home	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.92	0.00	0%	0.00	0.00	0%	1.00			
Ossian Senior Hospice	1.00	0.00	0%	0.83	1.00	120%	2.33	1.00	43%	1.08	1.00	93%	1.00	0.00	0%	1.00			
Parkview Care Center	1.00	0.00	0%	1.42	0.00	0%	3.67	2.00	54%	6.08	7.00	115%	1.00	1.00	100%	1.00			
Parkview Home	0.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	2.08	0.00	0%	2.00	1.00	50%	1.00			
Parkview Manor	2.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	4.00	0.00	0%	4.00	0.00	0%	1.00			
Parkview Manor Inc.	0.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.92	3.00	103%	1.00	0.00	0%	1.00			
Pella Regional Health Center LTC	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	4.08	1.00	25%	0.00	0.00	0%	1.00			
People's Memorial Hospital	1.00	0.00	0%	18.92	1.00	5%	1.00	0.00	0%	12.67	3.00	24%	8.58	2.00	23%	1.00			
Pleasant Manor Care Center	1.00	0.00	0%	1.00	0.00	0%	3.08	0.00	0%	9.92	5.00	50%	1.00	0.00	0%	1.00			
Pleasant View Home	1.00	0.00	0%	2.00	0.00	0%	6.50	2.00	31%	12.75	3.00	24%	2.00	0.00	0%	1.00			
Whiting Commercial/Development	1.00	2.00	200%	6.08	0.00	0%	5.08	1.00	20%	8.08	1.00	12%	3.00	0.00	0%	2.00			
Pleasantview Home	1.00	0.00	0%	0.92	0.00	0%	3.42	2.00	58%	5.00	1.00	20%	1.00	0.00	0%	1.00			
Plymouth Manor	1.00	0.00	0%	2.00	0.00	0%	7.92	3.00	38%	1.50	0.00	0%	1.00	0.00	0%	6.00			
Pomroy Care Center	1.00	0.00	0%	1.00	0.00	0%	7.83	4.00	51%	3.00	0.00	0%	3.00	0.00	0%	1.00			
Prarie View Home	1.00	0.00	0%	4.00	1.00	25%	0.00	0.00	0%	13.75	1.00	7%	4.00	1.00	25%	1.00			
Presbyterian Village	1.00	0.00	0%	1.00	0.00	0%	2.67	2.00	75%	3.00	3.00	33%	1.00	0.00	0%	1.00			
Riceville Family Care and Therapy Center	1.00	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	7.58	7.58	100%	1.00	0.00	0%	1.00			
Ridgecrest Village	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00			
Rockwell Community Nursing Home	0.92	1.00	109%	3.00	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	1.00			
Rotary Club of Eagle Grove	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00			
Rowley Memorial Masonic Home	1.00	1.00	100%	1.00	0.00	0%	4.67	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	1.00			
Scenic Manor	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	4.67	1.00	21%	2.83	1.00	35%	1.00			
Sanford Shalden Medical Center	0.93	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	12.57	2.00	16%	3.93	2.00	51%	0.93			
Simpson Memorial Home	1.00	0.00	0%	1.00	0.00	0%	0.88	1.00	1250%	8.08	7.00	87%	4.17	2.00	48%	1.00			
Solon Nursing Care Center	2.00	0.00	0%	1.75	2.00	114%	3.00	0.00	0%	5.75	2.00	35%	3.00	0.00	0%	1.00			
St. Francis Manor	2.00	0.00	0%	5.00	0.00	0%	3.00	0.00	0%	7.50	4.00	53%	7.08	1.00	14%	2.00			
St. Anthony Regional Hospital	1.00	0.00	0%	3.00	0.00	0%	1.60	0.00	0%	7.00	0.00	0%	2.00	0.00	0%	1.00			
St. Lukes Homes and Services	1.00	0.00	0%	4.00	0.00	0%	4.00	1.00	25%	5.92	2.00	34%	7.08	1.00	14%	1.00			

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			Housekeeping			Maintenance			DON Average for The Year
	Average for The Year	Total Terminations	Administrator	Average for The Year	Office Terminations	Business Office	Average for The Year	Total Terminations	Laundry	Average for The Year	Total Terminations	Housekeeping	Average for The Year	Total Terminations	Maintenance	
Anse Hagen Homes	1.00	0.00	0.00	5.25	0.00	0.00	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00	16%	1.00
Stacyville Community Nursing Home	1.00	0.00	0.00	1.00	0.00	0.00	3.00	1.00	33%	3.08	1.00	32%	1.00	1.00	80%	1.00
Stonehill Care Center	1.00	0.00	0.00	16.83	1.00	0.00	11.00	0.00	0%	20.92	5.00	24%	7.00	0.00	0%	1.00
Story County Medical Center	1.00	0.00	0.00	3.00	0.00	0.00	2.00	0.00	0%	6.00	0.00	0%	2.00	0.00	0%	0.00
Sunwest Manor	1.00	0.00	0.00	4.00	0.00	0.00	4.00	0.00	0%	19.58	3.00	15%	4.83	1.00	21%	1.00
Sunrise Hill Care Center	1.00	0.00	0.00	1.00	0.00	0.00	4.00	1.00	25%	6.08	2.00	16%	2.00	0.00	0%	1.00
Sunrise Retirement Community	2.00	0.00	0.00	11.58	1.00	0.00	3.42	0.00	0%	13.17	2.00	15%	6.25	0.00	0%	1.00
Sunrise Terrace Care Center	1.00	0.00	0.00	2.00	1.00	0.00	2.00	0.00	0%	3.83	5.00	131%	1.33	1.00	75%	2.00
Sunset Knoll	1.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0%	2.83	5.00	177%	2.67	1.00	37%	1.00
Tabor Manor Care Center	1.00	0.00	0.00	3.00	0.00	0.00	3.00	0.00	0%	5.08	1.00	20%	3.33	1.00	30%	1.00
Thomas Rest Haven	1.00	0.00	0.00	2.50	1.00	0.00	3.00	0.00	0%	4.00	1.00	25%	2.00	0.00	0%	1.00
Thorton Manor	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0%	5.67	2.00	35%	1.00	0.00	0%	1.00
Timely Mission Nursing Home	2.00	0.00	0.00	2.67	2.00	0.00	4.58	2.00	44%	5.00	2.00	0%	2.00	0.00	0%	1.00
Tionka Care Center	0.00	0.00	0.00	1.00	0.00	0.00	3.00	0.00	0%	2.92	3.00	103%	1.00	0.00	0%	1.00
Tripplet Nursing Home	1.00	0.00	0.00	2.00	0.00	0.00	1.00	0.00	0%	4.00	0.00	0%	1.17	1.00	85%	1.00
Twilight Acres	1.00	0.00	0.00	3.00	0.00	0.00	3.92	2.00	51%	6.00	0.00	0%	1.00	0.00	0%	1.00
United Presbyterian Home	1.58	1.00	0.00	3.00	0.00	0.00	8.83	1.00	11%	8.25	1.00	12%	5.33	0.00	0%	1.00
Hegge Memorial Health Center - Valley Manor	0.00	0.00	0.00	1.00	0.00	0.00	5.83	1.00	17%	3.50	1.00	29%	3.00	0.00	0%	1.00
Valley View Village	1.00	0.00	0.00	6.92	4.00	58%	6.00	0.00	0%	5.67	6.00	106%	9.17	3.00	33%	1.00
Virginia Gay Hospital	1.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Western Homes Communities	2.00	0.00	0.00	22.50	0.00	0.00	8.42	1.00	12%	7.92	2.00	25%	16.92	1.00	6%	0.92
Greenwood Manor Care	2.00	0.00	0.00	1.00	0.00	0.00	2.00	0.00	0%	4.18	1.00	96%	1.55	1.00	65%	1.00
Longhouse-Northshire Ltd.	1.00	0.00	0.00	1.00	0.00	0.00	4.00	0.00	0%	7.67	5.00	65%	4.33	2.00	46%	1.00
Lutheran Home for the Ages Assn. - West	1.00	0.00	0.00	2.00	0.00	0.00	4.56	2.00	44%	4.67	1.00	21%	1.00	0.00	0%	2.00
River Hills in Keokuk	1.00	0.00	0.00	4.00	1.00	25%	3.00	0.00	0%	8.00	0.00	0%	3.00	0.00	0%	1.00
Linn Manor Care Center	1.00	0.00	0.00	3.00	0.00	0.00	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Sheffield Care Center	1.00	0.00	0.00	1.00	0.00	0.00	2.00	0.00	0%	6.00	0.00	0%	1.00	0.00	0%	1.00
Bishop Drumm Care Center	1.00	0.00	0.00	7.00	0.00	0.00	3.83	2.00	52%	12.25	2.00	16%	0.42	0.00	0%	1.00
Mercy Living Center - North	1.00	0.00	0.00	1.00	0.00	0.00	3.00	0.00	0%	4.25	1.00	24%	1.00	0.00	0%	1.00
Heritage of Iowa Falls	1.00	0.00	0.00	2.00	0.00	0.00	3.00	2.00	67%	5.00	1.00	20%	2.00	3.00	150%	1.00
Spurgeon Manor, Inc.	1.00	0.00	0.00	1.42	2.00	141%	0.00	0.00	0%	8.67	3.00	35%	3.75	1.00	27%	1.00
Elin Heights Care Center	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Carroll Health Center	2.00	0.00	0.00	1.00	0.00	0.00	5.00	0.00	0%	6.20	2.00	32%	2.00	0.00	0%	1.00
Pocahontas Manor Care Center	1.00	0.00	0.00	1.00	0.00	0.00	1.92	1.00	52%	3.25	4.00	123%	1.00	0.00	0%	1.00
Mercy Medical Center - Centerville	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Davis County Hospital	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00
Palo Alto County Hospital	0.00	0.00	0.00	3.00	0.00	0.00	0.00	0.00	0%	2.00	0.00	0%	5.00	0.00	0%	0.00
County View	1.00	0.00	0.00	6.75	0.00	0.00	6.00	0.00	0%	10.00	0.00	0%	7.00	0.00	0%	1.00
Ruthven Community Care Center	1.00	0.00	0.00	1.50	0.00	0.00	1.00	0.00	0%	3.58	5.00	140%	2.00	0.00	0%	1.17
Abby of Lenars	1.00	0.00	0.00	2.00	0.00	0.00	2.00	0.00	0%	2.92	0.00	0%	1.00	0.00	0%	1.00
Humbolt County Memorial Hospital	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.00
Villa Del Sol	1.00	0.00	0.00	3.00	0.00	0.00	3.50	3.00	86%	5.50	1.00	18%	1.50	0.00	0%	1.00
Arbor Court	1.00	0.00	0.00	2.00	0.00	0.00	2.00	0.00	0%	3.00	0.00	0%	5.08	1.00	20%	1.00
Wellington Place	1.00	0.00	0.00	1.00	0.00	0.00	3.00	0.00	0%	6.00	1.00	17%	1.00	0.00	0%	1.00
Griffin Nursing Center	1.08	0.00	0.00	3.67	0.00	0.00	4.25	2.00	47%	6.42	2.00	31%	2.42	1.00	41%	1.00
Manor of Lake City	0.75	0.00	0.00	3.00	0.00	0.00	5.00	0.00	0%	6.00	4.00	67%	2.00	0.00	0%	1.00
Orange City Area Health System	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Washington County Hospital	1.00	0.00	0.00	1.00	0.00	0.00	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Mt. Ayr Health Care Facility	1.00	0.00	0.00	1.00	0.00	0.00	3.00	1.00	33%	3.33	1.00	30%	3.92	1.00	26%	1.00
New Hampton Care Center	1.00	0.00	0.00	1.00	0.00	0.00	2.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00
Fellowship Village	1.00	0.00	0.00	1.00	0.00	0.00	3.00	1.00	33%	4.75	2.00	42%	2.00	0.00	0%	1.00
Willow Gardens Care Center	1.08	0.00	0.00	3.67	8.00	218%	1.50	0.00	0%	8.42	10.00	67%	2.00	0.00	0%	1.00
Nelson Manor	1.00	0.00	0.00	1.00	0.00	0.00	2.17	2.00	92%	1.83	0.00	0%	2.00	0.00	0%	1.00
Risen Son Christian Village	1.00	0.00	0.00	7.75	0.00	0.00	4.58	1.00	22%	9.67	1.00	10%	6.08	3.00	45%	1.00
Grandview Heights	1.00	0.00	0.00	5.00	0.00	0.00	2.67	1.00	37%	6.33	1.00	16%	2.75	1.00	36%	1.00
Liebe Care Center	1.00	0.00	0.00	1.00	0.00	0.00	4.92	1.00	20%	3.75	0.00	0%	0.00	0.00	0%	1.00
Mercy Hospital of Franciscan Sisters	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00
Stanton Health Care	1.00	0.00	0.00	2.00	1.00	50%	4.00	1.00	25%	5.00	0.00	0%	1.00	0.00	0%	1.00
Heartland Care Center	1.00	0.00	0.00	1.00	0.00	0.00	2.00	0.00	0%	7.17	3.00	42%	1.00	0.00	0%	1.00
Westview Acres Care Center	1.00	1.00	100%	1.00	0.00	0.00	1.00	0.00	0%	2.25	2.00	89%	1.75	1.00	57%	1.00

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			Business Office			Housekeeping			Housekeeping			Maintenance			DNON
	Average for The Year	Total Terminations	Terminations The Year	Average for The Year	Office Terminations	Office Terminations	Average for The Year	Terminations The Year	Terminations The Year	Average for The Year	Terminations The Year	Terminations The Year	Average for The Year	Terminations The Year	Average for The Year	Terminations The Year	Maintenance The Year	Average for The Year	
Asse Hangen Homes	1.00	0.00	0%	5.25	0.00	0.00	0%	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00	16%	1.00	1.00	
Heritage House	1.00	0.00	0%	1.00	0.00	0.00	0%	0.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	2.00	1.00	
Colonial Manor of Columbus County	1.00	0.00	0%	1.00	0.00	0.00	0%	1.67	1.00	60%	2.33	0.00	0%	2.00	0.00	0%	0%	1.00	
Howard Residential Care Facility	1.00	1.00	100%	1.67	0.00	0.00	0%	5.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	0%	1.00	
Greenleaf	1.00	1.00	100%	2.00	1.00	50%	0%	2.00	1.00	50%	3.50	1.00	114%	4.00	1.00	230%	1.00	1.00	
Golden Age Care Center	1.00	2.00	200%	1.00	0.00	0%	0%	2.92	5.00	171%	4.33	5.00	115%	2.17	5.00	100%	1.00	1.00	
Hubbard Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	1.00	0.00	0%	4.83	2.00	41%	1.25	1.00	80%	1.00	1.00	
Millpond Retirement Community	1.00	0.00	0%	4.00	0.00	0%	0%	4.50	0.00	0%	5.00	2.00	40%	6.00	0.00	0%	1.00	1.00	
Midlands Living Center	1.00	0.00	0%	3.08	0.00	0%	0%	4.00	1.00	25%	6.08	2.00	33%	2.50	0.00	0%	1.00	1.00	
Lexington Square	1.00	0.00	0%	6.92	0.00	0%	0%	5.08	1.00	20%	9.00	1.00	104%	1.00	0.00	0%	1.00	1.00	
The Ambassador, Sidney	1.00	1.00	100%	1.00	0.00	0%	0%	2.00	0.00	0%	1.92	2.00	104%	1.00	0.00	0%	1.00	1.00	
Windmill Manor	1.75	1.00	57%	5.75	4.00	70%	0%	3.50	2.00	57%	9.08	14.00	154%	2.42	2.00	83%	1.00	1.00	
Presbyterian Homes Highland Ridge Care Center	1.00	1.00	100%	0.00	0.00	0%	0%	2.00	0.00	0%	3.00	0.00	0%	4.00	0.00	0%	1.00	1.00	
The Continental Care Center at Seymour, Inc.	1.00	0.00	0%	0.00	0.00	0%	0%	2.00	0.00	0%	2.00	2.00	100%	1.00	0.00	0%	1.00	1.00	
ACC Enterprises	1.00	1.00	100%	2.00	0.00	0%	0%	0.00	0.00	0%	3.08	1.00	65%	1.00	1.00	100%	1.00	1.00	
Adel Assisted Living and Nursing	1.00	0.00	0%	0.88	1.00	114%	0%	1.13	1.00	88%	4.50	1.00	22%	0.75	1.00	133%	1.00	1.00	
Davis Center - Optimae Life Services	1.00	0.00	0%	2.00	0.00	0%	0%	2.92	1.00	34%	2.00	0.00	0%	1.00	0.00	0%	2.75	2.00	
Colonial Manor of Elma	1.00	0.00	0%	2.00	0.00	0%	0%	0.00	0.00	0%	6.00	0.00	0%	2.75	2.00	73%	2.00	2.00	
Manor House Care Center	1.00	0.00	0%	0.50	0.00	0%	0%	2.00	0.00	0%	4.67	1.00	21%	1.00	0.00	0%	1.00	1.00	
Rolling Green Village	1.00	0.00	0%	1.92	1.00	52%	0%	2.75	1.00	36%	4.75	2.00	42%	2.00	0.00	0%	1.00	1.00	
Southfield Wellness Community	1.00	0.00	0%	2.17	1.00	46%	0%	2.00	0.00	0%	5.01	1.00	20%	0.83	1.00	120%	1.00	1.00	
Rehabilitation Center of Allison	1.00	0.00	0%	2.00	1.00	50%	0%	1.00	0.00	0%	4.00	2.17	25%	1.00	0.00	0%	2.17	1.00	
Valley Vue Care Center	1.00	0.00	0%	1.25	0.00	0%	0%	1.83	0.00	0%	3.25	2.00	62%	2.92	1.00	34%	1.00	1.00	
Willow Dale Wellness Village	1.00	0.00	0%	1.33	1.00	75%	0%	2.00	0.00	0%	4.42	2.00	43%	1.50	0.00	0%	1.00	1.00	
Rehabilitation Center of Belmont	1.00	0.00	0%	2.00	0.00	0%	0%	4.33	1.00	23%	4.42	0.00	0%	1.50	0.00	0%	1.00	1.00	
Bloomfield Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	3.00	0.00	0%	4.75	2.00	42%	2.00	0.00	0%	2.00	2.00	
Westview Care Center	1.00	0.00	0%	2.00	1.00	50%	0%	3.75	0.00	0%	5.00	2.00	41%	1.33	1.00	75%	1.00	1.00	
Oakwood Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	2.00	0.00	0%	3.50	1.00	29%	0.92	1.00	109%	1.00	1.00	
Dumont Wellness Center	1.00	0.00	0%	2.83	1.00	35%	0%	1.08	1.00	93%	7.08	2.00	28%	1.00	0.00	0%	1.58	1.00	
Concord Care Center	1.00	0.00	0%	1.83	0.00	0%	0%	3.00	0.00	0%	5.92	1.00	17%	1.00	0.00	0%	1.00	1.00	
Guttenberg Care Center	1.00	0.00	0%	3.75	0.00	0%	0%	2.17	1.00	46%	6.00	2.00	33%	1.00	0.00	0%	2.00	2.00	
Rehabilitation Center of Hampton	1.00	0.00	0%	2.08	1.00	48%	0%	3.25	1.00	31%	4.42	0.00	0%	1.92	1.00	52%	1.00	1.00	
Westview of Indiana	1.00	0.00	0%	1.00	0.00	0%	0%	2.42	3.00	124%	4.17	0.00	0%	1.83	1.00	55%	1.00	1.00	
Lake Mills Care Center	1.00	0.00	0%	3.00	0.00	0%	0%	4.00	0.00	0%	5.00	0.00	20%	1.00	0.00	0%	1.67	1.00	
Heritage Care and Rehab Center	1.00	0.00	0%	1.00	1.00	100%	0%	2.00	0.00	0%	4.08	1.00	25%	2.58	1.00	39%	1.00	1.00	
Hallmark Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	1.00	0.00	0%	4.00	0.00	0%	2.08	1.00	48%	1.00	1.00	
Nora Springs Care Center	1.00	0.00	0%	1.83	1.00	55%	0%	5.50	0.00	0%	6.00	0.00	0%	2.00	0.00	0%	1.00	1.00	
Grandview Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	2.83	0.00	0%	5.25	7.00	133%	1.33	0.00	0%	2.00	2.00	
Park View Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	2.00	0.00	0%	3.00	1.00	33%	1.00	0.00	0%	1.00	1.00	
Northgate Care Center	1.00	0.00	0%	2.58	0.00	0%	0%	2.67	0.00	0%	4.08	0.00	0%	1.00	0.00	0%	1.00	1.00	
Oelwein Healthcare Center	1.00	0.00	0%	3.50	1.00	29%	0%	1.92	1.00	52%	4.00	0.00	0%	2.00	0.00	0%	1.00	1.00	
Morning Sun Care Center	1.00	0.00	0%	3.50	0.00	0%	0%	3.33	1.00	30%	4.25	2.00	47%	3.00	0.00	0%	0.83	1.00	
West Village Care Center	1.00	0.00	0%	1.83	1.00	55%	0%	1.75	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	0.83	1.00	
Ennettsburg Care Center	1.00	0.00	0%	2.00	0.00	0%	0%	2.00	0.00	0%	4.83	2.00	41%	1.42	0.00	0%	1.00	1.00	
Maple Manor Village	1.00	0.00	0%	1.50	0.00	0%	0%	1.00	0.00	0%	4.00	0.00	0%	1.00	1.00	100%	0.42	1.00	
East Town Care Center	1.00	0.00	0%	4.33	3.00	69%	0%	9.92	1.00	10%	8.25	4.00	48%	8.50	2.00	24%	1.00	1.00	
Harmony House Care Center	1.00	0.00	0%	1.00	0.00	0%	0%	1.00	0.00	0%	2.25	0.00	0%	1.00	0.00	0%	1.00	1.00	
Pleasant Care Living Center	1.08	1.00	93%	1.00	0.00	0%	0%	2.33	1.00	43%	2.08	0.00	0%	1.00	0.00	0%	1.00	1.00	
Careage of Newton	1.00	0.00	0%	1.00	0.00	0%	0%	2.00	0.00	0%	1.44	1.00	69%	1.00	0.00	0%	1.00	1.00	
Boxter Healthcare Center	1.08	1.00	93%	1.00	0.00	0%	0%	0.00	0.00	0%	4.25	5.00	118%	1.08	1.00	93%	1.00	1.00	
Heritage Manor	1.00	0.00	0%	1.00	0.00	0%	0%	2.75	2.00	73%	4.08	3.00	74%	1.00	0.00	0%	1.33	1.00	
The Abington on Grand	1.00	0.00	0%	1.00	0.00	0%	0%	2.00	0.00	0%	2.33	2.00	86%	1.00	1.00	100%	1.00	1.00	
Courtyards Estates	1.00	0.00	0%	1.00	0.00	0%	0%	2.75	1.00	36%	3.00	2.00	67%	2.92	0.00	0%	1.00	1.00	
Hallmark Care Center	1.08	1.00	93%	1.00	2.00	200%	0%	1.17	1.00	85%	2.17	1.00	46%	1.00	0.00	0%	1.00	1.00	
Riverside Manor	1.00	0.00	0%	1.00	0.00	0%	0%	1.08	1.00	93%	1.33	0.00	0%	1.10	1.00	91%	1.00	1.00	
Ogden Manor	1.00	0.00	0%	1.00	0.00	0%	0%	2.50	2.00	80%	2.25	2.00	89%	1.00	0.00	0%	1.00	1.00	
Crest Haven Care Center	1.00	0.00	0%	1.00	0.00	0%	0%	2.00	0.00	0%	2.75	2.00	73%	1.25	2.00	160%	1.00	1.00	
Rock Rapids Health Center	1.00	0.00	0%	1.00	0.00	0%	0%	2.00	0.00	0%	1.75	0.00	0%	1.08	0.00	0%	1.00	1.00	
Sunny Knoll Care Center	1.00	0.00	0%	0.92	1.00	109%	0%	2.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00	1.00	
Friendship Manor Care Center	1.00	1.00	100%	0.92	1.00	109%	0%	2.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00	1.00	

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		Business Office		Laundry		Laundry		Housekeeping		Housekeeping		Maintenance		Maintenance		DON Average for The Year
	Average for The Year	Total Terminations	Administrator	Average for The Year	Office Total Terminations	Business Office	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	
Aaise-Hangen Homes	1.00	0.00	0%	5.25	0.00	0%	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00	16%	1.00			
Elmwood Care Center	1.00	2.00	200%	1.00	0.00	0%	4.42	1.00	23%	4.58	0.00	0%	2.00	0.00	0%	1.00			
Sibley Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	1.00			
New London Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	4.50	0.00	0%	1.09	1.00	92%	1.00			
State Center Nursing and Rehab	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.75	3.00	109%	1.08	1.00	93%	1.00			
Montezuma Nursing and Rehab Center	1.00	1.00	100%	1.17	0.00	0%	2.00	2.00	100%	2.50	0.00	0%	1.00	0.00	0%	1.00			
Wapello Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	4.00	0.00	0%	2.67	1.00	37%	2.00			
Oakwood Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	1.33	0.00	0%	5.08	4.00	79%	1.00	0.00	0%	1.00			
Atlantic Nursing and Rehab	1.00	0.00	0%	2.00	1.00	50%	2.58	2.00	78%	3.33	2.00	60%	2.50	1.00	40%	2.00			
Bedford Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.67	4.00	240%	0.00	0.00	0%	1.00			
Belle Plaine Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.08	0.00	0%	1.92	0.00	0%	1.00			
Centerville Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00			
Chantilly Nursing and Rehab Center	1.08	0.00	0%	2.00	0.00	0%	5.00	0.00	0%	8.83	2.00	23%	1.08	1.00	93%	2.00			
Cherokee Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	3.42	3.00	88%	1.00	0.00	0%	1.00			
Avoca Nursing and Rehab Center	1.00	1.00	100%	1.00	0.00	0%	1.00	0.00	0%	3.92	0.00	0%	2.08	1.00	48%	1.00			
Corning Nursing and Rehab Center	1.00	0.00	0%	1.08	1.00	93%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.00			
Correctionville Nursing and Rehab Center	1.00	1.00	100%	1.00	0.00	0%	2.08	0.00	0%	3.58	3.00	84%	1.08	0.00	0%	1.00			
Kingsley Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.25	0.00	0%	1.33	1.00	75%	2.75	0.00	0%	1.00			
LaPorte City Nursing and Rehab	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.33	6.00	451%	4.33	0.00	0%	1.00			
Odebolt Nursing and Rehab Center	1.00	0.00	0%	0.00	0.00	0%	1.00	0.00	0%	1.50	0.00	0%	1.00	0.00	0%	1.00			
Corydon Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.67	2.00	54%	1.17	1.00	85%	2.00			
Panora Nursing and Rehab Center	1.00	0.00	0%	2.00	0.00	0%	2.83	0.00	0%	4.00	0.00	25%	2.00	0.00	0%	1.00			
Creston Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.50	0.00	0%	3.67	2.00	54%	2.00	1.00	50%	2.00			
Crestview Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	6.00	0.00	0%	1.00	0.00	0%	2.00			
Dubuque Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.00	1.00	50%	4.08	2.00	49%	2.00	0.00	0%	2.50			
Dunlap Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.58	1.00	39%	2.83	2.00	71%	2.08	0.00	0%	1.00			
Eldora Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00			
Heritage Nursing and Rehab	2.00	0.00	0%	3.00	0.00	0%	5.42	1.00	18%	8.00	2.00	25%	3.75	1.00	27%	3.00			
Lamoni Nursing and Rehab Center	1.00	1.00	100%	1.08	1.00	93%	1.00	0.00	0%	0.00	0.00	0%	2.00	0.00	0%	1.00			
Lantern Park Nursing and Rehab Center	1.00	0.00	0%	1.58	0.00	0%	2.00	0.00	0%	4.17	1.00	24%	2.25	0.00	0%	2.00			
Lyon Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	4.58	5.00	109%	3.75	1.00	27%	1.00			
Manly Nursing and Rehab Center	1.10	1.00	91%	1.00	0.00	0%	0.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	1.00			
Southridge Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.92	1.00	26%	2.00	0.00	0%	1.08			
Mechanicsville Nursing and Rehab Center	1.00	1.00	100%	1.00	1.00	100%	1.00	1.00	100%	2.83	2.00	71%	2.00	0.00	0%	1.91			
Northern Mahaska Nursing and Rehab	1.00	0.00	0%	1.00	0.00	0%	3.33	1.00	30%	4.00	0.00	0%	1.00	0.00	0%	1.00			
Southern Hills Specialty Care	1.00	0.00	0%	1.00	0.00	0%	2.08	0.00	0%	5.17	0.00	0%	2.42	1.00	41%	1.00			
Parkview Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	3.08	1.00	32%	2.00	0.00	0%	1.00			
Reverwood Nursing and Rehab	1.50	2.00	133%	8.33	3.00	36%	6.00	0.00	0%	3.67	1.00	27%	2.92	2.25	0%	3.08			
Ridgeview Nursing and Rehab Center	1.00	1.00	100%	1.00	1.00	100%	1.58	0.00	0%	9.17	10.00	109%	3.00	0.00	0%	1.00			
Stratford Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	1.00	1.00	100%	4.92	0.00	0%	1.00	0.00	0%	1.00			
Valley View Nursing and Rehab	1.00	1.00	100%	1.00	0.00	0%	1.25	1.00	80%	1.00	1.00	100%	1.42	0.00	0%	1.00			
West Ridge Nursing and Rehab Center	1.00	0.00	0%	1.00	0.00	0%	2.67	0.00	0%	6.33	6.00	95%	1.00	0.00	0%	1.42			
Westwood Nursing and Rehab Center	1.00	0.00	0%	2.00	0.00	0%	0.00	0.00	0%	4.83	7.00	145%	3.83	0.00	0%	2.00			
Windor Nursing and Rehab Center	1.00	1.00	100%	2.00	0.00	0%	4.17	0.00	0%	4.00	0.00	0%	2.67	1.00	37%	1.10			
Fonda Nursing and Rehab	0.83	1.00	120%	1.00	0.00	0%	3.92	2.00	51%	2.92	1.00	34%	1.00	0.00	0%	1.00			
Careage of Clarion	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.92	0.00	0%	1.17	1.00	85%	1.00			
Careage of Fort Dodge	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.92	0.00	0%	1.00	0.00	0%	1.00			
Careage Hills	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.00	0.00	20%	1.00	0.00	0%	1.00			
Rofle Care Center	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00			
West Bend Care	1.00	0.00	0%	1.00	0.00	0%	0.92	2.00	217%	1.00	0.00	0%	1.00	1.00	100%	1.00			
Hillcrest Health Services	1.00	0.00	0%	0.83	1.00	120%	2.00	0.00	0%	6.92	0.00	0%	2.00	0.00	0%	1.00			
Chautauqua Home #3	2.00	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	5.17	2.00	39%	1.83	1.00	55%	1.00			
Chautauqua Home #2	1.00	0.00	0%	2.80	0.00	0%	4.00	1.00	25%	4.17	2.00	48%	1.58	1.00	63%	2.00			
Emmale Skilled Nursing and Rehab	1.00	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	4.40	1.00	23%	1.00	1.00	100%	2.00			
Eagle Point Nursing and Rehab	1.00	0.00	0%	4.00	0.00	0%	6.58	5.00	76%	8.75	2.00	23%	2.58	0.00	0%	2.00			
Regency Care Center	1.08	0.00	0%	1.25	0.00	0%	3.25	4.00	123%	14.00	207%	1.67	2.08	3.00	120%	2.00			
Genesis Senior Living Center	1.00	0.00	0%	2.92	2.00	68%	3.00	1.00	33%	4.75	1.00	21%	2.08	3.00	144%	1.83			
Karen Acres Health Care Center	1.08	1.00	93%	0.00	0.00	0%	2.00	1.00	50%	2.00	1.00	50%	1.00	0.00	0%	1.00			
Westbrook Acres	1.00	0.00	0%	1.00	0.00	0%	4.42	0.00	0%	4.42	0.00	0%	1.00	0.00	0%	1.00			

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		Housekeeping		Maintenance		DON Average for The Year			
	Average for The Year	Total Terminations	Average for The Year	Office Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations				
Asse Haugen Homes	1.00	0.00	0%	5.25	0%	6.83	3.00	44%	5.75	1.00	17%	1.00	16%	1.00
Washington	2.00	0.00	0%	1.00	100%	1.75	1.00	57%	4.33	2.00	46%	0.92	1.00	1.00
West Bridge Care and Rehab	1.00	0.00	0%	1.00	0%	3.67	1.00	27%	2.00	1.00	50%	1.00	0.00	1.00
Westridge Quality Care And Rehab	1.00	0.00	0%	2.00	150%	2.00	0.00	0%	7.42	2.00	27%	1.00	0.00	1.00
Prairie Ridge Care and Rehab	1.00	0.00	0%	2.00	0%	2.25	2.00	89%	4.83	0.00	0%	2.00	0.00	1.00
Union Park Health Services	1.00	0.00	0%	1.92	3.00	156%	3.58	140%	5.42	5.00	92%	2.00	1.00	0.92
Good Samaritan Society - Brentwood Center	1.00	0.00	0%	4.00	0%	3.92	0.00	0%	5.17	2.00	0%	2.00	0.00	1.00
Good Samaritan Society - Algona	1.00	0.00	0%	8.00	0%	5.00	0.00	0%	14.83	6.00	40%	4.00	0.00	3.00
Good Samaritan Society - Davenport	1.00	0.00	0%	16.83	0%	5.25	0.00	0%	15.58	3.00	0%	8.00	1.00	1.00
Good Samaritan Society - Esberville	1.00	0.00	0%	5.50	0%	4.00	0.00	0%	13.00	3.00	0%	3.00	0.00	1.00
Good Samaritan Society - Fontanelle	1.50	1.00	67%	2.00	0%	0.00	0.00	0%	2.00	0.00	0%	1.00	0.00	1.00
Good Samaritan Society - Forest City	1.08	0.00	0%	2.92	0%	2.00	1.00	50%	3.83	4.00	104%	2.00	0.00	1.00
Good Samaritan Society - George	1.00	1.00	100%	2.00	0%	2.08	1.00	48%	2.83	1.00	0%	1.00	0.00	1.00
Good Samaritan Society - Holstein	1.00	0.00	0%	4.00	0%	3.08	1.00	32%	3.75	2.00	53%	1.92	0.00	1.00
Good Samaritan Society - Indianola	1.00	0.00	0%	4.17	1.00	24%	6.00	0%	9.58	3.00	31%	4.00	0.00	2.00
Good Samaritan Society - Manson	1.00	0.00	0%	4.42	1.00	23%	1.00	0%	5.58	4.00	72%	2.92	1.00	1.00
Good Samaritan Society - Newell	1.00	0.00	0%	3.17	1.00	32%	3.00	0%	3.00	0.00	0%	2.00	0.00	1.00
Good Samaritan Society - Ottumwa	1.00	0.00	0%	7.25	2.00	28%	4.58	4.00	9.75	4.00	41%	5.00	0.00	1.00
Good Samaritan Society - Postville	1.00	0.00	0%	1.17	0.00	0%	2.17	1.00	5.75	1.00	17%	1.00	0.00	1.00
Good Samaritan Society - Red Oak	1.00	0.00	0%	7.17	0.00	0%	2.00	0.00	5.83	1.00	17%	2.00	0.00	1.00
Good Samaritan Society - St Ansgar	1.00	0.00	0%	1.00	0%	0.00	0.00	0%	0.00	0.00	0%	5.00	0.00	1.00
Good Samaritan Society - Van Buren	1.00	0.00	0%	1.08	1.00	93%	2.00	0%	2.92	0.00	0%	2.67	0.00	1.00
Good Samaritan Society - Villisca	1.00	0.00	0%	2.00	0%	1.00	0.00	0%	3.00	0.00	0%	1.00	0.00	1.00
Good Samaritan Society - Waukon	1.00	0.00	0%	4.33	0.00	0%	3.00	0%	4.00	0.00	0%	4.00	0.00	2.00
Good Samaritan Society - West Union	1.08	1.00	93%	2.00	0%	2.00	0.00	0%	4.58	1.00	22%	2.42	0.00	1.00
Good Samaritan Society - Hovenden of Laurens	1.00	1.00	100%	3.08	0.00	0%	0.00	0%	2.67	3.00	112%	1.00	0.00	1.00
Salem Lutheran Home	1.00	0.00	0%	5.00	0.00	0%	1.00	0%	7.83	3.00	38%	3.25	0.00	1.00
Carroll Health Center	0.33	0.00	0%	0.17	0.00	0%	0.83	0.00	0.83	0.00	0%	0.25	0.00	0.17
Villa Dei Sol	0.17	0.00	0%	0.50	0.00	0%	0.67	1.00	0.83	0.00	0%	0.00	0.00	0.17
Heritage Home of Bancroft	1.00	0.00	0%	1.00	0.00	0%	1.17	1.00	3.17	3.00	95%	1.00	0.00	1.00
Stouffville Care Center	1.00	0.00	0%	0.00	0.00	0%	2.50	1.00	1.75	1.00	57%	1.58	0.00	1.00
Milford Nursing Center	1.00	0.00	0%	1.00	0.00	0%	1.08	1.00	2.08	1.00	48%	2.00	0.00	1.00
Cresco Care Center	1.00	0.00	0%	1.00	0.00	0%	4.00	0%	4.75	2.00	42%	1.00	0.00	1.00
Hilltop Care Center	1.00	0.00	0%	3.42	1.00	29%	1.75	0.00	3.58	1.00	28%	2.00	0.00	1.00
Heritage Manor	1.00	0.00	0%	2.00	0.00	0%	3.00	0%	6.17	0.00	0%	1.00	1.00	1.00
Shenandoah Care Center	1.00	1.00	100%	1.91	1.00	52%	2.18	0.00	4.55	0.00	0%	1.82	1.00	1.00
Iowa City Care Center	1.00	3.00	300%	2.00	0.00	0%	3.92	0.00	0.00	0.00	0%	1.00	0.00	2.58
Casa De Paz	1.00	1.00	100%	2.42	0.00	0%	3.00	0%	3.00	0.00	0%	1.00	0.00	1.00
Cedar Falls Health Care Center	1.00	3.00	300%	1.83	0.00	0%	0.00	0%	0.00	0.00	0%	1.00	0.00	2.00
Osage Rehab and Healthcare Center	1.00	1.00	100%	1.00	0.00	0%	3.00	0%	2.25	2.00	89%	1.00	1.00	2.33
Lenox Care Center	1.00	0.00	0%	1.00	0.00	0%	1.50	0%	3.00	2.00	67%	1.00	1.00	2.00
Colonial Manor of Anita	1.00	1.00	100%	2.00	0.00	0%	2.75	2.00	5.25	1.00	19%	1.08	2.00	2.08
Grandview Care Center	0.83	1.00	120%	1.00	0.00	0%	2.58	1.00	2.50	2.00	80%	1.00	0.00	1.92
Pleasant Acres Care Center	1.00	1.00	100%	2.00	0.00	0%	2.75	0.00	4.25	2.00	47%	1.00	0.00	2.58
Denison Care Center	1.00	0.00	0%	1.25	0.00	0%	2.58	3.00	4.08	1.00	25%	1.00	0.00	1.08
Grundy Care Center	1.00	1.00	100%	1.25	0.00	0%	3.50	0%	3.50	0.00	0%	1.00	0.00	1.42
Blair House	1.00	0.00	0%	1.00	0.00	0%	2.75	1.00	5.00	2.00	40%	1.00	0.00	1.00
Edgewood Convalescent Home	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	5.00	0.00	0%	2.00	0.00	1.00
New Hampton Nursing and Rehab Center	1.00	0.00	0%	1.92	1.00	52%	3.50	0.00	5.25	1.00	19%	1.00	0.00	0.92
Mill Valley Care Center	1.00	1.00	100%	1.00	0.00	0%	4.25	0%	4.83	0.00	0%	1.00	0.00	1.00
Sigourney Care Center	1.00	0.00	0%	1.00	0.00	0%	2.08	-1.00	2.83	2.00	71%	1.00	1.00	1.92
Winslow House Care Center	1.00	0.00	0%	1.00	0.00	0%	1.83	2.00	2.58	5.00	194%	1.00	1.00	1.00
Darville Care Center	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	4.00	0.00	0%	1.00	0.00	1.00
Wheatland Manor	1.00	0.00	0%	3.00	0.00	0%	3.00	0.00	4.00	0.00	0%	1.83	1.00	1.00
Living Center West	1.00	0.00	0%	2.25	0.00	0%	2.33	0.00	6.75	1.00	15%	1.00	0.00	1.00
Living Center East	1.00	0.00	0%	2.25	0.00	0%	2.25	0.00	7.58	5.00	66%	2.00	0.00	1.00
Riverside Manor	1.00	0.00	0%	1.00	0.00	0%	1.50	1.00	3.00	0.00	0%	1.00	0.00	1.00
Anamosa Care Center	1.00	1.00	100%	1.00	0.00	0%	3.92	2.00	5.00	0.00	0%	2.00	0.00	1.00
Bettendorf Health Care	1.00	0.00	0%	1.50	0.00	0%	4.75	1.00	4.75	4.00	84%	1.50	0.00	0.92
Monticello Nursing and Rehab Facility	1.00	0.00	0%	1.00	0.00	0%	5.92	3.00	5.92	2.00	34%	1.42	0.00	1.00

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		Housekeeping		Housekeeping		Maintenance		DON Average for The Year
	Average for The Year	Total Terminations	Average for The Year	Office Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	Average for The Year	Total Terminations	
Aase Haugei Homes	1.00	0.00	0%	0.00	0%	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00
Elkador Care Center	1.00	1.00	100%	1.00	100%	2.00	0.00	0%	5.08	1.00	20%	1.00	0.00
Great River Care Center	1.00	0.00	0%	0.00	0%	2.83	1.00	35%	2.92	3.00	103%	1.00	0.00
Fort Madison Health Center	1.00	0.00	0%	0.00	0%	0.00	0.00	0%	10.00	6.00	60%	2.00	0.00
Monrose Health Care Center	1.00	0.00	0%	0.00	0%	0.00	0.00	0%	6.25	3.00	48%	1.00	0.00
Donnellson Health Center	1.00	0.00	0%	0.00	0%	0.00	0.00	0%	6.08	1.00	16%	1.00	0.00
Red Oak Rehab and Care Center	1.00	0.00	0%	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	2.00	0.00
Westmont Care Center	1.00	0.00	0%	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00	1.00
Embassy Rehab Care Center	1.00	2.00	200%	2.00	50%	0.00	0.00	0%	0.00	0.00	0%	1.00	0.00
MorningSide Care Center	1.00	0.00	0%	0.00	0%	5.92	2.00	34%	8.92	2.00	22%	3.00	0.00
Davenport Lutheran Home	1.00	0.00	0%	0.00	0%	3.08	0.00	0%	5.75	4.00	70%	1.00	0.00
Vinton Lutheran Home	1.00	0.00	0%	0.00	0%	3.00	2.00	67%	6.42	1.00	16%	1.00	0.00
Manor Care of Cedar Rapids	1.00	0.00	0%	0.00	37%	3.00	0.00	0%	4.00	1.00	25%	1.00	0.00
MCHS-Waterloo	1.00	1.00	100%	1.00	93%	1.83	0.00	0%	6.67	2.00	30%	1.00	0.00
MCHS-Dubuque	1.00	0.00	0%	0.00	0%	1.25	0.75	0%	6.67	2.00	30%	1.00	0.00
MCHS-WDSM	1.67	1.00	60%	4.25	47%	4.00	0.00	0%	8.67	7.00	81%	1.00	0.00
MCHS-Utica Ridge	1.00	0.00	0%	1.25	0%	2.33	5.00	215%	8.08	12.00	149%	1.00	0.00
Prigunhar Rehab and Care Center	1.00	0.00	0%	0.00	0%	1.83	1.00	55%	1.25	1.00	80%	1.00	1.00
Sutherland Care Center	1.00	0.00	0%	0.00	0%	2.83	1.00	35%	2.92	0.00	0%	1.00	0.00
Perry Health Care Center	1.00	0.00	0%	0.00	0%	0.00	0.00	0%	1.40	2.00	143%	2.00	0.00
Happy Sestia Health Care Center	1.00	0.00	0%	0.00	0%	6.00	0.00	0%	6.00	0.00	0%	3.33	1.00
Woodlands Rehab Center	1.00	1.00	100%	4.00	0%	4.67	1.00	21%	5.67	2.00	35%	3.00	0.00
Gowrie Care Center	1.00	1.00	100%	1.00	0%	1.33	1.00	75%	9.92	5.00	50%	1.00	0.00
Rosewood Manor	1.00	0.00	0%	1.42	2.00	2.58	1.00	39%	2.00	1.00	50%	1.00	0.00
Lake Park Care Center	1.00	0.00	0%	1.00	0%	1.50	2.00	133%	1.50	1.00	67%	1.00	0.00
On With Life at Ankeny	1.00	0.00	0%	2.92	1.00	0.00	0.00	0%	3.00	0.00	0%	2.00	0.00
On With Life at Glenwood	1.00	0.00	0%	1.00	0%	0.00	0.00	0%	3.00	1.00	33%	0.00	0.00
Fleur Heights Care Center	0.75	1.00	133%	4.42	4.00	4.00	0.00	0%	6.83	5.00	73%	2.92	4.00
Carlisle Care Center	0.42	0.00	0%	1.00	0%	2.75	7.00	255%	5.67	3.00	53%	2.00	0.00
Granger Nursing and Rehab Center	1.00	1.00	100%	1.00	0%	4.33	4.33	100%	5.17	3.00	58%	1.00	0.00
Norwalk Nursing and Rehab Center	1.00	1.00	100%	1.00	2.00	0%	0%	0%	2.00	2.00	100%	1.00	0.00
Polk City Nursing and Rehab	1.00	0.00	0%	1.00	0%	2.33	1.00	43%	3.00	1.00	33%	1.50	2.00
Regency Park Nursing and Rehab	1.00	0.00	0%	1.00	0%	2.25	1.00	44%	5.17	3.00	58%	2.00	0.00
Albion Nursing and Rehab	1.00	0.00	0%	4.08	2.00	7.25	0.00	0%	5.08	3.00	59%	1.08	1.00
University Park Nursing and Rehab	1.00	0.00	0%	2.00	0%	3.67	0.00	0%	6.83	2.00	29%	2.92	3.00
Fort Dodge Villa Care Center	1.00	0.00	0%	1.00	0%	4.92	0.00	0%	4.83	0.00	0%	3.00	0.00
Humbolt Care Centers	1.00	0.00	0%	1.00	0%	4.08	1.00	25%	8.00	1.00	13%	1.00	0.00
Humbolt Quality South	1.00	0.00	0%	1.00	0%	2.00	1.00	50%	2.00	0.00	0%	1.00	0.00
Winterset Care Center South	1.00	0.00	0%	1.00	0%	5.17	4.00	77%	4.00	0.00	0%	1.92	1.00
Winterset Care Center North	1.00	0.00	0%	3.00	67%	3.75	1.00	27%	4.92	2.00	41%	2.25	2.00
Michelle Village Care Center	1.00	0.00	0%	2.08	0%	5.83	0.00	0%	3.00	1.00	33%	1.00	0.00
Cresview Acres	1.00	1.00	100%	2.08	0%	4.00	4.00	69%	4.92	2.00	41%	2.00	2.00
Crestridge, Inc.	1.00	0.00	0%	1.92	0%	4.00	0.00	0%	5.17	3.00	58%	1.00	0.00
Sunnycrest Nursing Center	1.00	0.00	0%	1.00	0%	3.83	3.00	78%	4.92	9.00	183%	1.00	0.00
Grisswold Care Center	1.00	0.00	0%	1.00	0%	2.00	0.00	0%	2.75	2.00	73%	1.00	0.00
Greenfield Manor	1.00	0.00	0%	1.00	0%	2.00	0.00	0%	3.00	2.00	67%	1.00	1.00
Clearview Home	0.00	0.00	0%	1.92	0%	1.17	2.00	3.42	1.17	0.00	0%	3.42	0.00
Clearview Home	0.00	0.00	0%	3.00	33%	2.50	1.00	40%	4.00	0.00	0%	4.58	0.00
Longview Home	0.00	0.00	0%	0.00	0%	2.92	0.00	0%	4.17	1.00	24%	3.83	1.00
Rose Vista Home, Inc.	0.00	0.00	0%	0.00	0%	3.00	0.00	0%	3.42	1.00	29%	3.42	1.00
Rehabilitation Center of Des Moines	1.00	0.00	0%	3.00	0%	2.00	0.00	0%	6.75	0.00	15%	2.00	0.00
St. Mary Healthcare Rehab Center	1.00	0.00	0%	2.25	0%	3.67	0.00	0%	5.00	0.00	0%	1.75	1.00
Sunny View Care Center	1.00	0.00	0%	1.00	100%	3.00	1.00	27%	4.83	3.00	62%	1.00	0.00
Shellrock Healthcare Center	1.00	0.00	0%	1.00	0%	1.00	0.00	0%	4.83	0.00	0%	1.33	0.00
Zearing Healthcare Center	1.00	1.00	100%	1.00	0%	2.00	0.00	0%	2.92	0.00	0%	1.00	0.00
Carrington Place at Muscatine	1.00	1.00	100%	1.00	100%	0.00	0.00	0%	0.00	0.00	0%	1.75	3.00
Carrington Place at Toledo	1.00	0.00	0%	1.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Edgewater, An Active Life Community	1.00	0.00	0%	4.33	69%	1.00	0.00	0%	5.58	3.00	54%	5.75	0.00

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		Business Office		Business Office		Laundry		Housekeeping		Housekeeping		Housekeeping		Maintenance		Maintenance		DON	
	Average for The Year	Total Terminations	Average for The Year	Office Terminations	Average for The Year	Office Terminations	Average for The Year	Office Terminations	Average for The Year	Total Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations
Asse Haugen Homes	1.00	0.00	0%	5.25	0%	0.00	0%	6.83	3.00	44%	5.75	1.00	17%	6.25	1.00	16%	1.00	1.00	1.00	1.00	1.00	1.00
Pella Elder Care	1.00	0.00	0%	3.00	0%	0.00	0%	4.00	0.00	0%	3.75	0.00	0%	3.00	0.00	0%	3.00	0.00	0.00	0.00	0.00	1.00
Halcyon House	1.00	0.00	0%	3.00	0%	0.00	0%	3.75	0.00	0%	7.25	2.00	28%	3.00	0.00	0%	3.00	0.00	0.00	0.00	0.00	1.00
Heritage House	1.00	0.00	0%	8.00	0%	0.00	0%	3.00	0.00	0%	8.00	0.00	0%	5.00	0.00	0%	5.00	0.00	0.00	0.00	0.00	1.00
Wesley Acres	1.00	0.00	0%	5.00	20%	1.00	20%	4.00	0.00	0%	18.00	3.00	17%	10.00	0.00	0%	10.00	0.00	0.00	0.00	0.00	1.00
The Village	1.00	0.00	0%	7.67	26%	2.00	26%	1.00	0.00	0%	10.67	2.00	19%	3.67	1.00	27%	3.67	1.00	0.00	0.00	0.00	1.00
Park Center	1.00	0.00	0%	3.00	33%	1.00	33%	4.00	2.00	50%	9.17	0.00	0%	7.00	0.00	0%	7.00	0.00	0.00	0.00	0.00	1.00
Mapleleaf Care Center	1.00	0.00	0%	1.00	0%	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	1.33	4.00	301%	1.33	4.00	0.00	0.00	0.00	1.00
West Point Care Center	1.00	0.00	0%	3.00	0%	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0.00	0.00	0.00	1.00
Algona Manor Care Center	1.00	0.00	0%	1.00	0%	0.00	0%	2.00	0.00	0%	3.75	1.00	27%	2.00	1.00	50%	2.00	1.00	0.00	0.00	0.00	1.00
Monroe Care Center	1.00	0.00	0%	1.00	0%	0.00	0%	3.00	0.00	0%	5.75	4.00	70%	1.08	1.00	93%	1.08	1.00	0.00	0.00	0.00	2.00
Blackhawk Lifecare	1.00	0.00	0%	1.00	0%	0.00	0%	2.00	0.00	0%	4.50	3.00	67%	1.00	0.00	0%	1.00	0.00	0.00	0.00	0.00	1.00
Vista Woods Care Center	1.00	0.00	0%	1.08	93%	1.00	93%	2.00	0.00	0%	4.25	2.00	47%	2.17	1.00	46%	2.17	1.00	0.00	0.00	0.00	1.00
Hiawatha Care Center	1.00	0.00	0%	2.00	50%	1.00	50%	4.00	0.00	0%	5.17	2.00	39%	2.00	0.00	0%	2.00	0.00	0.00	0.00	0.00	2.00

Number of Providers Reporting Data: 427
 Number of Providers with Zero Percent Turnover: 427
 Minimum: 0%
 Maximum: 300%
 Average: 16%

427
 365 278 158 284 158 284 158 284 158 284 158 284 158 284 158 284 158 284 158 284 158 284 158 284
 0%
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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	DON Total Termination \$	D.O.N. for The Year	RN Total Termination \$		RN Average for The Year	Registered Nurse	LPN Average for The Year	LPN Total Termination \$	Licensed Practical Nurse	CNA Average for The Year	CNA Total Termination \$	Certified Nurse Aides		Activities		Social Services	
			Termination \$	Termination \$								Average for The Year	Termination \$	Average for The Year	Termination \$	Average for The Year	Termination \$
Aase Haugen Homes	0.00	0%	14.67	2.00	14%	10.42	0.00	0%	95.92	52.00	54%	4.08	3.00	74%	3.00	0.00	0%
Crystal Heights	0.00	0%	5.42	7.00	129%	6.17	4.00	65%	37.75	46.00	122%	2.08	1.00	48%	1.00	0.00	0%
Prine Nursing and Rehab	1.00	100%	2.42	3.00	124%	4.75	2.00	42%	17.75	30.00	169%	0.75	2.00	267%	0.33	0.00	0%
Oskaloosa Care Center	0.00	0%	6.75	7.00	104%	7.17	5.00	70%	29.58	46.00	156%	1.83	2.00	0%	1.00	0.00	0%
Touchstone Living Center	0.00	0%	13.50	15.00	111%	17.00	9.00	53%	46.00	56.00	122%	2.00	0.00	0%	3.00	100%	0%
Southside Park Health Care	0.00	0%	4.25	1.00	24%	8.42	2.00	24%	18.42	5.00	27%	1.00	0.00	0%	1.00	0.00	0%
The Village at Legacy Pointe	1.00	75%	3.75	4.00	107%	6.33	2.00	32%	27.67	30.00	108%	1.42	0.00	0%	1.00	100%	0%
All-American Care of Mascoutine	0.00	0%	2.00	0.00	0%	11.18	0.00	0%	31.64	22.00	70%	3.09	0.00	0%	2.18	0.00	0%
Northrest Living Center	0.00	0%	3.17	1.00	32%	9.75	1.00	10%	27.33	5.00	18%	2.00	1.00	50%	1.00	1.00	100%
Countryside Nursing and Rehab Center	1.00	100%	11.58	10.00	86%	12.83	11.00	86%	34.42	43.00	125%	3.00	0.00	0%	1.00	0.00	0%
River Hills Village	0.00	0%	5.50	0.00	0%	13.25	3.00	23%	44.50	12.00	27%	4.00	0.00	0%	1.00	0.00	0%
Regency Rehab and Skilled Nursing	1.00	100%	6.50	5.00	77%	11.17	1.00	9%	43.00	15.00	35%	1.50	1.00	67%	1.17	0.00	0%
Achon Care Center	0.00	0%	3.00	0.00	0%	4.67	3.00	64%	17.00	7.00	41%	1.00	0.00	0%	1.00	0.00	0%
Morse Healthcare Services dba Faith Ridge Life Center	0.00	0%	3.42	1.00	29%	4.67	5.00	107%	15.67	17.00	108%	1.58	0.00	0%	1.00	1.00	100%
Briarwood Healthcare Center	1.00	100%	6.00	1.00	17%	7.00	0.00	14%	23.00	3.00	13%	3.00	0.00	0%	0.00	0.00	0%
Oakland Manor Nursing Home	0.00	0%	5.00	1.00	20%	7.00	0.00	0%	30.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%
Akron Convalescent Care Center	0.00	0%	4.25	0.00	0%	6.25	1.00	16%	24.25	7.00	29%	2.00	0.00	0%	1.00	0.00	0%
The Alverno Health Care Facility	0.00	0%	20.00	1.00	5%	9.50	4.00	42%	81.00	30.00	37%	8.00	0.00	0%	2.00	0.00	0%
Elm Crest Retirement Community	0.00	0%	11.92	6.00	50%	15.50	8.00	52%	55.33	44.00	80%	4.92	1.00	20%	1.00	0.00	0%
Bartels Lutheran Home	0.00	0%	12.92	1.00	8%	17.92	6.00	33%	70.58	46.00	65%	6.83	2.00	29%	3.67	1.00	27%
Bethany Manor	0.00	0%	4.50	1.00	22%	9.83	6.00	61%	32.67	8.00	24%	2.00	0.00	0%	1.00	0.00	0%
Bethany Lutheran Home	2.00	92%	22.92	3.00	13%	17.08	6.00	33%	80.17	35.00	44%	4.92	1.00	20%	2.00	0.00	0%
Mercy Living Center	0.00	0%	18.25	2.00	11%	11.83	40.00	0%	26.67	5.00	19%	3.00	0.00	0%	0.00	0.00	0%
Brooklyn Community Estates	0.00	0%	1.50	1.00	67%	6.00	0.00	0%	25.50	9.00	35%	1.00	0.00	0%	1.00	0.00	0%
Buena Vista Manor	0.00	0%	4.42	1.00	23%	8.92	1.00	11%	25.50	9.00	35%	1.00	0.00	0%	1.00	0.00	0%
Burdington Care Center	0.00	0%	6.67	1.00	15%	10.50	2.00	19%	31.50	19.00	60%	2.00	0.00	0%	1.00	0.00	0%
Great River Medical Center	0.00	0%	8.83	1.00	11%	20.50	3.00	15%	71.67	15.00	21%	4.83	0.00	0%	3.58	4.00	112%
Calvin Community	1.00	100%	4.29	1.00	23%	8.17	4.00	49%	32.84	12.00	37%	10.17	0.00	0%	1.10	0.00	0%
Cedar Falls Lutheran Home	0.00	0%	26.92	10.00	37%	33.83	18.00	53%	127.67	86.00	67%	11.42	2.00	18%	3.00	0.00	0%
Clarence Nursing Home	0.00	0%	3.00	0.00	0%	4.00	2.00	50%	22.75	7.00	31%	2.00	0.00	0%	1.00	1.00	100%
Colonial Manor of Annapolis	1.00	50%	5.00	0.00	0%	8.67	2.00	23%	27.33	19.00	70%	2.00	0.00	0%	0.00	0.00	0%
Stoupe Center Community Hospital and Health Center	0.00	0%	8.25	2.00	24%	5.08	0.00	0%	54.25	17.00	31%	0.00	0.00	0%	0.00	0.00	0%
Community Care Center	0.00	0%	8.33	1.00	12%	6.83	2.00	29%	44.25	23.00	52%	2.08	1.00	48%	1.00	0.00	0%
Community Nursing Home	0.00	0%	3.25	4.00	123%	8.25	3.00	36%	24.50	11.00	45%	2.00	0.00	0%	1.00	0.00	0%
Country View Manor	0.00	0%	4.83	1.00	21%	6.67	1.00	15%	39.00	13.00	33%	3.00	0.00	0%	2.00	0.00	0%
Crestview Manor	0.00	0%	6.50	3.00	46%	5.92	2.00	34%	34.08	13.00	38%	3.00	0.00	0%	1.00	0.00	0%
Denver Sunset Home	0.00	0%	4.83	1.00	21%	7.00	1.00	14%	13.50	5.00	37%	2.00	0.00	0%	1.00	0.00	0%
DeWitt Community Hospital	0.00	0%	11.58	2.00	17%	7.00	1.00	14%	34.50	12.00	35%	2.00	0.00	0%	1.00	0.00	0%
Eastern Star Masonic Home	0.00	0%	10.92	1.00	9%	25.75	4.00	16%	57.42	2.00	3%	4.50	2.00	44%	1.00	0.00	0%
Edgewood Convalescent Home	0.00	0%	5.58	2.00	36%	8.58	4.00	47%	24.58	27.00	110%	2.00	0.00	0%	0.00	0.00	0%
English Valley Nursing Care Center	0.00	0%	4.00	0.00	0%	6.42	4.00	62%	37.42	7.00	19%	1.00	0.00	0%	1.00	0.00	0%
Emble Manor Care Center	0.00	0%	7.30	0.00	0%	10.40	3.00	29%	35.30	23.00	65%	3.70	1.00	27%	0.00	0.00	0%
Westhaven Community	1.00	50%	8.42	1.00	12%	10.75	2.00	19%	48.17	28.00	58%	4.08	1.00	25%	2.00	0.00	0%
Evans Memorial Home for the Aged	0.00	0%	6.67	3.00	45%	4.67	1.00	21%	27.00	11.00	41%	1.00	0.00	0%	0.00	0.00	0%
Evantide Lutheran Home for the Aged	0.00	0%	10.08	2.00	20%	17.83	3.00	17%	31.75	16.00	50%	4.00	0.00	0%	2.00	0.00	0%
Extra Care Center	0.00	0%	3.00	0.00	0%	9.08	0.00	0%	32.08	6.00	19%	2.00	0.00	0%	1.00	0.00	0%
Fountain Health Centers	0.00	0%	7.75	2.00	26%	7.08	5.00	71%	27.67	3.00	11%	2.00	0.00	0%	1.00	0.00	0%
Franklin General Hospital	0.00	0%	9.75	0.00	0%	19.08	8.00	42%	58.08	73.00	126%	2.00	0.00	0%	2.00	0.00	0%
Friendship Home Association	0.00	0%	3.50	2.00	57%	7.58	2.00	26%	16.92	11.00	65%	1.00	0.00	0%	0.53	0.00	0%
Friends of Faith Retirement Homes	0.00	0%	5.50	6.00	25%	20.42	5.00	24%	90.92	40.00	44%	5.00	1.00	20%	4.00	0.00	0%
Garden View Care Center	0.00	0%	8.67	3.00	35%	8.67	3.00	35%	36.42	13.00	36%	4.00	0.00	0%	2.08	1.00	48%
Friendship Home Association	0.00	0%	10.00	0.00	0%	13.25	1.00	8%	35.17	8.00	23%	2.00	0.00	0%	1.00	0.00	0%
Goldenrod Manor	0.00	0%	6.00	0.00	0%	9.00	0.00	0%	43.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%
Good Neighbor Society	0.00	0%	1.58	1.00	63%	12.75	4.00	31%	27.08	13.00	48%	2.92	3.00	103%	1.00	0.00	0%
Good Shepherd Health Center	0.00	0%	3.00	0.00	0%	8.17	0.00	0%	25.08	7.00	28%	2.00	0.00	0%	1.00	0.00	0%
Greene County Medical Center	0.00	0%	11.50	0.00	0%	13.08	1.00	8%	85.17	16.00	19%	5.83	1.00	17%	2.00	0.00	0%
Grundy County Memorial Hospital	0.00	0%	17.75	3.00	17%	23.08	5.00	22%	126.08	56.00	44%	5.08	1.00	20%	2.00	0.00	0%
	0.00	0%	6.50	0.00	0%	5.58	1.00	20%	29.17	11.00	38%	3.00	0.00	0%	1.00	0.00	0%
	0.00	0%	6.33	3.00	47%	5.58	3.00	54%	32.75	21.00	64%	3.00	0.00	0%	1.00	0.00	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

DON Total Termination	D.O.N. for The Year	RN Total Termination	RN Average for The Year	Registered Nurse	LPN Average for The Year	LPN Total Termination	Licensed Practical Nurse	CNA Average for The Year	CNA Total Termination	Certified Nurses Aide	Activities Average for The Year	Activities Total Termination	Social Services Average for The Year	Social Services Total Termination
0.00	0.00	14.67	2.00	14%	10.42	0.00	0%	93.92	32.00	54%	4.08	3.00	74%	3.00
0.00	0.00	3.50	2.00	57%	6.25	1.00	16%	16.17	17.00	105%	16.17	1.00	588%	0.58
0.00	0.00	23.75	10.00	39%	18.17	7.00	39%	120.33	39.00	32%	10.50	3.00	29%	7.50
1.00	0.00	2.83	0.00	0%	10.33	1.00	10%	37.75	11.00	29%	2.00	0.00	0%	1.00
0.00	0.00	7.00	0.00	0%	8.00	0.00	0%	53.00	9.00	17%	3.00	0.00	0%	3.00
0.00	0.00	3.83	1.00	26%	9.75	4.00	41%	41.67	10.00	24%	4.50	1.00	22%	1.00
0.00	0.00	19.92	6.00	30%	13.75	1.00	7%	55.17	33.00	60%	3.00	1.00	33%	1.00
0.00	0.00	5.58	2.00	36%	3.00	1.00	33%	23.50	10.00	43%	2.00	0.00	0%	1.00
0.00	0.00	2.75	0.00	0%	5.83	4.00	69%	22.17	21.00	95%	1.00	1.00	100%	1.00
1.00	93%	1.75	4.00	229%	9.42	5.00	53%	30.25	30.00	99%	1.00	1.00	100%	1.00
0.00	0.00	7.33	4.00	55%	7.42	0.00	0%	28.50	8.00	28%	3.00	1.00	33%	1.00
0.00	0.00	7.33	1.00	14%	7.67	0.00	0%	39.92	18.00	45%	2.00	0.00	0%	1.00
0.00	0.00	4.33	1.00	23%	2.42	0.00	0%	24.33	7.00	29%	2.00	0.00	0%	1.00
0.00	0.00	3.75	0.00	0%	3.58	3.00	84%	16.17	6.00	37%	2.00	0.00	0%	1.00
0.00	0.00	2.58	0.00	0%	9.08	2.00	22%	23.42	8.00	34%	3.00	0.00	0%	1.00
0.00	0.00	8.08	1.00	12%	6.25	1.00	16%	28.25	7.00	25%	2.00	1.00	50%	1.00
0.00	0.00	6.67	0.00	0%	4.67	1.00	21%	26.67	4.00	15%	2.00	0.00	0%	1.00
0.00	0.00	13.08	2.00	15%	11.33	0.00	0%	44.42	13.00	29%	7.67	3.00	39%	2.92
0.00	0.00	8.58	2.00	23%	7.75	3.00	39%	39.67	18.00	146%	7.08	3.00	42%	1.00
0.00	0.00	2.00	0.00	0%	6.58	2.00	30%	20.67	5.00	24%	1.92	1.00	52%	1.00
1.00	109%	8.42	3.00	36%	15.25	4.00	26%	70.33	27.00	38%	12.83	0.00	0%	2.00
0.00	0.00	5.36	1.00	75%	8.45	6.00	71%	28.36	32.00	113%	1.91	1.00	52%	0.00
0.00	0.00	10.83	1.00	9%	13.75	1.00	7%	47.33	17.00	36%	7.83	3.00	38%	3.00
0.00	0.00	6.75	1.00	15%	8.67	2.00	23%	41.00	7.00	17%	3.00	1.00	33%	1.00
0.00	0.00	4.50	0.00	0%	17.00	3.00	18%	38.80	9.00	23%	3.60	0.00	0%	1.00
0.00	0.00	2.75	1.00	36%	2.75	1.00	36%	13.58	9.00	66%	1.00	1.00	100%	1.00
0.00	0.00	14.50	9.00	62%	11.33	7.00	62%	93.08	37.00	40%	2.92	1.00	34%	1.00
0.00	0.00	5.00	1.00	20%	6.00	4.00	67%	35.00	8.00	23%	3.00	0.00	0%	2.00
0.00	0.00	3.83	2.00	52%	11.92	2.00	17%	37.00	26.00	70%	4.42	4.00	90%	1.00
0.00	0.00	4.00	0.00	0%	5.00	0.00	0%	17.67	3.00	17%	1.00	0.00	0%	1.00
0.00	0.00	8.60	2.00	23%	9.90	1.00	10%	63.70	31.00	49%	8.10	3.00	37%	2.00
0.00	0.00	5.33	3.00	56%	7.17	9.00	126%	23.33	18.00	71%	1.83	1.00	55%	0.00
0.00	0.00	0.08	0.00	0%	5.92	0.00	0%	8.00	0.00	0%	1.00	0.00	0%	0.00
0.00	0.00	2.00	0.00	0%	5.83	4.00	69%	15.50	9.00	58%	1.00	0.00	0%	1.00
0.00	0.00	3.00	0.00	0%	3.17	2.00	63%	11.92	0.00	0%	2.00	0.00	0%	0.00
0.00	0.00	5.00	0.00	0%	14.75	0.00	0%	43.50	10.00	23%	6.00	0.00	0%	4.00
1.00	85%	2.75	4.00	145%	7.08	1.00	14%	28.58	23.00	87%	1.00	0.00	0%	0.00
0.00	0.00	1.92	1.00	52%	5.42	1.00	18%	12.17	3.00	25%	2.00	0.00	0%	1.00
0.00	0.00	4.58	0.00	0%	3.67	4.00	109%	17.17	6.00	35%	1.00	0.00	0%	0.00
0.00	0.00	5.30	4.00	75%	14.00	9.00	64%	45.90	22.00	48%	4.30	3.00	70%	2.00
0.00	0.00	9.33	3.00	32%	3.33	1.00	33%	34.17	19.00	56%	3.00	1.00	0%	1.00
1.00	100%	9.83	3.00	31%	5.33	4.00	75%	28.42	15.00	53%	3.25	1.00	31%	1.00
1.00	100%	5.92	5.00	84%	9.17	11.00	120%	26.83	34.00	127%	2.00	0.00	0%	3.92
0.00	0.00	7.00	2.00	29%	13.00	5.00	38%	53.00	19.00	36%	3.00	1.00	33%	2.00
0.00	0.00	5.58	1.00	18%	3.00	0.00	0%	22.17	13.00	59%	2.08	0.00	0%	0.00
0.00	0.00	9.00	0.00	0%	5.92	1.00	17%	26.75	10.00	37%	2.00	0.00	0%	1.00
0.00	0.00	2.83	1.00	35%	8.17	2.00	24%	27.83	9.00	28%	2.00	0.00	0%	0.00
0.00	0.00	5.00	0.00	0%	6.58	5.00	76%	32.25	9.00	28%	2.00	0.00	0%	1.08
0.00	0.00	8.42	1.00	12%	4.00	0.00	0%	35.42	6.00	17%	3.67	0.00	0%	1.00
1.00	100%	8.67	9.00	104%	13.75	14.00	102%	32.42	60.00	185%	3.00	4.00	133%	1.33
0.00	0.00	2.00	0.00	0%	4.00	0.00	0%	14.58	9.00	62%	2.00	0.00	0%	0.00
0.00	0.00	8.17	3.00	37%	18.67	3.00	27%	72.08	31.00	43%	1.08	0.00	0%	5.67
1.00	100%	6.17	1.00	16%	12.67	2.00	16%	66.33	34.00	51%	3.00	0.00	0%	1.75
0.00	0.00	3.08	2.00	65%	6.00	1.00	17%	18.00	5.00	28%	1.33	0.00	0%	1.00
0.00	0.00	3.00	0.00	0%	6.75	0.00	0%	21.17	3.00	14%	2.00	0.00	0%	1.00
0.00	0.00	5.00	3.00	60%	7.00	3.00	43%	33.00	21.00	64%	2.00	0.00	0%	1.00
0.00	0.00	3.75	0.00	0%	7.58	1.00	13%	21.25	10.00	47%	6.58	5.00	76%	1.00
0.00	0.00	4.50	7.00	156%	8.42	5.00	59%	23.17	33.00	142%	1.92	0.00	0%	1.00

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	DON Total Termination \$	D.O.N. %	RN Average for The Year	RN Total Termination \$	Registered Nurse	LPN Average for The Year	LPN Total Termination \$	Licensed Practical Nurse	CNA Average for The Year	CNA Total Termination \$	Certified Nurse Aide	Activities Average for The Year	Activities Total	Social Services Average for The Year	Social Services Total
Asse Haugeon Homes	0.00	0%	14.67	2.00	14%	10.42	0.00	0%	95.92	52.00	54%	4.08	3.00	3.00	0.00
Heritage House	0.00	0%	6.50	2.00	31%	5.00	0.00	0%	40.00	10.00	25%	5.00	0.00	0.00	0.00
Colonial Manor of Columbus County	1.00	100%	4.00	0.00	0%	5.50	0.00	0%	17.17	7.00	41%	1.00	0.00	1.00	0.00
Howard Residential Care Facility	1.00	100%	7.00	0.00	0%	22.83	0.00	0%	22.83	5.00	42%	9.50	0.00	3.00	0.00
Greenleaf	1.00	100%	3.00	3.00	100%	7.00	7.00	100%	12.50	13.00	104%	4.00	2.00	1.00	1.00
Golden Age Care Center	0.00	0%	2.92	3.00	103%	11.33	6.00	53%	27.08	33.00	122%	2.17	2.00	0.92	1.00
Hubbard Care Center	0.00	0%	7.17	3.00	42%	7.42	6.00	54%	26.17	23.00	88%	8.75	1.00	1.00	0.00
Millpond Retirement Community	0.00	0%	6.83	4.00	59%	6.25	0.00	0%	30.92	28.00	91%	2.00	0.00	3.00	0.00
Midlands Living Center	0.00	0%	6.92	3.00	43%	20.75	3.00	39%	38.25	20.00	52%	2.00	0.00	2.00	0.00
Lexington Square	0.00	0%	4.33	2.00	46%	4.25	5.00	118%	23.25	9.00	39%	7.50	4.00	1.00	0.00
The Ambassador Sidney	0.00	0%	6.67	16.00	209%	10.83	7.00	75%	39.50	72.00	182%	4.92	5.00	0.00	0.00
Windmill Manor	1.00	100%	6.50	2.00	31%	1.33	3.00	75%	31.08	11.00	35%	1.00	0.00	2.00	0.00
Presbyterian Homes Highland Ridge Care Center	0.00	0%	2.00	0.00	0%	5.58	0.00	0%	17.08	20.00	117%	1.00	0.00	1.00	0.00
The Continental Care Center at Seymour, Inc.	0.00	0%	1.67	3.00	180%	10.33	6.00	58%	41.58	27.00	65%	2.00	0.00	1.00	2.00
ACC Enterprises	1.00	100%	4.25	0.00	0%	3.13	3.00	96%	18.88	12.00	64%	1.88	1.00	0.00	0.00
Adel Assisted Living and Nursing	1.00	36%	1.92	0.00	0%	3.25	3.00	92%	14.00	5.00	36%	3.00	0.00	1.00	0.00
Davis Center - Optima Life Services	1.00	50%	2.00	0.00	0%	7.08	1.00	14%	26.17	12.00	46%	2.00	0.00	2.00	0.00
Colonial Manor of Elma	0.00	0%	6.83	2.00	29%	7.50	1.00	13%	32.33	9.00	28%	2.00	0.00	1.00	0.00
Manor House Care Center	0.00	0%	7.00	1.00	14%	10.33	0.00	0%	37.83	8.00	21%	3.00	0.00	0.00	0.00
Rolling Green Village	0.00	0%	7.25	1.00	14%	6.42	0.00	0%	45.42	13.00	29%	2.42	2.00	0.83	2.00
Southfield Wellness Community	0.00	0%	3.67	0.00	0%	9.25	3.00	32%	38.67	24.00	62%	3.00	1.00	1.00	0.00
Rehabilitation Center of Allison	1.00	46%	9.50	0.00	0%	6.33	1.00	16%	38.83	13.00	33%	1.00	0.00	1.00	0.00
Valley View Care Center	0.00	0%	5.25	3.00	57%	4.33	1.00	23%	17.00	5.00	29%	2.33	1.00	0.00	0.00
Willow Dale Wellness Village	0.00	0%	8.58	5.00	58%	5.67	2.00	35%	39.75	11.00	28%	2.00	0.00	1.00	0.00
Rehabilitation Center of Belmod	0.00	0%	8.17	5.00	61%	7.67	3.00	39%	36.25	19.00	52%	3.00	0.00	1.00	0.00
Bloomfield Care Center	0.00	0%	6.42	1.00	16%	10.75	3.00	28%	32.75	14.00	43%	3.00	0.00	1.00	0.00
Westview Care Center	0.00	0%	12.33	2.00	16%	10.92	0.00	0%	41.58	13.00	31%	2.00	0.00	1.00	0.00
Oakwood Care Center	1.00	93%	4.75	4.00	84%	4.67	1.00	21%	22.42	3.00	13%	3.00	1.00	0.00	0.00
Dunmont Wellness Center	1.00	57%	6.42	2.00	31%	6.83	6.00	88%	31.58	23.00	73%	3.58	1.00	1.00	0.00
Concord Care Center	2.00	127%	7.17	1.00	14%	9.25	2.00	22%	52.50	8.00	15%	5.08	0.00	1.00	0.00
Guttenberg Care Center	0.00	0%	7.67	3.00	39%	8.75	2.00	31%	57.17	18.00	31%	1.67	1.00	0.83	1.00
Rehabilitation Center of Hampton	0.00	0%	3.08	0.00	0%	10.17	1.00	10%	48.08	21.00	44%	2.08	1.00	0.00	0.00
Westview of Indiana	0.00	0%	6.58	2.00	30%	5.75	2.00	35%	36.83	11.00	30%	2.00	0.00	0.00	0.00
Lake Mills Care Center	0.00	0%	8.58	0.00	0%	7.08	3.00	42%	48.33	14.00	29%	2.00	0.00	0.00	0.00
Heritage Care and Rehab Center	0.00	0%	3.08	1.00	32%	4.17	3.00	72%	22.50	1.00	4%	1.00	0.00	0.42	0.00
Hallmark Care Center	0.00	0%	4.17	0.00	0%	8.75	0.00	0%	25.25	8.00	32%	2.00	0.00	1.00	0.00
Nora Springs Care Center	0.00	0%	5.25	1.00	19%	14.92	4.00	27%	54.25	25.00	46%	2.58	0.00	1.00	0.00
Grandview Care Center	0.00	0%	7.42	1.00	13%	10.00	0.00	0%	42.25	15.00	36%	2.33	0.00	1.00	0.00
Park View Care Center	0.00	0%	6.92	3.00	43%	5.42	1.00	18%	33.33	9.00	27%	2.75	0.00	1.00	0.00
Northgate Care Center	0.00	0%	6.00	0.00	0%	11.08	2.00	18%	37.33	14.00	38%	2.75	1.00	1.58	0.00
Oelwein Healthcare Center	1.00	100%	5.83	0.00	0%	6.33	2.00	32%	19.33	6.00	31%	2.00	0.00	1.00	0.00
Morning Sun Care Center	1.00	100%	4.33	1.00	23%	10.17	1.00	10%	43.58	17.00	39%	3.00	0.00	0.50	1.00
West Village Care Center	1.00	120%	8.42	1.00	12%	7.17	3.00	42%	32.67	12.00	37%	2.08	0.00	0.00	0.00
Emmettsburg Care Center	0.00	0%	2.17	0.00	0%	8.92	1.00	11%	29.92	9.00	30%	3.00	0.00	1.00	0.00
Maple Manor Village	0.00	0%	3.50	0.00	0%	24.83	4.00	44%	20.33	9.00	44%	1.33	1.00	0.33	0.00
East Town Care Center	1.00	100%	7.67	3.00	64%	7.50	6.00	80%	119.42	33.00	28%	10.42	3.00	2.99	0.00
Harmony House Care Center	0.00	0%	4.67	0.00	0%	9.25	2.00	4%	17.17	10.00	58%	1.17	1.00	0.00	0.00
Plensant Care Living Center	0.00	0%	2.50	2.00	80%	3.08	2.00	65%	13.25	5.00	38%	2.00	0.00	1.00	0.00
Careage of Newton	0.00	0%	4.33	4.00	92%	9.25	11.00	119%	20.67	16.00	77%	2.00	0.00	1.00	0.00
Baxter Healthcare Center	0.00	0%	3.33	3.00	90%	6.25	2.00	32%	15.33	25.00	163%	1.42	2.00	0.00	0.00
Heritage Manor	1.00	75%	8.17	10.00	122%	7.58	3.00	40%	28.50	6.00	21%	5.00	2.00	1.00	1.00
The Abington on Grand	0.00	0%	2.00	0.00	0%	3.92	1.00	26%	12.75	7.00	55%	1.92	1.00	0.00	0.00
Countryside Estates	0.00	0%	4.92	3.00	61%	5.42	3.00	55%	17.17	9.00	52%	1.50	2.00	1.00	1.00
Hallmark Care Center	0.00	0%	3.42	5.00	146%	4.50	1.00	22%	24.75	7.00	28%	1.50	2.00	0.00	0.00
Riverside Manor	0.00	0%	2.25	4.00	178%	5.75	3.00	52%	16.17	1.00	6%	1.00	0.00	0.00	0.00
Ogden Manor	0.00	0%	3.08	3.00	97%	5.25	0.00	0%	16.08	7.00	44%	1.00	1.00	1.25	0.00
Crest Haven Care Center	1.00	100%	4.25	0.00	0%	5.75	1.00	17%	16.00	10.00	63%	1.00	0.00	0.00	0.00
Rock Rapids Health Center	0.00	0%	3.83	1.00	26%	3.83	0.00	0%	19.92	9.00	45%	1.00	0.00	0.00	0.00
Sunny Knoll Care Center	0.00	0%	4.33	7.00	162%	6.75	3.00	44%	24.58	26.00	106%	1.00	0.00	1.00	0.00
Friendship Manor Care Center	0.00	0%	4.33	7.00	162%	6.75	3.00	44%	24.58	26.00	106%	1.00	0.00	1.00	0.00

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

Provider Name	DON Total Termination s	D.O.N. %	RN		RN Total Termination s	Registered Nurse		LPN		LPN Total		CNA		CNA Total		Certified Nurses Aide	Activities Average for The Year	Activities Total Termination s	Social Services	
			Rate	Average for The Year		Rate	Average for The Year	Rate	Average for The Year	Rate	Average for The Year	Rate	Average for The Year	Average for The Year	Termination s				Termination s	
Alase Hansen Homes	0.00	0%	14.67	2.00	2.00	18%	10.42	0.00	0%	95.92	32.00	54%	4.08	3.00	74%	3.00	0.00	0%	0%	
Elmwood Care Center	0.00	0%	3.08	5.00	5.00	162%	10.42	8.00	77%	22.17	22.00	78%	2.75	1.50	36%	1.50	0.00	0%	0%	
Sibley Nursing and Rehab Center	0.00	0%	5.00	0.00	0.00	0%	4.67	1.00	21%	22.75	3.00	13%	1.00	2.00	0%	2.00	0.00	0%	0%	
New London Nursing and Rehab Center	0.00	0%	3.00	0.00	0.00	0%	4.00	0.00	0%	18.50	10.00	54%	3.00	0.00	0%	0.00	0.00	0%	0%	
State Center Nursing and Rehab	0.00	0%	4.17	4.00	4.00	96%	2.92	1.00	34%	17.75	17.00	96%	1.00	1.00	100%	1.00	1.00	100%	0%	
Montezuma Nursing and Rehab Center	0.00	0%	6.58	2.00	2.00	30%	3.75	0.00	0%	18.75	5.00	27%	1.00	0.00	0%	0.00	0.00	0%	0%	
Wapello Nursing and Rehab Center	0.00	0%	3.25	2.00	2.00	62%	4.17	1.00	24%	23.33	11.00	47%	1.00	0.00	0%	0.00	0.00	0%	0%	
Oakwood Nursing and Rehab Center	0.00	0%	3.83	2.00	2.00	52%	6.67	1.00	15%	22.75	32.00	141%	1.50	1.00	67%	1.00	0.00	0%	0%	
Aftonic Nursing and Rehab	1.00	100%	5.00	0.00	0.00	0%	7.50	1.00	13%	41.00	8.00	20%	2.00	1.00	0%	1.00	0.00	0%	0%	
Bedford Nursing and Rehab Center	0.00	0%	4.25	2.00	2.00	47%	3.67	1.00	27%	13.50	11.00	81%	1.00	0.00	0%	1.00	0.00	0%	0%	
Belle Plaine Nursing and Rehab Center	0.00	0%	5.00	0.00	0.00	0%	8.50	3.00	35%	26.00	15.00	58%	1.00	0.00	0%	1.00	0.00	0%	0%	
Centerville Nursing and Rehab Center	0.00	0%	8.42	3.00	3.00	36%	6.17	0.00	0%	25.25	15.00	59%	1.67	1.00	60%	1.00	0.00	0%	0%	
Chariton Nursing and Rehab Center	0.00	0%	3.92	2.00	2.00	51%	6.08	0.00	0%	21.67	8.00	37%	2.00	0.00	0%	2.00	0.00	0%	0%	
Cherokee Nursing and Rehab Center	0.00	0%	3.17	3.00	3.00	95%	5.25	1.00	19%	26.25	13.00	50%	2.00	0.00	0%	2.00	0.00	0%	0%	
Avoca Nursing and Rehab Center	0.00	0%	2.92	0.00	0.00	0%	4.83	0.00	0%	20.17	8.00	40%	0.00	0.00	0%	0.00	0.00	0%	0%	
Conning Nursing and Rehab Center	0.00	0%	2.75	2.00	2.00	73%	4.17	1.00	24%	21.58	9.00	42%	1.83	0.00	0%	0.00	0.00	0%	0%	
Correosville Nursing and Rehab Center	0.00	0%	4.33	0.00	0.00	0%	1.33	1.00	75%	18.17	7.00	39%	2.00	0.00	0%	2.00	0.00	0%	0%	
Kingsley Nursing and Rehab Center	0.00	0%	3.25	1.00	1.00	38%	5.25	2.00	38%	21.83	11.00	50%	3.08	2.00	65%	2.00	0.00	0%	0%	
LaPorte City Nursing and Rehab	0.00	0%	4.00	1.00	1.00	25%	2.75	1.00	36%	16.67	6.00	36%	1.42	0.00	0%	1.00	0.00	100%	0%	
Odebolt Nursing and Rehab Center	0.00	0%	4.33	0.00	0.00	0%	9.42	1.00	11%	26.50	6.00	23%	2.00	0.00	0%	2.00	0.00	0%	0%	
Corydon Nursing and Rehab Center	0.00	0%	3.00	1.00	1.00	33%	8.75	2.00	23%	25.75	7.00	27%	1.00	0.00	0%	1.00	0.00	0%	0%	
Panora Nursing and Rehab Center	1.00	100%	9.33	5.00	5.00	54%	5.17	1.00	19%	34.00	4.00	12%	1.00	1.00	100%	1.00	0.00	0%	0%	
Creston Nursing and Rehab Center	0.00	0%	8.17	7.00	7.00	86%	9.50	11.00	116%	38.08	21.00	55%	2.17	1.00	46%	1.00	0.00	0%	0%	
Crestview Nursing and Rehab Center	0.00	0%	3.00	0.00	0.00	0%	7.08	0.00	0%	19.33	10.00	52%	1.00	1.00	100%	0.00	0.00	0%	0%	
Dubuque Nursing and Rehab Center	0.00	0%	2.17	3.00	3.00	138%	3.33	0.00	0%	9.75	7.00	35%	1.00	0.00	0%	1.00	0.00	0%	0%	
Eldora Nursing and Rehab Center	0.00	0%	11.58	3.00	3.00	26%	20.92	5.00	24%	83.33	47.00	56%	4.00	2.00	100%	2.00	0.00	0%	0%	
Heritage Nursing and Rehab	0.00	0%	3.50	1.00	1.00	28%	4.75	1.00	21%	17.33	8.00	46%	1.00	1.00	100%	1.00	0.00	0%	0%	
Lamoni Nursing and Rehab Center	0.00	0%	5.50	1.00	1.00	47%	10.67	5.00	47%	42.83	39.00	91%	2.00	0.00	0%	2.00	0.00	0%	0%	
Lantern Park Nursing and Rehab Center	0.00	0%	11.33	5.00	5.00	44%	3.17	3.00	95%	29.00	12.00	41%	1.00	0.00	0%	1.00	0.00	0%	0%	
Lyon Nursing and Rehab Center	0.00	0%	2.08	2.00	2.00	96%	5.83	5.83	100%	23.50	5.00	21%	1.00	0.00	0%	0.00	0.00	0%	0%	
Manly Nursing and Rehab Center	1.00	100%	5.33	0.00	0.00	0%	10.50	1.00	10%	39.83	22.00	55%	2.00	0.00	0%	2.00	0.00	0%	0%	
Southridge Nursing and Rehab Center	4.00	200%	3.08	5.00	5.00	162%	4.08	2.00	49%	23.08	13.00	56%	1.00	1.00	100%	1.00	0.00	0%	0%	
Mechanicsville Nursing and Rehab Center	0.00	0%	8.00	7.00	7.00	88%	5.50	2.00	36%	33.33	26.00	78%	2.00	0.00	0%	2.00	0.00	0%	0%	
Northern Mahaska Nursing and Rehab	0.00	0%	7.42	6.00	6.00	81%	9.08	8.00	88%	46.17	34.00	74%	2.00	0.00	0%	2.00	0.00	0%	0%	
Southern Hills Specialty Care	0.00	0%	3.00	0.00	0.00	0%	7.00	0.00	0%	27.83	14.00	50%	2.00	0.00	0%	2.00	0.00	0%	0%	
Partridge Nursing and Rehab Center	0.00	0%	6.00	0.00	0.00	0%	13.00	0.00	8%	30.67	10.00	33%	1.00	0.00	0%	1.00	0.00	0%	0%	
Parkview Nursing and Rehab Center	2.00	65%	14.92	6.00	6.00	40%	32.25	10.00	31%	82.42	51.00	62%	3.00	0.00	0%	3.00	0.00	0%	0%	
Ravenwood Nursing and Rehab	0.00	0%	7.33	2.00	2.00	27%	4.42	1.00	23%	25.08	9.00	36%	1.92	2.00	104%	1.00	0.00	0%	0%	
Ridgewood Nursing and Rehab Center	1.00	100%	7.75	4.00	4.00	52%	4.75	2.00	42%	29.58	19.00	64%	1.92	1.00	100%	1.00	0.00	0%	0%	
Stratford Nursing and Rehab Center	0.00	0%	7.08	1.00	1.00	14%	3.83	1.00	26%	16.25	3.00	18%	1.00	0.00	0%	1.00	0.00	0%	0%	
Valley View Nursing and Rehab	0.00	0%	3.67	5.00	5.00	136%	9.08	4.00	44%	33.33	32.00	96%	2.00	0.00	0%	2.00	0.00	0%	0%	
West Ridge Nursing and Rehab Center	0.00	0%	7.75	2.00	2.00	26%	8.08	3.00	37%	39.08	13.00	34%	1.33	0.00	0%	1.00	0.00	0%	0%	
Westwood Nursing and Rehab Center	2.00	182%	4.00	2.00	2.00	50%	14.00	2.00	14%	37.92	12.00	32%	2.00	0.00	0%	2.00	0.00	0%	0%	
Windoor Nursing and Rehab Center	0.00	0%	4.17	0.00	0.00	0%	4.00	0.00	0%	19.42	3.00	15%	1.00	0.00	0%	1.00	0.00	0%	0%	
Fordia Nursing and Rehab	1.00	55%	5.42	1.00	1.00	18%	9.58	3.00	31%	25.00	14.00	56%	1.25	0.00	0%	1.00	0.00	0%	0%	
Careage of Clarion	0.00	0%	4.58	1.00	1.00	22%	4.33	1.00	23%	17.17	8.00	47%	1.33	1.00	75%	1.00	0.00	0%	0%	
Careage of Fort Dodge	0.00	0%	4.08	4.00	4.00	98%	4.50	4.00	89%	17.75	11.00	62%	2.00	0.00	0%	2.00	0.00	0%	0%	
Rolle Care Center/Hillcrest Health Services	0.00	0%	4.25	1.00	1.00	24%	3.92	1.00	24%	12.92	4.00	31%	1.42	1.00	70%	1.00	0.00	0%	0%	
West Bend Care	0.00	0%	5.92	1.00	1.00	17%	4.08	1.00	25%	23.25	4.00	17%	2.00	0.00	0%	2.00	0.00	0%	0%	
Chautauqua Home #3	0.00	0%	8.42	2.00	2.00	24%	6.00	0.00	0%	28.58	13.00	45%	2.00	0.00	0%	2.00	0.00	0%	0%	
Chautauqua Home #2	0.00	0%	4.58	2.00	2.00	44%	5.00	0.00	0%	24.00	10.00	42%	1.00	0.00	0%	1.00	0.00	0%	0%	
Enoble Skilled Nursing and Rehab	1.00	100%	3.92	0.00	0.00	0%	4.08	2.00	49%	28.92	8.00	28%	1.00	0.00	0%	1.00	0.00	0%	0%	
Eagle Point Nursing and Rehab	0.00	0%	7.00	0.00	0.00	0%	7.80	2.00	26%	35.80	2.00	6%	3.00	0.00	0%	3.00	0.00	0%	0%	
Regency Care Center	0.00	0%	14.08	1.00	1.00	7%	16.00	4.00	25%	63.08	18.00	29%	2.33	1.00	43%	1.00	0.00	0%	0%	
Regency Care Center	0.00	0%	6.50	5.00	5.00	77%	8.33	8.00	96%	48.00	80.00	167%	5.00	6.00	200%	1.00	0.00	0%	0%	
Genesis Senior Living Center	0.00	0%	8.08	3.00	3.00	37%	6.17	2.00	32%	26.17	31.00	118%	0.83	0.00	0%	1.00	0.00	0%	0%	
Karen Acres Health Care Center	1.00	100%	2.67	3.00	3.00	112%	2.00	4.00	200%	12.00	21.00	175%	2.00	0.00	0%	2.00	0.00	0%	0%	
Westbrook Acres	0.00	0%	3.25	2.00	2.00	62%	6.83	1.00	15%	27.25	17.00	62%	1.00	1.00	100%	1.00	0.00	0%	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	D.O.N. Total Termination	RN Average for The Year	RN Total Termination	Registered Nurse	LPN Average for The Year	LPN Total Termination	Licensed Practical Nurse	CNA Average for The Year	CNA Total Termination	Certified Nurse Aide	Activities Average for The Year	Activities Total Termination	Social Services Average for The Year	Social Services Total Termination
Aase Haugen Homes	0.00	14.67	2.00	14%	10.42	0.00	0%	95.92	52.00	54%	4.08	3.00	74%	3.00
Washington	0.00	5.08	9.00	177%	4.58	3.00	66%	26.25	25.00	95%	1.00	0.00	0%	0.83
West Bridge Care and Rehab	0.00	4.50	1.00	22%	9.33	6.00	64%	27.25	15.00	55%	2.00	0.00	0%	1.00
Westridge Quality Care And Rehab	0.00	6.17	0.00	0%	10.67	0.00	0%	23.50	22.00	86%	4.92	3.00	61%	2.67
Prarie Ridge Care and Rehab	0.00	8.33	3.00	36%	6.33	0.00	0%	29.83	11.00	37%	1.00	0.00	0%	0.00
Union Park Health Services	1.00	8.00	9.00	113%	14.33	10.00	70%	30.33	39.00	129%	1.67	3.00	180%	1.00
Good Samaritan Society - Brentwood Center	0.00	7.33	1.00	14%	5.58	2.00	36%	49.75	12.00	24%	5.67	1.00	18%	1.00
Good Samaritan Society - Algona	0.00	9.00	0.00	0%	10.25	8.00	0%	72.17	2.00	3%	5.00	0.00	0%	0.00
Good Samaritan Society - Davenport	0.00	18.08	9.00	50%	9.00	8.00	78%	129.08	57.00	44%	6.08	1.00	16%	6.00
Good Samaritan Society - Estherville	0.00	7.42	4.00	54%	13.58	3.00	22%	57.17	25.00	44%	4.00	0.00	0%	0.00
Good Samaritan Society - Fontanelle	0.00	4.42	1.00	23%	5.75	1.00	17%	16.83	7.00	42%	1.00	0.00	0%	0.00
Good Samaritan Society - Forest City	0.00	6.08	0.00	0%	9.25	2.00	22%	42.42	14.00	33%	2.92	0.00	0%	1.00
Good Samaritan Society - George	0.00	10.17	2.00	20%	8.50	2.00	24%	47.75	15.00	31%	4.75	0.00	0%	0.00
Good Samaritan Society - Holstein	0.00	16.25	9.00	55%	17.00	8.00	47%	56.17	46.00	82%	5.33	2.00	38%	3.00
Good Samaritan Society - Indianola	0.00	5.67	1.00	18%	7.67	4.00	52%	25.58	6.00	23%	3.08	1.00	32%	1.00
Good Samaritan Society - Manson	0.00	5.17	1.00	19%	5.50	2.00	36%	29.83	12.00	40%	6.25	0.00	0%	1.00
Good Samaritan Society - Newell	0.00	18.67	2.00	11%	12.08	4.00	33%	90.00	40.00	44%	1.42	1.00	70%	3.00
Good Samaritan Society - Ottumwa	0.00	6.67	2.00	30%	5.75	3.17	17%	39.42	16.00	41%	3.17	1.00	32%	2.00
Good Samaritan Society - Postville	0.00	5.58	2.00	36%	10.92	2.00	18%	33.75	5.00	15%	2.83	0.00	0%	1.00
Good Samaritan Society - Red Oak	0.00	8.92	2.00	22%	5.33	0.00	0%	28.42	2.00	7%	1.92	1.00	52%	1.00
Good Samaritan Society - St Ansgar	0.00	8.67	3.00	35%	5.42	0.00	0%	31.75	18.00	57%	3.83	0.00	0%	0.00
Good Samaritan Society - Van Buren	0.00	3.25	4.00	123%	4.67	1.00	21%	23.42	5.00	21%	1.08	1.00	93%	1.00
Good Samaritan Society - Villisca	0.00	10.42	2.00	19%	8.42	1.00	12%	54.50	9.00	17%	1.00	0.00	0%	0.00
Good Samaritan Society - Waukon	0.00	7.25	2.00	28%	12.33	3.00	24%	47.33	10.00	21%	4.00	0.00	0%	1.00
Good Samaritan Society - West Union	0.00	5.42	0.00	0%	3.17	0.00	0%	19.92	4.00	20%	1.00	0.00	0%	1.00
Good Samaritan Society - Hovenden of Laurens	0.00	7.58	1.00	13%	11.33	1.00	9%	37.33	18.00	48%	2.00	0.00	0%	0.00
Salem Lutheran Home	0.00	1.50	0.00	0%	1.67	0.00	0%	10.58	3.00	28%	1.17	0.00	0%	0.33
Carroll Health Center	0.00	1.08	2.00	185%	2.00	1.00	50%	7.83	3.00	38%	0.67	0.00	0%	0.33
Villa Dei Sol	0.00	4.08	2.00	49%	5.00	0.00	0%	14.50	2.00	14%	1.00	0.00	0%	0.00
Heritage Home of Bancroft	0.00	6.00	0.00	0%	1.08	1.00	93%	12.25	8.00	65%	2.75	0.00	0%	0.00
Stoux Care Center	0.00	5.75	2.00	0%	5.08	2.00	39%	25.67	9.00	35%	1.58	1.00	63%	0.00
Millford Nursing Center	0.00	7.00	2.00	29%	10.08	3.00	30%	25.75	9.00	35%	3.00	0.00	0%	0.00
Cresco Care Center	0.00	9.67	3.00	31%	9.67	2.00	21%	43.75	37.00	85%	4.25	1.00	24%	1.00
Hilltop Care Center	0.00	4.75	3.00	63%	6.92	1.00	14%	37.17	9.00	24%	2.50	0.00	0%	0.00
Heritage Manor	0.00	4.00	5.00	125%	9.82	5.00	51%	34.09	16.00	47%	1.00	0.00	0%	1.55
Shenandoah Care Center	2.00	7.67	3.00	39%	7.50	10.00	133%	28.00	32.00	114%	1.42	1.00	70%	1.50
Iowa City Care Center	0.00	5.83	1.00	17%	5.58	5.00	90%	27.33	47.00	172%	1.60	0.00	0%	2.00
Casa De Paz	0.00	6.42	7.00	109%	9.00	2.00	22%	28.25	21.00	74%	2.50	1.00	40%	2.00
Cedar Falls Health Care Center	1.00	5.00	7.00	140%	5.50	3.00	55%	24.83	14.00	56%	1.00	0.00	0%	1.00
Osgae Rehab and Healthcare Center	0.00	3.58	2.00	56%	4.83	1.00	21%	12.00	17.00	142%	1.00	0.00	0%	0.00
Lenox Care Center	0.00	1.42	4.00	282%	4.83	7.00	145%	17.50	14.00	80%	1.08	1.00	93%	1.00
Colonial Manor of Anita	0.00	3.08	2.00	65%	3.75	4.00	107%	13.67	11.00	60%	1.00	0.00	100%	0.00
Grandview Care Center	1.00	3.50	2.00	57%	5.50	0.00	0%	31.58	21.00	80%	1.92	0.00	0%	0.00
Pleasant Acres Care Center	0.00	3.58	0.00	0%	4.42	3.00	68%	17.50	22.00	126%	1.00	0.00	0%	1.00
Denison Care Center	0.00	10.17	4.00	39%	7.33	2.00	19%	32.42	25.00	118%	1.00	0.00	0%	1.00
Grundy Care Center	0.00	8.67	3.00	69%	8.67	2.00	0%	26.00	6.00	23%	1.33	1.00	75%	0.00
Blair House	1.00	5.00	3.00	60%	20.25	3.00	15%	18.3	13.00	29%	1.83	1.00	55%	1.00
Edgewood Convalescent Home	1.00	4.50	3.00	67%	7.42	2.00	27%	31.08	27.00	87%	1.92	1.00	52%	1.00
New Hampton Nursing and Rehab Center	1.00	2.67	5.00	187%	2.42	2.00	83%	16.92	18.00	106%	1.00	0.00	100%	0.00
Mill Valley Care Center	1.00	3.92	4.00	137%	3.92	3.00	77%	20.17	34.00	169%	1.00	1.00	100%	0.00
Signourney Care Center	0.00	3.92	3.00	77%	5.67	3.00	53%	20.50	9.00	44%	1.00	0.00	0%	1.00
Winslow House Care Center	0.00	3.00	0.00	0%	3.00	0.00	0%	15.92	7.00	44%	1.92	1.00	52%	0.00
Danville Care Center	0.00	11.08	4.00	36%	8.67	4.00	46%	30.75	24.00	78%	2.08	1.00	48%	1.00
Wheatland Manor	1.00	3.25	5.00	154%	8.17	8.00	98%	24.50	32.00	131%	1.00	0.00	0%	0.00
Living Center West	0.00	3.00	1.00	33%	7.75	5.00	77%	18.83	7.00	37%	1.00	0.00	0%	0.00
Living Center East	1.00	3.17	1.00	32%	9.67	2.00	21%	27.50	21.00	76%	1.83	3.00	164%	0.00
Riverview Manor	1.00	9.33	10.00	107%	9.92	10.00	101%	42.25	20.00	47%	2.50	0.50	33%	1.50
Anamosa Care Center	0.00	6.67	0.00	0%	14.83	6.00	40%	42.25	25.00	59%	2.00	0.00	0%	1.50
Bettendorf Health Care	0.00	6.67	0.00	0%	14.83	6.00	40%	42.25	25.00	59%	2.00	0.00	0%	1.50
Mounticello Nursing and Rehab Facility	0.00	6.67	0.00	0%	14.83	6.00	40%	42.25	25.00	59%	2.00	0.00	0%	1.50

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	DON Total		RN Total		LPN Total		CNA Total		Certified		Activities		Social Services		
	Termination	Rate	Termination	Rate	Termination	Rate	Termination	Rate	Aides	Average for The Year	Termination	Rate	Average for The Year	Termination	Rate
Aase Haugen Homes	0.00	0%	2.00	14.67	0.00	10.42	95.92	0%	54%	4.08	3.00	74%	3.00	0.00	0%
Elkador Care Center	1.00	100%	4.83	6.25	3.00	4.00	27.33	75%	70%	1.00	0.00	0%	1.00	0.00	0%
Great River Care Center	0.00	0%	0.00	0.00	0.00	0.00	22.25	60%	76%	1.00	0.00	0%	1.00	0.00	0%
Fort Madison Health Center	0.00	0%	3.00	1.83	0.00	7.83	34.83	0%	46%	5.58	1.00	18%	2.00	0.00	0%
Monrose Health Care Center	0.00	0%	1.00	5.92	1.00	7.83	29.75	38%	74%	3.00	0.00	0%	0.00	0.00	0%
Donnellson Health Center	2.00	200%	3.83	3.00	1.00	5.50	16.92	36%	65%	1.50	1.00	67%	1.00	0.00	0%
Red Oak Rehab and Care Center	1.00	75%	3.00	3.00	3.00	5.42	18.17	36%	77%	1.50	1.00	67%	1.00	0.00	0%
Westmont Care Center	3.00	300%	4.50	6.25	6.00	13.75	20.75	92%	154%	1.00	1.00	100%	1.00	0.00	0%
Embassy Rehab Care Center	1.00	85%	3.17	6.25	2.00	15.83	51.75	34%	84%	3.17	1.00	32%	1.67	1.00	60%
MorningSide Care Center	0.00	0%	5.92	9.00	1.00	7.42	48.58	27%	31%	3.33	0.00	0%	2.00	0.00	0%
Davenport Lutheran Home	0.00	0%	10.42	6.33	7.00	13.75	38.25	29%	31%	2.00	1.00	45%	1.00	0.00	0%
Manor Care of Davenport	0.00	0%	15.92	19.83	6.00	19.83	46.25	18%	52%	2.00	0.00	0%	1.00	0.00	0%
Manor Care of Cedar Rapids	1.00	400%	15.67	12.83	11.00	13.92	41.25	79%	73%	1.00	0.00	0%	2.00	0.00	0%
MCHS-Waterloo	2.00	400%	15.92	12.83	6.00	13.75	35.08	87%	143%	1.67	0.00	0%	1.75	0.00	0%
MCHS-WDSM	2.00	57%	19.83	12.83	13.00	11.50	40.42	96%	111%	2.50	3.00	120%	1.50	1.00	67%
MCHS-Utrera Ridge	0.00	0%	3.83	3.00	3.00	4.33	16.50	46%	61%	1.00	0.00	0%	1.00	0.00	0%
Prigular Rehab and Care Center	0.00	0%	5.50	5.50	4.00	3.00	8.25	33%	73%	1.00	1.00	100%	1.00	0.00	0%
Sutherland Care Center	1.00	100%	4.42	4.42	2.00	4.42	12.58	48%	56%	1.00	0.00	0%	0.00	0.00	0%
Perry Health Care Center	0.00	0%	5.75	4.33	2.00	4.92	22.92	81%	52%	4.92	0.00	0%	1.00	0.00	0%
Happy-Siesta Health Care Center	0.00	0%	4.33	3.00	3.00	17.50	61.17	46%	29%	2.33	2.00	86%	2.33	2.00	86%
Woodlands Rehab Center	0.00	0%	6.33	4.08	3.00	3.33	22.58	47%	58%	1.00	0.00	0%	0.00	0.00	0%
Gowrie Care Center	1.00	100%	4.08	4.08	1.00	4.42	18.17	23%	33%	3.00	0.00	0%	0.00	0.00	0%
Rosewood Manor	0.00	0%	4.08	4.08	2.00	4.42	18.17	23%	33%	3.00	0.00	0%	0.00	0.00	0%
Lake Park Care Center	1.00	50%	15.17	9.17	4.00	26%	33.33	90%	39%	3.67	0.00	0%	7.00	0.00	0%
On With Life at Ankeny	0.00	0%	9.17	10.67	3.00	10.92	27.17	27%	48%	3.00	0.00	0%	1.00	0.00	0%
On With Life at Glenwood	5.00	143%	10.67	11.00	11.00	18.42	51.92	87%	133%	3.50	4.00	114%	1.83	1.00	55%
Fleur Heights Care Center	4.00	75%	4.42	5.92	4.00	15.25	43.75	46%	34%	4.00	1.00	100%	1.00	0.00	0%
Cardisle Care Center	1.00	100%	5.92	5.92	7.00	5.42	25.83	74%	43%	1.00	1.00	100%	1.00	0.00	0%
Granger Nursing and Rehab Center	0.00	0%	1.00	1.00	1.00	2.00	4.00	100%	75%	2.00	0.00	0%	0.25	0.00	0%
Norwalk Nursing and Rehab Center	0.00	0%	5.08	5.08	5.00	14.58	31.42	62%	80%	2.00	0.00	0%	1.00	0.00	0%
Polk City Nursing and Rehab	1.00	93%	7.33	7.33	7.00	8.83	33.92	79%	65%	2.00	0.00	0%	1.00	0.00	0%
Regency Park Nursing and Rehab	0.00	0%	6.83	6.83	4.00	6.08	28.83	16%	45%	1.00	0.00	0%	1.00	0.00	0%
Regency Park Nursing and Rehab of Carroll	0.00	0%	6.08	6.08	3.00	18.08	42.92	28%	42%	3.00	2.00	67%	1.00	0.00	0%
Altoona Nursing and Rehab	0.00	0%	9.92	9.92	1.00	14.42	50.92	97%	118%	5.17	1.00	19%	1.00	0.00	0%
University Park Nursing and Rehab	0.00	0%	11.92	11.92	7.00	7.67	49.50	65%	40%	2.00	1.00	50%	0.00	0.00	0%
Fort Dodge Villa Care Center	0.00	0%	7.17	4.00	3.00	9.75	28.75	10%	56%	2.00	0.00	0%	1.00	0.00	0%
Humbolt Care Centers	0.00	0%	4.00	4.00	8.00	3.83	18.17	104%	44%	2.00	0.00	0%	1.00	0.00	0%
Humbolt Quality South	0.00	0%	3.25	3.25	1.00	5.83	21.42	0%	33%	1.00	0.00	0%	1.00	0.00	0%
Winterset Care Center South	1.00	120%	3.58	4.00	4.00	9.83	28.33	92%	88%	3.00	0.00	0%	1.00	0.00	0%
Winterset Care Center North	0.00	0%	5.08	5.08	2.00	5.08	27.00	59%	70%	2.00	0.00	0%	0.92	1.00	109%
Mitchell Village Care Center	2.00	200%	6.67	6.67	5.00	12.33	30.75	65%	65%	2.00	0.00	0%	1.42	2.00	141%
Crestview Acres	1.00	93%	7.92	7.92	5.00	7.83	29.50	64%	75%	2.00	1.00	50%	0.08	0.00	0%
Crestridge, Inc.	0.00	0%	1.42	1.42	1.00	6.33	12.92	13%	93%	1.00	0.00	0%	1.00	0.00	0%
Sunnycrest Nursing Center	0.00	0%	4.17	4.17	1.00	7.42	28.75	13%	52%	1.00	0.00	0%	2.00	0.00	0%
Griswold Care Center	1.00	100%	4.00	4.00	0.00	6.00	20.00	33%	15%	2.00	0.00	0%	1.00	0.00	0%
Greenfield Manor	0.00	0%	5.50	5.50	3.00	9.58	17.08	0%	76%	2.00	0.00	0%	0.25	1.00	400%
Clearview Home	0.00	0%	8.50	8.50	2.00	15.83	62.25	42%	76%	3.83	0.00	0%	1.33	1.00	75%
Clearview Home	0.00	0%	3.42	3.42	1.00	9.33	21.00	19%	19%	4.83	2.00	41%	2.00	1.00	50%
Longview Home	0.00	0%	5.00	5.00	4.00	10.92	37.83	137%	32%	2.25	4.00	178%	1.00	0.00	0%
Rose Vista Home, Inc.	1.00	50%	9.08	9.08	7.00	10.58	32.83	28%	73%	1.00	0.00	0%	1.00	0.00	0%
Rehabilitation Center of Des Moines	1.00	52%	10.50	10.50	4.00	38%	47.75	32%	101%	6.50	0.00	15%	0.00	0.00	0%
St. Mary Healthcare Rehab Center	0.00	0%	2.58	2.58	1.00	4.92	18.75	41%	39%	1.00	0.00	0%	1.00	0.00	0%
Sunny View Care Center	0.00	0%	5.00	5.00	2.00	4.92	33.83	0%	38%	2.00	0.00	0%	1.00	0.00	0%
Shellock Healthcare Center	0.00	0%	2.50	2.50	3.00	13.50	34.58	52%	101%	2.75	1.00	36%	1.42	2.00	141%
Zeating Healthcare Center	1.00	100%	3.83	3.83	5.00	8.25	30.42	48%	30%	3.17	2.00	63%	1.00	0.00	0%
Carrington Place at Muscatine	1.00	100%	13.42	13.42	4.00	6.25	23.75	40%	118%	3.42	2.00	58%	1.00	0.00	0%
Carrington Place at Toledo	1.00	100%	13.42	13.42	4.00	6.25	23.75	40%	118%	3.42	2.00	58%	1.00	0.00	0%
Edgewater, An Active Life Community	1.00	100%	13.42	13.42	4.00	6.25	23.75	40%	118%	3.42	2.00	58%	1.00	0.00	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	DON Total		RN Total		Registered Nurse		LPN Average		LPN Total		Licensed Practical Nurse		CNA		Certified Nurses Aide		Activities		Social Services		
	Terminations	D.O.N.	Average for The Year	Terminations	Average for The Year	Nurses	for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Nurses	Average for The Year	Terminations	Average for The Year	Activities	Average for The Year	Terminations	Average for The Year	Terminations	Services
Aase Haugen Homes	0.00	0%	14.67	2.00	14%	10.42	0.00	0%	52.00	54%	4.08	3.00	74%	3.00	0.00	0.00	3.00	0.00	0.00	0.00	0%
Pella Elder Care	1.00	100%	5.75	2.00	35%	5.08	3.00	59%	26.83	45%	3.00	0.00	0%	0.75	0.00	0.00	0.00	0.00	0.00	1.00	133%
Haleyon House	0.00	0%	8.33	5.00	60%	3.67	0.00	0%	33.17	27%	2.58	0.00	0%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0%
Heritage House	0.00	0%	8.67	1.00	12%	10.25	1.00	10%	47.83	33%	4.67	0.00	0%	1.08	0.00	0.00	2.00	1.00	1.00	1.00	93%
Wesley Acres	0.00	0%	14.33	4.00	28%	12.17	4.00	33%	70.50	50%	5.00	0.00	0%	2.00	0.00	0.00	2.00	1.00	1.00	1.00	50%
The Village	0.00	0%	7.08	0.00	0%	8.25	4.00	48%	39.17	54%	3.83	1.00	26%	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0%
Park Center	0.00	0%	6.25	2.00	32%	7.17	1.00	14%	55.58	58%	2.00	0.00	0%	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0%
Maquoketa Care Center	0.00	0%	9.00	0.00	0%	7.00	1.00	14%	32.83	49%	3.00	1.00	33%	1.00	0.00	0.00	1.00	1.00	1.00	1.00	100%
West Point Care Center	0.00	0%	5.25	2.00	38%	7.50	2.00	27%	22.83	53%	2.00	0.00	0%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0%
Algona Manor Care Center	0.00	0%	4.08	1.00	25%	5.42	1.00	18%	33.67	21%	1.83	1.00	55%	1.00	0.00	0.00	1.00	1.00	1.00	1.00	100%
Monroe Care Center	0.00	0%	5.75	0.00	0%	6.25	1.00	16%	32.17	6%	1.00	0.00	0%	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0%
Blackhawk Lifecare	0.00	0%	4.00	1.00	25%	6.58	1.00	15%	28.00	32%	1.00	0.00	0%	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0%
Vista Woods Care Center	0.00	0%	6.83	1.00	15%	6.25	1.00	16%	56.50	55%	3.00	0.00	0%	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0%
Hiawatha Care Center	0.00	0%	11.33	4.00	35%	11.50	4.00	35%	46.42	60%	3.00	0.00	0%	2.00	0.00	0.00	2.00	0.00	0.00	0.00	0%

Number of Providers Reporting Data	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427	427
Number of Providers with Zero Percent Turnover	341	99	72	0%	5	265	333	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Minimum	400%	282%	200%	185%	588%	1250%	22%	21%	36%	53%	26%	26%	26%	26%	26%	26%	26%	26%	26%	26%	26%
Maximum	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Average	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	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	Medical Records Services			Medical Director			Dietary Service			Other Staff			Nursing Only			Nursing Terminations		
	Average for The Year	Medical Records Services	Medical Director	Average for The Year	Medical Director	Terminations	Average for The Year	Medical Director	Terminations	Average for The Year	Other Staff	Terminations	Other Staff	Terminations	Only	Terminations	Only	Terminations
Asse Haugen Homes	1.00	0.00	0%	26.67	5.00	19%	2.00	0.00	0.00	0%	184.84	67.00	36%	12201%	5400%	44%		
Crystal Heights	0.00	0.00	0%	16.67	13.00	78%	0.83	0.00	0%	83.34	76.00	91%	5034%	5700%	13%			
Prime Nursing and Rehab	0.00	0.00	0%	9.92	7.00	71%	0.00	0.00	0%	50.16	63.00	126%	2592%	3600%	139%			
Oskaloosa Care Center	1.00	0.00	0%	10.17	5.00	49%	0.00	0.00	0%	67.50	68.00	101%	4450%	5800%	130%			
Toulesstone Living Center	2.42	5.00	207%	15.42	18.00	117%	0.00	0%	115.61	122.00	106%	7750%	8000%	103%				
Scottish Rite Park Health Care	0.00	0.00	0%	6.83	6.00	88%	0.00	0%	54.00	17.00	31%	3209%	800%	25%				
The Village at Legacy Pointe	1.40	2.00	143%	18.75	9.00	48%	1.10	1.00	73.42	52.00	71%	3908%	3700%	95%				
All-American Care of Muscatine	2.00	0.00	0%	12.00	11.00	92%	0.00	0%	78.54	43.00	55%	4582%	2200%	48%				
Northwest Living Center	1.00	0.00	0%	9.67	3.00	31%	0.00	0%	87.92	18.00	20%	4125%	700%	17%				
Countryside Nursing and Rehab Center	2.00	1.00	50%	22.42	11.00	49%	3.00	0%	111.01	82.00	74%	5975%	6500%	109%				
River Hills Village	1.00	0.00	0%	11.83	8.00	68%	10.33	7.00	68%	109.66	48.00	44%	6167%	1500%	23%			
Regency Rehab and Skilled Nursing	0.00	0.00	0%	8.67	3.00	35%	0.00	0%	41.26	13.00	32%	2467%	1000%	41%				
Aflon Care Center	0.00	0.00	0%	7.00	6.00	86%	0.00	0%	43.76	30.00	69%	2476%	2300%	93%				
Morse Healthcare Services dba Faith Ridge Life Center	1.00	0.00	0%	10.00	0.00	0%	1.00	0%	63.00	7.00	11%	3700%	600%	16%				
Briarwood Healthcare Center	0.00	0.00	0%	13.00	0.00	0%	0.00	0%	70.00	1.00	1%	4300%	100%	2%				
Oakland Manor Nursing Home	1.00	0.00	0%	8.33	2.00	24%	0.00	0%	54.08	10.00	18%	3575%	800%	22%				
Akron Convalescent Care Center	4.00	0.00	0%	20.33	3.00	15%	2.00	0%	192.16	43.00	22%	11250%	3300%	31%				
The Alverno Health Care Facility	1.00	0.00	0%	19.00	15.00	79%	6.67	0%	133.09	83.00	62%	8375%	5800%	69%				
Elm Crest Retirement Community	1.92	2.00	104%	40.33	18.00	45%	20.83	4.00	19%	212.66	88.00	41%	10242%	5300%	52%			
Bairds Lutheran Home	0.00	0.00	0%	16.67	4.00	24%	2.00	0%	95.67	22.00	23%	4800%	1500%	31%				
Bethany Home	0.00	0.00	0%	26.42	11.00	42%	0.00	0%	177.44	62.00	35%	10684%	4400%	41%				
Bethany Lutheran Home	2.00	1.00	50%	37.25	12.00	32%	13.92	10.00	72%	216.51	83.00	38%	13117%	5100%	39%			
Mercy Living Center	0.00	0.00	0%	9.42	8.00	30%	0.00	0%	113.41	23.00	20%	7108%	1500%	21%				
Brooklyn Community Estates	1.00	0.00	0%	9.08	2.00	22%	0.00	0%	59.67	6.00	10%	3617%	600%	17%				
Buena Vista Manor	0.00	0.00	0%	13.25	8.00	60%	0.00	0%	63.50	17.00	27%	3984%	1100%	28%				
Burlington Care Center	0.00	0.00	0%	23.92	6.00	25%	1.00	0%	80.92	40.00	49%	4967%	2200%	44%				
Great River Medical Center	0.00	0.00	0%	30.83	13.00	42%	3.53	0.00	125.63	39.00	31%	4630%	1800%	39%				
Calvin Community	1.01	0.00	0%	61.42	33.00	54%	16.58	1.00	6%	328.09	158.00	48%	18942%	11400%	60%			
Cedar Falls Lutheran Home	0.00	0.00	0%	7.08	1.00	14%	0.00	0%	47.83	11.00	23%	3075%	900%	29%				
Clarence Nursing Home	0.00	0.00	0%	9.92	3.00	30%	5.00	0%	70.92	25.00	35%	4300%	2200%	51%				
Colonial Manor of Anama	0.00	0.00	0%	0.00	0.00	0%	5.00	0%	73.58	19.00	26%	6858%	1900%	28%				
Sioux Center Community Hospital and Health Center	0.00	0.00	0%	14.25	4.00	28%	6.17	2.00	32%	97.99	37.00	38%	6041%	2600%	43%			
Community Care Center	1.00	0.00	0%	11.58	0.00	0%	1.00	1.00	100%	67.25	21.00	31%	3700%	1800%	48%			
Community Nursing Home	0.00	0.00	0%	13.08	5.00	38%	2.00	0%	82.50	20.00	24%	5142%	1500%	29%				
Country View Manor	0.00	0.00	0%	13.00	3.00	23%	0.00	0%	72.00	24.00	33%	4750%	1800%	38%				
Crestview Manor	1.00	0.00	0%	9.67	0.00	0%	3.00	0%	48.00	6.00	13%	2133%	600%	28%				
Denver Sunset Home	1.00	0.00	0%	17.00	0.00	0%	6.67	1.00	15%	98.00	19.00	19%	5408%	1500%	28%			
DeWitt Community Hospital	1.00	0.00	0%	28.00	5.00	18%	5.00	0%	153.17	14.00	9%	9509%	700%	7%				
Eastern Star Masonic Home	1.00	0.00	0%	11.67	5.00	43%	0.00	0%	63.41	38.00	60%	3974%	3300%	83%				
Edgewood Convalescent Home	0.00	0.00	0%	9.33	3.00	32%	8.00	1.00	13%	81.17	15.00	18%	4884%	1100%	23%			
English Valley Nursing Care Center	0.00	0.00	0%	13.00	4.00	31%	0.00	0%	83.70	31.00	37%	5400%	2600%	48%				
Emoble Manor Care Center	0.00	0.00	0%	22.83	11.00	48%	1.00	0%	117.00	50.00	43%	3934%	3200%	46%				
Westhaven Community	1.00	0.00	0%	11.92	5.00	42%	0.00	0%	62.26	20.00	32%	3914%	1500%	38%				
Evans Memorial Home for the Aged	2.00	0.00	0%	16.67	9.00	54%	14.17	7.00	49%	114.42	47.00	41%	6066%	2100%	35%			
Evanston Lutheran Home for the Aged	0.00	0.00	0%	13.58	2.00	15%	0.00	0%	72.66	13.00	18%	4516%	600%	13%				
Excelsior Care Center	2.00	0.00	0%	14.58	6.00	41%	1.00	0%	75.50	17.00	23%	4350%	1000%	23%				
Faith Lutheran Home Corp	2.00	2.00	100%	21.42	24.00	112%	1.00	0%	136.67	115.00	84%	8791%	8100%	92%				
Fountain Health Centers	0.00	0.00	0%	10.46	6.00	57%	0.00	0%	45.68	29.00	63%	2900%	1500%	52%				
Franklin General Hospital	0.00	0.00	0%	27.83	7.00	25%	0.00	0%	218.83	63.00	29%	13617%	5100%	37%				
Friendship Haven	4.00	0.00	0%	17.42	14.00	80%	4.92	1.00	20%	94.92	39.00	41%	5159%	1600%	31%			
Friends of Faith Retirement Homes	1.00	0.00	0%	43.00	13.00	30%	49.83	22.00	44%	202.34	55.00	27%	5942%	900%	15%			
Garden View Care Center	0.00	0.00	0%	13.00	0.00	0%	0.00	0%	84.00	0.00	0%	5900%	0%	0%				
Glen Haven Home	0.00	0.00	0%	12.42	4.00	32%	2.83	1.00	35%	78.16	34.00	44%	4241%	1800%	42%			
Goldenrod Manor	0.00	0.00	0%	8.42	3.00	36%	0.00	0%	59.59	14.00	23%	3725%	700%	19%				
Good Neighbor Society	0.00	0.00	0%	25.17	3.00	12%	0.00	0%	170.58	23.00	13%	11075%	1700%	15%				
Good Shepherd Health Center	1.00	0.00	0%	37.17	7.00	19%	47.67	10.00	21%	298.66	89.00	30%	16791%	6400%	38%			
Greene County Medical Center	9.58	1.00	10%	25.42	5.00	20%	0.00	0%	110.84	20.00	18%	4175%	1200%	29%				
Grundy County Memorial Hospital	3.00	0.00	0%	22.92	6.00	26%	77.17	4.00	5%	194.59	44.00	23%	4566%	2700%	59%			

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

Medical Records Services Average for The Year	Medical Records Terminations	Medical Director Average for The Year	Medical Director Total Terminations	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Total Terminations	Total	Nursing Only Terminations	Nursing Only	Nursing Only Terminations	Nursing Only	Nursing Only Terminations	Nursing Only
1.00	0.00	0.00	0.00	26.67	5.00	19%	2.00	0.00	67.00	184.84	36%	12201%	5400%	44%		
0.00	0.00	0.00	0.00	17.00	7.00	41%	0.00	0.00	25.00	95.41	26%	5641%	1700%	30%		
0.00	0.00	0.00	0.00	17.08	2.00	12%	0.00	0.00	19.00	103.66	18%	6350%	1500%	24%		
0.00	0.00	0.00	0.00	14.00	6.00	43%	13.17	0.00	60.00	139.34	43%	8950%	5400%	60%		
4.00	0.00	0.00	0.00	14.17	5.00	35%	8.00	0.00	38.00	155.00	23%	10100%	2500%	25%		
2.00	0.00	0.00	0.00	17.25	1.00	6%	0.00	0.00	34.00	106.50	32%	6383%	2800%	44%		
0.00	0.00	0.00	0.00	13.00	0.00	0%	2.00	0.00	13.00	101.84	13%	6342%	1300%	20%		
3.67	1.00	27%	0.00	26.33	14.00	53%	0.00	3.00	101.00	202.66	50%	12350%	7700%	62%		
0.00	0.00	0.00	0.00	12.50	2.00	16%	0.00	0.00	10.00	53.50	19%	2950%	600%	20%		
0.00	0.00	0.00	0.00	10.58	8.00	76%	0.00	0.00	40.00	56.41	71%	3258%	2900%	89%		
0.00	0.00	0.00	0.00	14.58	7.00	48%	0.00	0.00	35.00	79.64	44%	5116%	2200%	43%		
0.00	0.00	0.00	0.00	9.17	2.00	22%	0.00	0.00	27.00	57.43	47%	4167%	2300%	55%		
0.00	0.00	0.00	0.00	9.17	16.00	174%	6.25	1.00	40.00	44.52	90%	2101%	1900%	90%		
0.00	0.00	0.00	0.00	27.42	14.00	51%	0.00	0.00	58.00	154.51	38%	9000%	3500%	39%		
0.00	0.00	0.00	0.00	21.33	4.00	19%	0.00	0.00	39.00	88.01	26%	8801%	2900%	33%		
0.00	0.00	0.00	0.00	11.92	5.00	42%	0.00	0.00	37.00	89.35	41%	6059%	2600%	56%		
2.00	0.00	0.00	0.00	39.42	19.00	48%	14.08	5.00	100.00	218.67	46%	12575%	7000%	56%		
0.00	0.00	0.00	0.00	14.75	6.00	41%	6.92	1.00	20.00	84.26	24%	4767%	1200%	25%		
2.00	0.00	0.00	0.00	20.17	15.00	74%	2.25	3.00	69.00	179.24	38%	10991%	4500%	41%		
0.00	0.00	0.00	0.00	9.25	0.00	0%	1.67	3.00	20.00	55.25	36%	3116%	1500%	48%		
0.00	0.00	0.00	0.00	11.75	2.00	17%	0.00	0.00	20.00	66.33	30%	4275%	1700%	40%		
1.00	0.00	0.00	0.00	14.00	3.00	21%	2.00	0.00	16.00	79.83	20%	4067%	1200%	30%		
0.00	0.00	0.00	0.00	9.58	2.00	21%	1.00	0.00	26.00	49.33	53%	2742%	2000%	73%		
0.00	0.00	0.00	0.00	16.17	5.00	31%	5.42	3.00	33.00	108.83	33%	6592%	2500%	38%		
1.91	1.00	52%	0.00	24.67	4.00	16%	9.00	0.00	33.00	147.91	22%	6824%	1900%	28%		
2.00	0.00	0.00	0.00	14.08	2.00	14%	0.00	0.00	11.00	92.33	12%	4425%	900%	20%		
1.50	0.00	0.00	0.00	23.58	15.00	64%	3.17	0.00	24.00	73.91	32%	5450%	2000%	37%		
0.33	0.00	0.00	0.00	9.67	4.00	41%	0.00	0.00	31.00	75.91	41%	5133%	1300%	25%		
0.00	0.00	0.00	0.00	12.92	11.00	85%	1.00	0.00	45.00	106.49	42%	5791%	2300%	40%		
0.00	0.00	0.00	0.00	12.45	6.00	48%	0.00	0.00	27.00	63.82	42%	3664%	1900%	49%		
0.00	0.00	0.00	0.00	41.67	27.00	65%	24.25	7.00	72.00	156.26	46%	5817%	2900%	50%		
0.00	0.00	0.00	0.00	8.00	0.00	0%	0.00	0.00	4.00	58.17	25%	4050%	900%	39%		
0.00	0.00	0.00	0.00	18.08	6.00	33%	0.00	0.00	25.00	52.43	8%	3209%	100%	3%		
0.00	0.00	0.00	0.00	16.83	6.00	36%	1.00	0.00	27.00	92.15	29%	6600%	1700%	26%		
0.00	0.00	0.00	0.00	12.42	4.00	32%	6.67	3.00	47.00	76.76	61%	4100%	3100%	76%		
0.00	0.00	0.00	0.00	12.75	6.00	47%	1.00	1.00	26.00	57.50	45%	3108%	1600%	51%		
0.00	0.00	0.00	0.00	14.92	5.00	34%	1.67	1.00	34.00	69.00	49%	3933%	2800%	71%		
0.00	0.00	0.00	0.00	8.00	0.00	0%	0.00	0.00	25.00	58.17	43%	4500%	2200%	54%		
0.00	0.00	0.00	0.00	18.08	6.00	33%	0.00	0.00	24.00	91.99	26%	8366%	2300%	27%		
8.00	0.00	0.00	0.00	11.33	6.00	53%	0.00	0.00	23.00	104.00	22%	3275%	1100%	34%		
0.00	0.00	0.00	0.00	9.17	2.00	22%	3.00	0.00	27.00	68.00	40%	4067%	1600%	39%		
0.00	0.00	0.00	0.00	18.50	7.00	38%	2.00	0.00	39.00	59.08	12%	3483%	500%	14%		
1.00	0.00	0.00	0.00	20.00	7.00	35%	0.00	0.00	34.00	146.50	27%	9675%	2700%	28%		
1.00	0.00	0.00	0.00	6.33	1.00	16%	2.00	0.00	24.00	64.34	37%	3967%	1900%	48%		
0.00	0.00	0.00	0.00	4.50	8.00	178%	2.00	0.00	17.00	37.13	46%	2305%	900%	39%		
0.00	0.00	0.00	0.00	18.42	4.00	22%	13.00	2.00	32.00	117.01	27%	5492%	1600%	29%		
1.00	0.00	0.00	0.00	16.08	6.00	37%	0.00	2.00	44.00	127.91	34%	8108%	3300%	41%		
0.00	0.00	0.00	0.00	7.50	1.00	13%	0.00	0.00	11.00	46.34	24%	2817%	700%	25%		
0.00	0.00	0.00	0.00	9.00	19.00	211%	0.00	0.00	89.58	110.83	81%	8025%	6300%	79%		
0.00	0.00	0.00	0.00	9.75	2.00	21%	0.00	0.00	10.00	55.41	18%	3266%	700%	21%		
0.00	0.00	0.00	0.00	12.83	7.00	55%	1.58	2.00	20.00	66.41	20%	3225%	600%	19%		
0.00	0.00	0.00	0.00	18.92	7.00	37%	0.00	0.00	16.00	77.01	31%	4217%	900%	21%		
1.00	0.00	0.00	0.00	18.83	7.00	37%	0.00	1.00	31.00	101.33	31%	6400%	2000%	31%		
0.00	0.00	0.00	0.00	16.93	9.00	53%	3.00	0.00	41.00	101.35	40%	5735%	2800%	49%		
2.42	1.00	41%	0.00	19.17	12.00	63%	1.00	0.00	42.00	85.76	49%	4584%	1900%	41%		
0.00	0.00	0.00	0.00	10.75	11.00	102%	3.00	0.00	41.00	78.08	53%	4575%	2300%	50%		
0.00	0.00	0.00	0.00	13.33	6.00	45%	2.00	0.00	41.00	126.00	33%	8209%	3000%	37%		
0.00	0.00	0.00	0.00	13.42	6.00	45%	0.00	0.00	19.00	92.75	20%	6141%	1800%	29%		
0.00	0.00	0.00	0.00	25.58	6.00	23%	2.33	0.00	38.00	134.57	28%	8066%	2700%	33%		

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

Medical Records Services	Average for The Year	Medical			Dietary			Other Staff			Nursing			Terminations Only		
		Records	Medical Services	Medical Director	Service	Average for The Year	Staff	Staff	Staff	Only	Terminations	Only				
		Total	Terminations	Terminations	Terminations	Terminations	Terminations	Terminations	Terminations	Terminations	Terminations	Terminations				
Aaso Haugen Homes	1.00	0.00	0.00	0.00	26.67	5.00	19%	2.00	0.00	0%	184.84	67.00	36%	12201%	5400%	44%
Heritage House	0.00	0.00	0.00	0.00	8.83	3.00	34%	1.00	0.00	0%	74.33	16.00	22%	5330%	1200%	22%
Colonial Manor of Columbus County	0.00	0.00	0.00	0.00	9.50	12.00	126%	1.00	0.00	0%	48.17	21.00	44%	2767%	800%	29%
Howard Residential Care Facility	0.00	0.00	0.00	0.00	8.92	7.00	78%	4.00	0.00	0%	67.92	17.00	25%	3183%	500%	16%
Greenleaf	0.00	0.00	0.00	0.00	8.50	9.00	106%	1.00	1.00	100%	67.59	45.00	95%	2350%	2400%	102%
Golden Age Care Center	0.00	0.00	0.00	0.00	9.75	5.00	51%	1.00	0.00	0%	67.59	67.00	99%	4233%	4200%	99%
Hubbard Care Center	0.00	0.00	0.00	0.00	17.67	6.00	34%	0.00	0.00	0%	79.26	40.00	50%	4176%	3000%	72%
Millpond Retirement Community	1.00	0.00	0.00	0.00	16.83	1.00	6%	0.00	0.00	0%	88.33	35.00	40%	4500%	3200%	71%
Midlands Living Center	1.00	0.00	0.00	0.00	16.33	9.00	55%	0.00	0.00	0%	95.82	36.00	38%	5783%	2400%	42%
Lexington Square	0.58	1.00	172%	0.00	7.75	11.00	142%	2.00	0.00	0%	137.84	75.00	54%	8592%	5800%	68%
The Ambassador Sidney	1.00	0.00	0.00	0.00	12.58	14.00	111%	0.00	0.00	0%	100.33	139.00	139%	5900%	9600%	163%
Windmill Manor	1.33	0.00	0.00	0.00	6.42	3.00	47%	0.00	0.00	0%	60.33	18.00	30%	3991%	1400%	35%
Presbyterian Homes Highland Ridge Care Center	0.00	0.00	0.00	0.00	8.75	5.00	57%	0.00	0.00	0%	43.41	27.00	62%	2566%	2000%	78%
The Continental Care Center at Seymour, Inc.	0.00	0.00	0.00	0.00	8.42	13.00	154%	4.67	14.00	300%	78.75	69.00	88%	5458%	3600%	66%
ACC Enterprises	0.00	0.00	0.00	0.00	10.50	5.00	48%	0.00	0.00	0%	47.90	26.00	54%	2726%	1600%	59%
Adel Assisted Living and Nursing	0.00	0.00	0.00	0.00	4.00	2.00	50%	0.00	0.00	0%	38.84	12.00	31%	2192%	900%	41%
Davis Center - Optima Life Service	0.00	0.00	0.00	0.00	10.00	3.00	20%	3.50	1.00	29%	66.50	19.00	29%	3725%	1400%	38%
Colonial Manor of Elma	0.00	0.00	0.00	0.00	11.33	3.00	26%	1.00	0.00	0%	72.16	16.00	22%	4766%	1200%	35%
Manor House Care Center	0.00	0.00	0.00	0.00	14.42	8.00	55%	6.33	2.00	32%	92.33	23.00	25%	5616%	900%	16%
Rolling Green Village	0.00	0.00	0.00	0.00	16.92	1.00	6%	4.00	0.00	0%	95.27	22.00	23%	6009%	1400%	23%
Southeast Wellness Community	0.00	0.00	0.00	0.00	12.00	1.00	8%	6.83	2.00	29%	85.59	34.00	40%	3765%	2800%	52%
Rehabilitation Center of Allison	0.00	0.00	0.00	0.00	11.83	2.00	17%	1.25	0.00	0%	80.99	19.00	23%	5566%	1400%	25%
Valley Vue Care Center	0.00	0.00	0.00	0.00	7.92	3.00	38%	0.67	0.00	0%	48.25	16.00	33%	2758%	900%	33%
Willow Dale Wellness Village	0.00	0.00	0.00	0.00	14.50	5.00	34%	5.08	0.00	0%	90.83	24.00	26%	5500%	1800%	33%
Rehabilitation Center of Belmod	0.00	0.00	0.00	0.00	12.25	6.00	49%	5.17	2.00	39%	90.01	38.00	42%	5409%	2800%	52%
Bloomfield Care Center	1.75	0.00	0.00	0.00	13.42	3.00	22%	2.17	1.00	46%	81.43	25.00	23%	5092%	1800%	35%
Westview Care Center	0.00	0.00	0.00	0.00	14.92	6.00	40%	4.33	1.00	23%	101.16	23.00	23%	6583%	1500%	23%
Oakwood Care Center	0.00	0.00	0.00	0.00	11.25	4.00	36%	0.42	0.00	0%	57.01	16.00	28%	3292%	900%	27%
Dumont Wellness Center	0.00	0.00	0.00	0.00	17.33	9.00	66%	5.25	3.00	57%	83.57	49.00	59%	4658%	3200%	69%
Concord Care Center	0.83	0.00	0.00	0.00	13.67	3.00	22%	10.67	1.00	9%	118.33	18.00	15%	7050%	1300%	18%
Guttenberg Care Center	1.00	0.00	0.00	0.00	12.17	2.00	16%	13.25	4.00	30%	117.43	34.00	29%	7459%	2300%	31%
Rehabilitation Center of Hampton	1.00	0.00	0.00	0.00	13.67	2.00	15%	13.25	4.00	30%	117.43	34.00	29%	7459%	2300%	31%
Westview of Indianapolis	1.00	0.00	0.00	0.00	13.83	2.00	14%	4.50	0.00	0%	81.91	21.00	26%	5016%	1500%	30%
Lake Mills Care Center	1.00	0.00	0.00	0.00	8.08	3.00	37%	5.42	3.00	53%	104.41	25.00	24%	6566%	1700%	26%
Heritage Care and Rehab Center	0.08	0.00	0.00	0.00	11.25	3.00	27%	3.75	3.00	80%	54.74	14.00	26%	3075%	500%	16%
Hallmark Care Center	0.00	0.00	0.00	0.00	11.25	3.00	27%	3.00	0.00	0%	66.50	12.00	18%	3917%	800%	20%
Nova Springs Care Center	1.00	0.00	0.00	0.00	15.08	5.00	33%	1.08	0.00	0%	93.57	28.00	30%	7542%	3000%	40%
Grandview Care Center	0.00	0.00	0.00	0.00	13.00	6.00	46%	4.83	2.00	41%	76.50	22.00	29%	4667%	1300%	28%
Park View Care Center	0.00	0.00	0.00	0.00	15.67	4.00	26%	2.83	2.00	71%	89.57	23.00	26%	5541%	1600%	29%
Oelwein Healthcare Center	0.00	0.00	0.00	0.00	10.42	3.00	29%	1.33	0.00	0%	60.66	15.00	25%	3249%	900%	28%
Morning Sun Care Center	1.00	0.00	0.00	0.00	13.25	5.00	38%	1.75	0.00	0%	93.66	28.00	30%	5908%	1900%	32%
West Village Care Center	1.00	0.00	0.00	0.00	13.08	4.00	31%	3.00	0.00	0%	75.83	22.00	29%	4909%	1700%	35%
Emmetsburg Care Center	1.00	0.00	0.00	0.00	15.08	4.00	27%	8.33	5.00	60%	81.67	21.00	26%	4201%	1000%	24%
Maple Manor Village	1.00	0.00	0.00	0.00	9.00	2.00	22%	0.00	0.00	0%	52.49	17.00	32%	3333%	1300%	39%
East Town Care Center	1.00	0.00	0.00	0.00	19.33	10.00	52%	41.50	5.00	12%	260.17	62.00	24%	1529%	3400%	22%
Harmony House Care Center	0.00	0.00	0.00	0.00	10.08	2.00	20%	2.58	1.00	39%	51.50	25.00	49%	3034%	2000%	66%
Pleasant Care Living Center	0.00	0.00	0.00	0.00	5.25	1.00	19%	1.00	0.00	0%	33.16	10.00	30%	1983%	900%	45%
Careage of Newton	0.00	0.00	0.00	0.00	9.50	6.00	63%	0.00	0.00	0%	54.60	40.00	73%	3525%	3100%	88%
Baxter Healthcare Center	0.00	0.00	0.00	0.00	8.00	7.00	88%	2.33	0.00	0%	45.99	48.00	104%	2591%	3200%	124%
Heritage Manor	0.00	0.00	0.00	0.00	9.17	6.00	65%	6.00	7.00	117%	70.58	34.00	48%	4558%	2000%	44%
The Abington on Grand	0.00	0.00	0.00	0.00	6.58	2.00	30%	0.00	0.00	0%	47.43	25.00	53%	2811%	1500%	53%
Countryside Estates	0.00	0.00	0.00	0.00	6.00	6.00	100%	0.00	0.00	0%	50.42	12.00	32%	2517%	800%	32%
Hallmark Care Center	0.00	0.00	0.00	0.00	8.83	5.00	57%	0.00	0.00	0%	37.76	12.00	32%	2517%	800%	32%
Riverside Manor	0.00	0.00	0.00	0.00	6.08	2.00	33%	0.00	0.00	0%	43.33	15.00	35%	2541%	1000%	39%
Ogden Manor	0.00	0.00	0.00	0.00	8.17	0.00	0%	0.00	0.00	0%	44.83	19.00	42%	2700%	1200%	44%
Crest Haven Care Center	0.00	0.00	0.00	0.00	7.58	3.00	40%	0.00	0.00	0%	43.58	13.00	30%	2858%	1000%	35%
Rock Rapids Health Center	0.00	0.00	0.00	0.00	7.17	2.00	28%	0.00	0.00	0%	43.58	13.00	30%	2858%	1000%	35%
Sunny Knoll Care Center	1.00	0.00	0.00	0.00	7.50	6.00	80%	0.00	0.00	0%	55.08	45.00	82%	3666%	3600%	98%
Friendship Manor Care Center	1.00	0.00	0.00	0.00	7.50	6.00	80%	0.00	0.00	0%	55.08	45.00	82%	3666%	3600%	98%

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 Records Services				Medical Director				Dietary Service				Other Staff				Total			
	Medical Records Services The Year	Medical Records Services Total Terminations	Medical Records Services The Year	Medical Records Services Total Terminations	Medical Director Average for The Year	Medical Director Total Terminations	Dietary Service Average for The Year	Dietary Service Total Terminations	Other Staff Average for The Year	Other Staff Total Terminations	Total Terminations The Year	Total Terminations Total	Nursing Only Terminations	Nursing Only Terminations Total	Nursing Only Terminations	Nursing Only Terminations Total				
Aase Haugen Homes	1.00	0.00	0%	0.00	1.00	0.00	0%	26.67	5.00	19%	184.84	67.00	36%	12201%	5400%	44%				
Elnwood Care Center	1.00	0.00	0%	0.00	0.00	0.00	0%	11.42	5.00	44%	80.67	50.00	62%	4267%	3500%	82%				
Sibley Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.42	1.00	11%	53.84	5.00	9%	3342%	400%	12%				
New London Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	7.00	2.00	29%	45.09	13.00	29%	2650%	1000%	38%				
State Center Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	7.75	5.00	65%	42.42	13.00	29%	2584%	2200%	83%				
Montezuma Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.42	4.00	42%	48.17	14.00	29%	3008%	700%	23%				
Wapello Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	8.75	2.00	23%	51.17	17.00	33%	3275%	1400%	43%				
Oakwood Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	8.33	2.00	24%	54.49	42.00	77%	3425%	3500%	102%				
Atlanta Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	14.67	11.00	75%	84.58	26.00	31%	5550%	900%	16%				
Bedford Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	5.00	0.00	0%	34.01	26.00	59%	2134%	1600%	75%				
Belle Plaine Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.42	2.00	21%	59.17	22.00	37%	3975%	2000%	50%				
Centerville Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	8.00	0.00	0%	56.09	16.00	29%	3742%	1500%	40%				
Chariton Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	10.58	4.00	38%	91.65	36.00	39%	6000%	2600%	43%				
Cherokee Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	7.17	3.00	42%	50.26	16.00	32%	3267%	1000%	31%				
Avoca Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	8.75	3.00	34%	55.42	22.00	40%	3567%	1700%	48%				
Corning Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	6.83	3.00	44%	42.83	12.00	28%	2892%	800%	28%				
Correctionville Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.08	3.00	33%	49.15	19.00	39%	2950%	1200%	41%				
Kingsley Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	10.17	4.00	39%	45.33	13.00	29%	2483%	800%	32%				
LaPorte City Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	7.25	3.00	41%	51.32	13.00	34%	2442%	800%	33%				
Odebolt Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	6.92	2.00	29%	38.26	13.00	34%	2442%	800%	33%				
Corydon Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	7.25	2.00	28%	61.34	12.00	20%	4225%	700%	17%				
Panora Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	11.58	10.00	86%	63.91	23.00	36%	3850%	1000%	26%				
Creston Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.25	5.00	54%	64.17	36.00	56%	4175%	2800%	67%				
Crestview Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	11.17	0.00	0%	77.17	13.00	17%	5050%	1100%	22%				
Dubuque Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	12.17	0.00	0%	83.67	44.00	53%	5825%	4000%	69%				
Dunlap Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.58	3.00	31%	50.48	17.00	34%	3041%	1000%	33%				
Eldora Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	19.83	13.00	63%	166.83	72.00	43%	11883%	5500%	46%				
Heritage Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	5.33	1.00	19%	38.99	13.00	33%	2658%	1000%	38%				
Lamoni Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	10.33	2.00	19%	85.33	48.00	56%	6100%	4500%	74%				
Lantern Park Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	12.67	2.00	16%	71.50	28.00	39%	4450%	2000%	45%				
Lyon Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.58	4.00	42%	49.09	17.83	36%	3241%	1233%	40%				
Mainly Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	10.92	2.00	18%	79.58	28.00	35%	5674%	2400%	42%				
Southern Hills Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.33	5.00	54%	52.40	37.00	71%	3215%	2400%	75%				
Mechanicsville Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	8.92	12.00	135%	70.08	48.00	68%	4783%	3500%	73%				
Northern Mahaska Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	10.42	6.00	58%	88.76	55.00	62%	6367%	4800%	75%				
Southern Hills Specialty Care	0.00	0.00	0%	0.00	0.00	0.00	0%	11.50	6.00	52%	63.41	21.00	33%	3883%	1400%	36%				
Parkridge Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	11.17	5.00	45%	78.26	18.00	23%	5192%	1100%	21%				
Parkview Nursing and Rehab Center	1.00	0.00	0%	0.00	0.00	0.00	0%	24.00	30.00	125%	193.34	116.00	60%	13267%	6900%	52%				
Ravenwood Nursing and Rehab	2.00	0.00	0%	0.00	0.00	0.00	0%	7.92	3.00	38%	58.17	19.00	33%	3783%	1200%	32%				
Ridgeview Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	9.67	3.00	31%	63.58	31.00	49%	4308%	2600%	60%				
Stratford Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	10.42	4.00	38%	46.25	12.00	26%	2816%	500%	18%				
Valley View Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	9.17	10.00	109%	70.00	81%	81%	4750%	4100%	86%				
West Ridge Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	12.25	9.00	73%	75.82	61.00	80%	4691%	4400%	94%				
Westwood Nursing and Rehab Center	0.00	0.00	0%	0.00	0.00	0.00	0%	12.92	6.00	46%	86.78	26.00	30%	5702%	1800%	32%				
Fonda Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	12.08	8.00	66%	51.51	12.00	23%	2859%	300%	10%				
Carriage of Clarion	0.00	0.00	0%	0.00	0.00	0.00	0%	9.25	4.00	43%	41.83	28.00	45%	4183%	1900%	45%				
Carriage of Fort Dodge	0.00	0.00	0%	0.00	0.00	0.00	0%	6.83	2.00	29%	45.00	14.00	31%	2708%	1000%	37%				
Carriage Hills	0.00	0.00	0%	0.00	0.00	0.00	0%	9.75	7.00	72%	48.08	27.00	56%	2733%	1900%	70%				
Ruffs Care Center	0.00	0.00	0%	0.00	0.00	0.00	0%	10.33	8.00	77%	42.84	15.00	35%	2209%	600%	27%				
West Bend Care	0.00	0.00	0%	0.00	0.00	0.00	0%	19.50	5.00	26%	61.17	15.00	25%	3425%	600%	18%				
Hillcrest Health Services	0.00	0.00	0%	0.00	0.00	0.00	0%	19.83	5.00	25%	79.58	21.00	26%	4400%	1500%	34%				
Chautauqua Home #3	1.00	0.00	0%	0.00	0.00	0.00	0%	10.25	4.00	39%	70.92	18.00	25%	3822%	1000%	26%				
Chautauqua Home #2	0.00	0.00	0%	0.00	0.00	0.00	0%	13.00	1.00	8%	81.80	7.00	9%	5260%	400%	8%				
Enable Skilled Nursing and Rehab	0.00	0.00	0%	0.00	0.00	0.00	0%	15.00	1.00	7%	143.40	36.00	25%	9516%	2400%	25%				
Eagle Point Nursing and Rehab	1.08	0.00	0%	0.00	0.00	0.00	0%	14.25	10.00	70%	98.08	129.00	132%	6483%	9300%	143%				
Regency Care Center	0.00	0.00	0%	0.00	0.00	0.00	0%	11.42	11.00	96%	54.00	78.00	85%	4225%	3600%	85%				
Genesis Senior Living Center	0.00	0.00	0%	0.00	0.00	0.00	0%	11.00	6.00	55%	38.75	39.00	101%	1767%	2900%	164%				
Karen Acres Health Care Center	1.00	0.00	0%	0.00	0.00	0.00	0%	11.00	0.00	0%	61.75	20.00	32%	3833%	2000%	52%				
Westbrook Acres	0.00	0.00	0%	0.00	0.00	0.00	0%	10.00	0.00	0%	0.00	0.00	0%	0.00	0.00	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

Medical Records Services	Medical Records Total	Medical Director	Medical Director Average for The Year	Medical Director Terminations	Medical Director Total	Dietary Service Average for The Year	Dietary Service Terminations	Dietary Service Total	Dietary Service	Other Staff Average for The Year	Other Staff Terminations	Other Staff Total	Total Terminations	Total	Nursing Only		Nursing Only Terminations	Nursing Only
															Terminations	Only		
1.00	0.00	0.00	0%	1.00	0.00	26.67	5.00	19%	184.84	2.00	0%	67.00	36%	12201%	5400%	44%		
0.00	0.00	0.00	0%	0.00	0.00	12.42	9.00	72%	38.00	1.00	0%	38.00	61%	3716%	2600%	70%		
1.00	0.00	0.00	0%	0.00	0.00	9.50	7.00	74%	56.42	0.00	0%	32.00	57%	3617%	2100%	58%		
0.00	0.00	0.00	0%	0.00	0.00	14.67	5.00	34%	88.00	0.00	0%	28.00	32%	5100%	1600%	31%		
0.00	0.00	0.00	0%	0.00	0.00	8.17	2.00	24%	54.08	0.00	0%	16.00	30%	3466%	1100%	32%		
0.00	0.00	0.00	0%	0.00	0.00	12.25	4.00	33%	69.83	0.00	0%	34.00	49%	4450%	2800%	63%		
0.00	0.00	0.00	0%	0.00	0.00	6.00	1.00	17%	44.08	7.67	3%	21.00	48%	2441%	1700%	70%		
0.00	0.00	0.00	0%	0.00	0.00	5.67	4.00	71%	53.26	14.42	6%	35.00	66%	2767%	1900%	69%		
0.00	0.00	0.00	0%	0.00	0.00	6.67	2.00	15%	82.84	38.50	13%	56.00	88%	3167%	4600%	145%		
0.00	0.00	0.00	0%	0.00	0.00	10.75	2.00	19%	53.43	0.00	0%	21.00	39%	3568%	1800%	50%		
0.00	0.00	0.00	0%	0.00	0.00	23.17	15.00	65%	125.68	0.00	0%	83.00	66%	7683%	6200%	81%		
0.00	0.00	0.00	0%	0.00	0.00	14.00	8.00	57%	95.41	0.00	0%	30.00	31%	6292%	1800%	29%		
0.67	0.00	0.00	0%	0.00	0.00	10.08	18.00	179%	132.75	30.13	43%	63.50	48%	7375%	2800%	38%		
1.00	0.00	0.00	0%	0.00	0.00	9.08	2.00	22%	120.83	35.08	7%	38.00	31%	5858%	2400%	41%		
1.00	0.00	0.00	0%	0.00	0.00	10.42	7.00	67%	129.92	34.25	4%	68.00	52%	7134%	5400%	76%		
1.00	0.00	0.00	0%	0.00	0.00	11.83	2.00	17%	128.42	26.42	4%	41.00	32%	7550%	3200%	42%		
1.00	0.00	0.00	0%	0.00	0.00	17.67	20.00	113%	166.84	53.00	32%	134.00	80%	7216%	8700%	121%		
1.00	0.00	0.00	0%	0.00	0.00	10.08	15.00	149%	126.58	32.17	10%	117.00	92%	6567%	7100%	108%		
0.00	0.00	0.00	0%	0.00	0.00	4.08	9.00	221%	36.82	0.00	0%	28.00	76%	2566%	1500%	58%		
0.00	0.00	0.00	0%	0.00	0.00	11.58	6.00	52%	43.66	4.58	0%	19.00	44%	1775%	1100%	62%		
1.00	100%	0.00	0%	0.00	0.00	7.38	5.00	66%	37.15	0.00	0%	20.00	34%	2217%	1200%	54%		
0.00	0.00	0.00	0%	0.00	0.00	13.42	7.00	47%	72.26	1.00	0%	27.00	37%	3459%	1800%	52%		
2.00	1.00	0.00	0%	0.00	0.00	15.00	7.00	47%	124.00	0.00	0%	45.00	36%	8400%	2900%	35%		
1.00	0.00	0.00	0%	0.00	0.00	6.58	4.00	61%	56.07	0.00	0%	28.00	50%	3324%	1600%	48%		
1.00	0.00	0.00	0%	0.00	0.00	7.25	5.00	69%	52.24	1.00	0%	31.00	59%	3299%	2200%	67%		
1.00	0.00	0.00	0%	0.00	0.00	3.92	7.00	179%	41.59	0.00	0%	19.00	46%	2767%	900%	33%		
0.00	0.00	0.00	0%	0.00	0.00	11.08	1.00	9%	111.59	23.00	12%	27.00	24%	5492%	2200%	40%		
0.00	0.00	0.00	0%	0.00	0.00	0.00	0.00	0%	59.18	1.92	1%	21.00	35%	4826%	1900%	39%		
2.00	0.00	0.00	0%	0.00	0.00	22.83	31.00	136%	144.26	10.67	27%	180.00	125%	8451%	10100%	120%		
1.00	0.00	0.00	0%	0.00	0.00	13.42	4.00	30%	103.18	3.17	1%	45.00	44%	6875%	3000%	44%		
0.83	0.00	0.00	0%	0.00	0.00	12.33	8.00	65%	69.50	2.50	2%	43.33	62%	3817%	2300%	60%		
1.00	0.00	0.00	0%	0.00	0.00	13.50	0.00	0%	81.99	3.33	0%	43.00	52%	5208%	3900%	75%		
1.08	0.00	0.00	0%	0.00	0.00	11.50	5.00	43%	79.16	1.00	0%	46.00	58%	5116%	3700%	72%		
0.00	0.00	0.00	0%	0.00	0.00	11.58	4.00	35%	67.48	1.00	0%	27.00	40%	4274%	1800%	42%		
1.00	0.00	0.00	0%	0.00	0.00	20.00	17.00	85%	115.16	0.00	0%	57.00	49%	6808%	2600%	38%		
1.00	100%	0.00	0%	0.00	0.00	16.00	7.00	44%	122.26	2.00	0%	90.00	74%	7534%	7500%	100%		
1.00	0.00	0.00	0%	0.00	0.00	17.00	18.00	106%	104.84	0.00	0%	51.00	49%	7009%	3200%	46%		
3.00	0.00	0.00	0%	0.00	0.00	13.92	3.00	22%	81.67	0.00	0%	25.00	31%	4667%	2000%	43%		
1.00	0.00	0.00	0%	0.00	0.00	8.83	2.00	23%	46.83	0.00	0%	24.00	51%	2700%	2000%	74%		
0.00	0.00	0.00	0%	0.00	0.00	9.08	6.00	66%	55.67	0.00	0%	19.00	34%	3150%	800%	25%		
0.00	0.00	0.00	0%	0.00	0.00	11.00	4.00	36%	72.49	0.00	0%	50.00	69%	4257%	3900%	92%		
1.00	0.00	0.00	0%	0.00	0.00	8.67	4.00	46%	59.75	0.00	0%	30.00	50%	3816%	2400%	63%		
0.83	0.00	0.00	0%	0.00	0.00	12.08	7.00	58%	82.91	0.00	0%	53.00	64%	5075%	3500%	69%		
0.00	0.00	0.00	0%	0.00	0.00	11.42	2.00	18%	72.92	0.00	0%	39.00	53%	4633%	3300%	71%		
1.00	0.00	0.00	0%	0.00	0.00	6.92	6.00	87%	43.34	0.00	0%	35.00	81%	2167%	1700%	78%		
0.00	0.00	0.00	0%	0.00	0.00	9.92	5.00	50%	62.01	0.00	0%	24.00	39%	4134%	1700%	41%		
0.00	0.00	0.00	0%	0.00	0.00	6.00	1.00	17%	49.00	0.00	0%	10.00	20%	3100%	600%	19%		
0.00	0.00	0.00	0%	0.00	0.00	8.42	1.00	12%	45.93	0.00	0%	18.00	39%	2675%	1400%	52%		
0.00	0.00	0.00	0%	0.00	0.00	15.75	10.00	63%	92.99	0.00	0%	52.00	56%	5800%	3900%	67%		
1.00	0.00	0.00	0%	0.00	0.00	14.75	4.00	27%	121.08	0.00	0%	26.00	21%	8758%	1700%	19%		
1.00	1.00	0.00	0%	0.00	0.00	10.08	4.00	40%	87.17	0.00	0%	42.00	44%	4858%	2400%	49%		
0.92	1.00	1.00	0%	0.00	0.00	13.42	6.00	45%	83.16	0.00	0%	48.00	48%	5475%	3100%	57%		
0.00	0.00	0.00	0%	0.00	0.00	13.75	9.00	65%	122.42	0.00	0%	46.00	55%	5449%	3500%	64%		
1.17	0.00	0.00	0%	0.00	0.00	15.42	1.00	6%	78.82	18.33	1%	25.00	32%	6967%	1600%	33%		
1.00	0.00	0.00	0%	0.00	0.00	15.00	10.00	67%	88.34	5.58	0%	17.00	35%	2725%	1600%	39%		
1.42	0.00	0.00	0%	0.00	0.00	9.92	0.00	0%	48.09	0.00	0%	22.00	27%	1588%	4600%	89%		
0.00	0.00	0.00	0%	0.00	0.00	17.25	8.00	46%	88.34	10.17	15%	77.00	87%	5158%	4600%	89%		
0.00	0.00	0.00	0%	0.00	0.00	49.58	43.00	87%	144.08	4.25	24%	105.00	40%	4350%	1900%	44%		
0.00	0.00	0.00	0%	0.00	0.00	49.58	43.00	87%	144.08	28.00	57%	105.00	73%	4442%	3700%	83%		

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 Records Services		Medical Director		Dietary Service		Other Staff		Other Staff		Total Terminations	Nursing Only Terminations	Nursing Only	
	Average for The Year	Terminations	Records	Services	Average for The Year	Terminations	Average for The Year	Terminations	Average for The Year	Terminations				
Kase Hagen Homes	1.00	0.00	0%	0%	26.67	5.00	19%	2.00	0.00	0%	184.84	36%	5400%	44%
Pella Elder Care	0.00	0.00	0%	0%	22.67	1.00	4%	0.33	-1.00	303%	80.16	21.00	1800%	47%
Halcyon House	0.00	0.00	0%	0%	24.42	14.00	57%	3.33	0.00	0%	94.50	30.00	1400%	30%
Heritage House	0.00	0.00	0%	0%	32.58	11.00	34%	3.50	0.00	0%	134.58	30.00	1800%	27%
Wesley Acres	0.00	0.00	0%	0%	50.33	13.00	26%	18.75	5.00	27%	212.08	66.00	4300%	44%
The Village	0.00	0.00	0%	0%	22.92	5.00	22%	14.83	2.00	13%	122.09	38.00	2500%	45%
Park Center	0.00	0.00	0%	0%	34.50	22.00	64%	7.00	1.00	14%	138.67	61.00	3500%	50%
Maquoketa Care Center	0.00	0.00	0%	0%	13.42	3.00	22%	0.00	0.00	0%	77.58	26.00	1700%	34%
West Point Care Center	1.00	0.00	0%	0%	9.75	9.00	92%	0.00	0.00	0%	59.33	25.00	1600%	44%
Algona Manor Care Center	2.00	0.00	0%	0%	11.42	1.00	9%	1.00	0.00	0%	71.17	14.00	900%	20%
Monroe Care Center	1.00	0.00	0%	0%	13.75	1.00	7%	0.00	0.00	0%	75.75	9.00	300%	6%
Blackhawk Lifecare	0.00	0.00	0%	0%	10.00	9.00	90%	1.92	0.00	0%	64.00	23.00	1100%	28%
Visita Woods Care Center	0.00	0.00	0%	0%	9.42	8.00	85%	0.00	0.00	0%	75.50	34.00	2200%	43%
Hiawatha Care Center	1.00	0.00	0%	0%	20.08	6.00	30%	0.00	0.00	0%	111.50	45.00	3600%	51%

Number of Providers Reporting Data	427	427	427	427	427	427	427	427	427
Number of Providers with Zero Percent Turnover	405	427	333	2	2	2	2	2	2
Minimum	0%	0%	0%	0%	0%	0%	0%	0%	0%
Maximum	207%	0%	303%	139%	0%	139%	0%	164%	0%
Average	5%	44%	13%	42%	42%	42%	42%	47%	47%