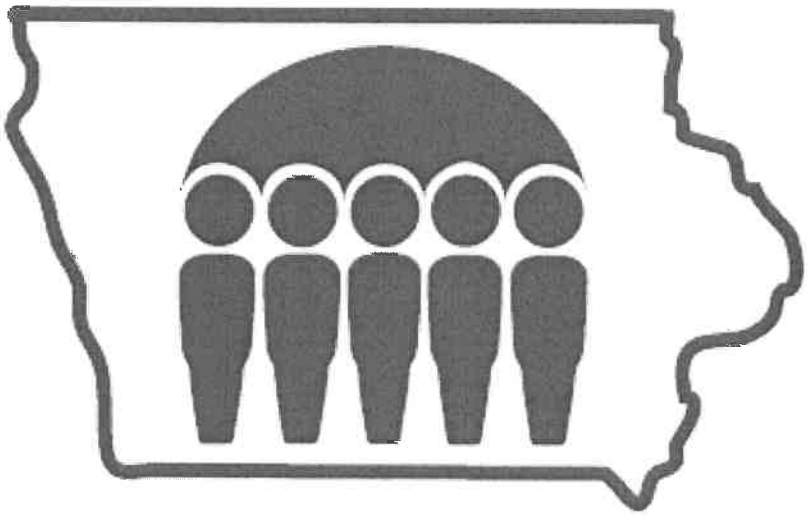
Iowa Department of Human Services



Direct Care Worker In Nursing Facilities Turnover Report

December 2015

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

I. Introduction and Background

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

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

Following passage of the legislation, DHS convened a workgroup comprised of industry representatives, advocacy groups, state agency representatives and others interested in long-term care. The charge to the workgroup was to refocus reimbursement on quality, encourage compliance with the Health Care Financing Association (HCFA) (now the Centers for Medicare and Medicaid Services, or 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 cost report form, (DHS Form 470-0030, Financial and Statistical Report) was modified to include an additional schedule (Schedule I-1) 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.

A workgroup made up of industry representatives, advocacy groups, state agency representatives and other interested parties, met annually to review the Accountability Measures in context of the goals developed when the Accountability Measures were initially implemented in SFY 2001. In early 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 of the measure to Employee Turnover rather than Employee Retention was warranted, additional data was needed. In order to collect the needed information, a new employee turnover form was developed by the workgroup and sent to nursing facilities requesting that they complete the form and voluntary 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 allow for future recommendations to the 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 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 report was to include any data available regarding turnover rate trends, and other information the department deemed appropriate.

The department provided public notice on November 13, 2008 of the changes to the cost report and submission requirements. The cost report 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 and is required to be submitted for all cost reports completed on or after December 1, 2008. The department submitted a Medicaid State Plan Amendment reflecting this change to the Centers for Medicare and Medicaid and received approval effective December 1, 2008.

The 2009 general assembly further required in House File (HF) 811, Section 32, that the department implement a system to recognize nursing facilities that provide improved quality of life and appropriate access to medical assistance program beneficiaries in a cost-effective manner. The department adopted administrative rules which rename the program as the "Pay for Performance" program and would direct its implementation. As part of the pay for performance program, the employee retention benchmark was changed to a measure of employee turnover. The legislature did not provide funding for the program in 2010 and has not funded the program since that time; however, employee turnover data continues to be collected annually.

II. Observations

The summary below uses data from nursing facilities who submitted Schedule I-1 of the Financial and Statistical Report, Form 470-0030. The data represents Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014. 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 nurse's 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 nurse's 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 2014. See *Appendix A* for employee turnover rates by job classification for each nursing facility that submitted data.

Job Classification	Number of Providers	Number of providers with Zero Turnover	Minimum Turnover Rate	Maximum Turnover Rate	Average Turnover Rate
Administrator	411	335	0%	400%	23%
Business Office	411	283	0%	600%	23%
Laundry	411	261	0%	1200%	33%
Housekeeping	411	141	0%	1200%	42%
Maintenance	411	268	0%	218%	24%
Director of Nursing	411	319	0%	353%	24%
Registered Nurse	411	48	0%	240%	48%
Licensed Practical Nurse	411	64	0%	364%	43%
CNA	411	8	0%	223%	58%
Activities	411	242	0%	200%	27%
Social Services	411	339	0%	900%	19%
Medical Records	411	387	0%	240%	6%
Medical Director	411	409	0%	100%	0%
Dietary	411	37	0%	500%	61%
Other Staff	411	279	0%	300%	20%
Total Facility	411	5	0%	162%	48%
Total Nursing	411	6	0%	169%	52%

The table below provides a summary of the employee turnover rates by job classification for each nursing facility cost report received from January 2014 through December 2014, (identified as 2015 Report) and cost reports received with fiscal year ends occurring during calendar year 2013 (identified as 2014 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	
	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report
Administrator	425	411	348	335	82%	82%	0%	0%	600%	400%	23%	23%
Business Office	425	411	299	283	70%	69%	0%	0%	212%	600%	18%	23%
Laundry	425	411	275	261	65%	64%	0%	0%	400%	1200%	26%	33%
Housekeeping	425	411	137	141	32%	34%	0%	0%	600%	1200%	39%	42%
Maintenance	425	411	291	268	68%	65%	0%	0%	1200%	218%	28%	24%
Director of Nursing	425	411	322	319	76%	78%	0%	0%	1100%	353%	30%	24%
Registered Nurse	425	411	62	48	15%	12%	0%	0%	270%	240%	49%	48%
Licensed Practical Nurse	425	411	81	64	19%	16%	0%	0%	351%	364%	39%	43%
CNA	425	411	5	8	1%	2%	0%	0%	207%	223%	57%	58%
Activities	425	411	261	242	61%	59%	0%	0%	1000%	200%	30%	27%
Social Services	425	411	356	339	84%	82%	0%	0%	300%	900%	16%	19%
Medical Records	425	411	406	387	96%	94%	0%	0%	300%	240%	5%	6%
Medical Director	425	411	422	409	99%	100%	0%	0%	120%	100%	1%	0%
Dietary	425	411	35	37	8%	9%	0%	0%	369%	500%	52%	61%
Other Staff	425	411	286	279	67%	68%	0%	0%	1200%	300%	27%	20%
Total Facility	425	411	0	5	0%	1%	2%	0%	157%	162%	47%	48%
Total Nursing	425	411	1	6	0%	1%	0%	0%	176%	169%	51%	52%

III. Appendices

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

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Aase Haugen Homes, Inc.	12/31/2014	0.00	0.00	0%	5.92	2.00	34%	5.00	0.00	0%	8.33	4.00	48%	4.92	0.00	0%	2.00
Adel Acres	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	6.50	4.00	62%	1.00	0.00	0%	2.00
Afton Care Center	5/31/2014	0.00	0.00	0%	1.00	0.00	0%	3.00	1.00	33%	3.00	0.00	0%	1.00	0.00	0%	1.00
Akron Care Center	6/30/2014	1.00	0.00	0%	3.00	0.00	0%	1.25	1.00	80%	4.00	0.00	0%	0.00	0.00	0%	2.00
Algona Manor Care Center, Inc.	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.25	0.00	0%	2.25	5.00	222%	2.00	0.00	0%	1.00
All-American Care - Washington	12/31/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00
Altoona Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	6.83	1.00	15%	6.92	0.00	0%	3.00	1.00	33%	1.00
Anamosa Care Center	12/31/2014	1.00	0.00	0%	0.83	3.00	360%	5.25	0.00	0%	5.17	3.00	58%	2.00	0.00	0%	1.00
Arbor Court	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.17	1.00	86%	3.17	1.00	32%	4.00	1.00	25%	1.00
Atlantic Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.75	3.00	109%	3.00	3.00	100%	1.30	2.00	154%	2.00
Avoca Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.08	0.00	0%	3.00	0.00	0%	1.08	0.00	0%	1.00
Bedford Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	2.75	0.00	0%	1.00	0.00	0%	1.00
Belle Plaine Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	2.00	0%	4.92	3.00	61%	1.00	0.00	0%	2.00
Bethany Home	12/31/2014	1.00	0.00	0%	5.00	0.00	0%	3.00	0.00	0%	8.17	1.00	12%	6.00	0.00	0%	1.00
Bethany Lutheran Home	12/31/2014	2.00	0.00	0%	8.25	1.00	12%	4.25	1.00	24%	8.67	3.00	35%	5.00	1.00	20%	1.00
Bethany Manor	12/31/2014	1.00	0.00	0%	6.92	1.00	14%	0.00	0.00	0%	0.00	0.00	0%	5.67	1.00	18%	7.42
Bettendorf Health Care Center	12/31/2014	1.17	2.00	171%	3.50	1.00	29%	6.42	4.00	62%	7.00	6.00	86%	2.00	0.00	0%	1.92
Bishop Drumm Care Center	6/30/2014	1.00	0.00	0%	5.75	0.00	0%	3.00	0.00	0%	11.08	5.00	45%	3.00	0.00	0%	1.00
Blackhawk Life Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	4.92	0.00	0%	1.00	0.00	0%	1.00
Blair House	12/31/2014	1.00	1.00	100%	1.50	2.00	133%	2.33	0.00	0%	4.58	2.00	44%	1.00	0.00	0%	1.00
Bloomfield Care Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	3.75	0.00	0%	2.00	1.00	50%	0.83
Briarwood Healthcare Center	12/31/2014	2.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	4.08	2.00	49%	3.00	0.00	0%	2.00
Brooklyn Community Estates	2/28/2014	0.00	0.00	0%	1.00	0.00	0%	3.92	2.00	51%	4.08	1.00	24%	1.00	1.00	100%	2.00
Buchanan County Health	6/30/2014	0.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.33
Calvin Community	4/30/2014	1.13	0.80	71%	8.45	0.00	0%	3.07	0.00	0%	8.24	6.00	73%	5.04	0.00	0%	1.00
Careage Hills Rehab & Healthcare	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	1.17	0.00	0%	1.33	0.00	0%	1.00	0.00	0%	0.67
Caring Acres Nursing & Rehab	12/31/2014	1.00	1.00	100%	1.92	1.00	52%	3.00	0.00	0%	2.00	6.00	300%	2.00	2.00	100%	1.50
Carlisle Care Center	12/31/2014	0.92	1.00	109%	2.00	0.00	0%	2.58	1.00	39%	5.17	6.00	116%	2.00	0.00	0%	3.83
Carroll Health Center	12/31/2014	0.00	0.00	0%	2.50	2.00	80%	2.92	0.00	0%	7.25	4.00	55%	1.83	2.00	109%	1.00
Casa De Paz Health Care Center	9/30/2014	1.17	1.00	86%	2.00	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00
Cedar Falls Health Care Center	9/30/2014	1.00	0.00	0%	1.92	0.00	0%	3.00	0.00	0%	4.25	0.00	0%	1.00	1.00	100%	1.00
Cedar Health	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00	0.00	0%	1.00
Cedar Manor	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.00	2.00	40%	2.00	0.00	0%	1.00
Centerville Nursing & Rehab Center	12/31/2014	1.00	2.00	200%	1.00	0.00	0%	1.67	0.00	0%	3.50	4.00	114%	2.00	0.00	0%	1.00
Chariton Nursing & Rehab Center	12/31/2014	1.67	0.00	0%	2.00	0.00	0%	3.00	1.00	33%	6.67	0.00	0%	1.00	0.00	0%	1.25
Chautauqua #2	12/31/2014	2.00	0.00	0%	2.92	1.00	34%	4.33	0.00	0%	3.25	3.00	92%	1.33	0.00	0%	2.00
Chautauqua #3	12/31/2014	2.00	0.00	0%	4.00	0.00	0%	4.17	1.00	24%	5.33	5.00	94%	1.00	1.00	100%	1.00
Cherokee Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	1.00	50%	3.00	0.00	0%	1.00	1.00	100%	1.00
Clarence Nursing Home	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	2.25	1.00	44%	1.00
Clarion Wellness & Rehab	12/31/2014	1.00	0.00	0%	0.67	0.00	0%	2.92	2.00	69%	4.17	1.00	24%	1.92	0.00	0%	0.92
Clarksville Skilled Nursing & Rehab	12/31/2014	1.00	0.00	0%	2.00	1.00	50%	2.00	0.00	0%	4.92	2.00	41%	1.08	0.00	0%	1.00
Clearview Home	12/31/2014	0.00	0.00	0%	1.00	1.00	100%	1.17	1.00	86%	0.92	0.00	0%	4.83	3.00	62%	1.00
Clearview Home	12/31/2014	0.00	0.00	0%	4.00	1.00	25%	2.25	1.00	44%	3.92	4.00	102%	4.17	3.00	72%	1.00
Colonial Manor of Amana	12/31/2014	2.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	4.17	3.00	72%	2.00	0.00	0%	1.25
Colonial Manor of Columbus Junction	6/30/2014	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	5.00	0.00	0%	1.00	0.00	0%	1.00
Colonial Manor of Elma	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	0.00	0.00	0%	6.00	0.00	0%	1.00	1.00	100%	1.00
Community Care Center	9/30/2014	1.00	0.00	0%	2.00	0.00	0%	6.08	1.00	16%	0.00	0.00	0%	3.58	0.00	0%	1.00
Community Memorial Health Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	8.83	0.00	0%	3.50	0.00	0%	1.00
Concord Care center	12/31/2014	0.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	7.00	2.00	29%	1.00	0.00	0%	0.33
Corning Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.75	0.00	0%	1.50	0.00	0%	1.00	0.00	0%	1.00
Correctionville Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.92	2.00	104%	3.00	2.00	67%	1.00	0.00	0%	1.00
Corydon Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	2.00	200%	4.00	1.00	25%	1.00	0.00	0%	2.00
Country View	6/30/2014	1.00	0.00	0%	5.92	2.00	34%	5.75	0.00	0%	9.83	1.00	10%	7.00	0.00	0%	1.00
Country View Manor	10/31/2014	1.00	0.00	0%	0.00	0.00	0%	1.25	1.00	80%	4.00	1.00	25%	1.75	1.00	57%	1.00
Countryside Nursing & Rehab	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	4.00	0.00	0%	8.13	7.00	86%	1.88	1.00	53%	1.00
Cresco Care Center	12/31/2014	0.00	0.00	0%	2.00	1.00	50%	2.92	2.00	69%	8.50	2.00	24%	1.00	0.00	0%	1.00
Crest Haven Care Centre	12/31/2014	1.00	2.00	200%	1.00	0.00	0%	2.00	0.00	0%	2.83	7.00	247%	1.00	0.00	0%	1.58
Creston Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	2.00	200%	1.00	0.00	0%	5.08	4.00	79%	1.00	0.00	0%	1.00
Crestridge Care Center Inc	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	5.00	0.00	0%	3.67	0.00	0%	2.08	1.00	48%	1.00
Crestview Acres Inc	12/31/2014	1.00	0.00	0%	2.08	1.00	48%	4.83	3.00	62%	5.00	5.00	100%	2.00	0.00	0%	0.92
Crestview Nursing & Rehab	12/31/2014	1.00	0.00	0%	1.00	1.00	100%	0.00	0.00	0%	5.92	1.00	17%	1.00	0.00	0%	1.00
Crestview Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	5.33	2.00	38%	1.00	0.00	0%	1.92
Crystal Heights Care Center	12/31/2014	1.00	0.00	0%	2.50	3.00	120%	4.17	4.00	96%	4.42	11.00	249%	3.42	4.00	117%	1.00
Danville Care Center	12/31/2014	1.00	1.00	100%	4.08	1.00	24%	1.83	0.00	0%	2.58	7.00	271%	1.00	0.00	0%	1.00
Davenport Lutheran Home	8/31/2014	1.00	0.00	0%	1.00	0.00	0%	5.17	5.00	97%	8.58	4.00	47%	3.17	1.00	32%	1.00
Dave's Place	12/31/2014	1.00	2.00	200%	0.00	0.00	0%	0.00	0.00	0%	6.08	5.00	82%	1.25	2.00	160%	1.00
Davis Center optimae LifeServices	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Denison Care Center Inc	9/30/2014	1.33	2.00	150%	2.08	1.00	48%	2.25	0.00	0%	5.33	5.00	94%	1.00	1.00	100%	1.00
Denver Sunset Home	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	1.00
Donnellson Health Center	9/30/2014	1.00	0.00	0%	2.00	0.00	0%	0.00	0.00	0%	6.42	0.00	0%	1.17	2.00	171%	1.00
Dubuque Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.92	0.00	0%	3.08	6.00	195%	1.00	0.00	0%	1.42
Dumont Wellness Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	2.00	1.00	50%	2.00	0.00	0%	1.00	0.00	0%	1.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Dunlap Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.92	0.00	0%	2.92	0.00	0%	1.00	1.00	100%	1.00
Eagle Point Nursing & Rehab	12/31/2014	1.08	1.00	92%	1.33	1.00	75%	2.42	3.00	124%	5.75	8.00	139%	1.75	2.00	114%	1.00
East Village Center Wellness & Rehab	12/31/2014	1.00	0.00	0%	2.00	2.00	100%	2.00	0.00	0%	2.50	1.00	40%	1.00	0.00	0%	1.33
Eastern Star Masonic Home	8/31/2014	1.00	0.00	0%	2.00	1.00	50%	3.00	0.00	0%	7.17	1.00	14%	3.33	2.00	60%	2.00
Edgewater, A Wesley Active Life Community	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	6.42	5.00	78%	5.33	1.00	19%	1.00
Edgewood Convalescent Home	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	4.83	5.00	103%	2.00	0.00	0%	1.00
Eldora Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.00	1.00	100%	1.00
Elkander Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.00	0.00	0%	1.00	1.00	100%	1.00
Elm Crest Retirement Community	8/31/2014	1.00	1.00	100%	3.00	2.00	67%	2.00	0.00	0%	7.08	2.00	28%	5.00	1.00	20%	1.00
Elm Heights Care Center	8/31/2014	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	4.83	3.00	62%	1.00	0.00	0%	0.00
Elmwood Care Centre	12/31/2014	1.42	1.00	71%	1.00	0.00	0%	3.00	1.00	33%	5.08	1.00	20%	1.00	0.00	0%	1.00
Embassy Healthcare Community	12/31/2014	1.00	0.00	0%	2.83	12.00	424%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Emmetsburg Care Center	12/31/2014	0.00	0.00	0%	2.00	1.00	50%	1.75	1.00	57%	3.83	1.00	26%	1.00	0.00	0%	1.75
English Valley Nursing Home	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	4.50	1.00	22%	4.00	0.00	0%	1.00	0.00	0%	1.00
Ennoble Skilled Nursing & Rehab	12/31/2014	1.00	0.00	0%	2.50	0.00	0%	1.83	2.00	109%	5.00	4.00	80%	1.00	0.00	0%	1.00
Evans Memorial Home	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Eventide Lutheran Home for the Aged	6/30/2014	1.00	0.00	0%	4.00	0.00	0%	5.83	3.00	51%	5.50	4.00	73%	4.25	1.00	24%	1.00
Exira Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	4.00	200%	3.00	0.00	0%	2.00	0.00	0%	1.00
Faith Lutheran Home	12/31/2014	1.17	1.00	86%	1.00	0.00	0%	3.25	2.00	62%	4.25	2.00	47%	1.50	0.00	0%	1.00
Fellowship Village	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	4.00	0.00	0%	5.75	6.00	104%	2.00	0.00	0%	1.00
Fleur Heights Care Center	12/31/2014	0.67	0.00	0%	6.33	4.00	63%	3.00	0.00	0%	5.83	5.00	86%	5.08	2.00	39%	1.67
Fonda Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	1.00
Fort Dodge Health & Rehab	12/31/2014	1.00	2.00	200%	1.17	1.00	86%	1.00	1.00	100%	5.17	3.00	58%	1.00	0.00	0%	1.00
Fort Madison Health Center	9/30/2014	1.00	1.00	100%	2.00	0.00	0%	0.00	0.00	0%	7.33	4.00	55%	2.00	0.00	0%	1.00
Fountain West Health Center	12/31/2014	1.00	0.00	0%	3.83	5.00	130%	4.08	2.00	49%	6.00	2.00	33%	3.00	0.00	0%	1.00
Franklin General Hospital	6/30/2014	1.00	0.00	0%	0.00	0.00	0%	1.00	0.00	0%	8.42	3.00	36%	5.50	0.00	0%	1.00
Friendship Haven	12/31/2014	1.00	0.00	0%	6.83	1.00	15%	5.00	0.00	0%	7.17	4.00	56%	3.00	0.00	0%	1.00
Friendship Home	12/31/2014	0.00	0.00	0%	2.58	1.00	39%	4.67	1.00	21%	4.00	0.00	0%	3.00	1.00	33%	1.00
Friendship Village	3/31/2014	1.00	0.00	0%	20.83	4.00	19%	2.00	0.00	0%	15.50	5.00	32%	18.75	4.00	21%	1.00
Garden View Health Care Center	12/31/2014	1.25	1.00	80%	2.00	0.00	0%	1.17	1.00	86%	4.17	1.00	24%	2.25	2.00	89%	1.00
Genesis Medical Center DeWitt	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	1.00
Genesis Senior Living Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	5.00	1.00	20%	1.00	0.00	0%	3.42
Glen Haven Home	12/31/2014	0.00	0.00	0%	2.83	0.00	0%	3.33	1.00	30%	7.33	8.00	109%	3.00	1.00	33%	1.00
Golden Age Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	6.00	1.00	17%	2.00	0.00	0%	1.00
Goldenrod Manor JP Health Care Inc	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.83	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00
Good Neighbor Home	12/31/2014	1.00	0.00	0%	4.00	1.00	25%	0.00	0.00	0%	13.08	5.00	38%	5.08	1.00	20%	1.00
Good Samaritan Society - Algona	12/31/2014	1.00	0.00	0%	4.00	1.00	25%	4.50	3.00	67%	5.08	1.00	20%	3.75	2.00	53%	3.92
Good Samaritan Society - Davenport	12/31/2014	1.00	0.00	0%	9.67	2.00	21%	4.75	1.00	21%	11.25	1.00	9%	5.67	1.00	18%	4.33
Good Samaritan Society - Esterville	12/31/2014	1.00	0.00	0%	4.08	1.00	24%	2.83	6.00	212%	7.25	3.00	41%	4.00	0.00	0%	1.00
Good Samaritan Society - Fontanelle	12/31/2014	1.00	0.00	0%	1.17	1.00	86%	0.00	0.00	0%	2.00	0.00	0%	1.33	0.00	0%	2.92
Good Samaritan Society - Forest City	12/31/2014	1.33	1.00	75%	2.42	0.00	0%	2.00	0.00	0%	4.33	4.00	92%	2.00	0.00	0%	1.17
Good Samaritan Society - George	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	2.00
Good Samaritan Society - Holstein	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	3.17	3.00	95%	2.67	1.00	38%	2.00	0.00	0%	1.00
Good Samaritan Society - Indianola	12/31/2014	1.08	1.00	92%	5.58	1.00	18%	4.25	1.00	24%	5.25	1.00	19%	4.00	0.00	0%	1.75
Good Samaritan Society - LeMars	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	4.92	1.00	20%	2.00	0.00	0%	2.00
Good Samaritan Society - Manson	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	2.00
Good Samaritan Society - Newell	12/31/2014	1.00	0.00	0%	2.08	1.00	48%	2.00	0.00	0%	2.83	1.00	35%	2.00	0.00	0%	2.00
Good Samaritan Society - Ottumwa	12/31/2014	1.00	0.00	0%	7.75	2.00	26%	4.58	0.00	0%	12.83	3.00	23%	3.83	0.00	0%	2.00
Good Samaritan Society - Postville	12/31/2014	1.00	2.00	200%	1.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	0.83	1.00	120%	1.00
Good Samaritan Society - Red Oak	12/31/2014	1.00	0.00	0%	3.92	0.00	0%	2.42	0.00	0%	5.00	3.00	60%	2.00	0.00	0%	3.00
Good Samaritan Society - Saint Ansgar	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	5.00	0.00	0%	2.00
Good Samaritan Society - Salem Lutheran Home	12/31/2014	0.00	0.00	0%	3.67	1.00	27%	1.00	0.00	0%	6.58	2.00	30%	3.00	0.00	0%	2.25
Good Samaritan Society - Van Buren	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.58	2.00	126%	3.42	5.00	146%	2.00	1.00	50%	1.08
Good Samaritan Society - Villisca	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	2.58	3.00	116%	1.00	0.00	0%	1.00
Good Samaritan Society - Waukon	12/31/2014	0.00	0.00	0%	4.83	1.00	21%	2.00	0.00	0%	5.00	0.00	0%	3.00	0.00	0%	2.00
Good Samaritan Society - West Union	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	1.08	1.00	92%	1.00
Good Shepherd Center	9/30/2014	2.08	1.00	48%	13.67	3.00	22%	6.00	0.00	0%	16.83	1.00	6%	6.75	1.00	15%	1.00
Gowrie Care Center LLC	12/31/2014	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	5.00	0.00	0%	1.00	0.00	0%	1.00
Grand Jivante	12/31/2014	1.00	0.00	0%	7.75	4.00	52%	3.00	0.00	0%	5.92	7.00	118%	3.00	1.00	33%	1.00
Grandview Care Center	12/31/2014	0.00	1.00	0%	1.83	0.00	0%	3.42	1.00	29%	6.83	2.00	29%	3.00	0.00	0%	2.00
Grandview Health Care Center	9/30/2014	1.00	1.00	100%	1.00	0.00	0%	2.92	0.00	0%	1.00	1.00	100%	1.00	0.00	0%	1.17
Grandview Heights Care Center	12/31/2014	1.00	0.00	0%	5.00	0.00	0%	3.00	0.00	0%	6.08	10.00	164%	3.00	0.00	0%	1.00
Granger Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.83	1.00	35%	2.92	2.00	69%	2.00	2.00	100%	1.00
Great River Care Center	12/31/2014	1.00	0.00	0%	0.00	0.00	0%	1.75	2.00	114%	1.92	1.00	52%	1.00	0.00	0%	1.00
Great River Medical Center	6/30/2014	1.00	0.00	0%	1.08	0.00	0%	0.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.00
Greene County Medical Center	6/30/2014	1.00	0.00	0%	0.00	0.00	0%	4.92	0.00	0%	15.83	2.00	13%	7.00	0.00	0%	1.00
Greenfield Rehab & Health Care Center	12/31/2014	1.08	2.00	185%	3.67	0.00	0%	2.00	1.00	50%	4.92	0.00	0%	1.00	0.00	0%	2.00
Griswold Rehab & health Care Center	12/31/2014	1.08	3.00	277%	7.92	0.00	0%	2.08	1.00	48%	2.00	2.00	100%	1.83	1.00	55%	2.58
Grundy County Memorial Hospital	6/30/2014	11.92	0.00	0%	17.67	3.00	17%	0.00	0.00	0%	11.50	1.00	9%	3.00	0.00	0%	1.00
Guttenberg Care Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	3.75	3.00	80%	4.83	2.00	41%	3.00	1.00	33%	1.67
Halcyon House	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	1.75	0.00	0%	7.00	1.00	14%	3.75	2.00	53%	1.00

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Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Hallmark Care Center - Mt. Vernon	12/31/2014	0.00	0.00	0%	2.75	1.00	36%	2.00	1.00	50%	3.00	3.00	100%	2.50	0.00	0%	1.00
Happy Siesta	12/31/2014	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.75	1.00	36%	1.00
Harmony House Health Care Center	12/31/2014	0.00	0.00	0%	5.92	6.00	101%	8.00	4.00	50%	10.00	4.00	40%	8.17	2.00	24%	1.00
Hearthstone, A ministry of Wesley Life	12/31/2014	1.00	0.00	0%	1.58	3.00	189%	1.00	0.00	0%	5.00	1.00	20%	3.50	2.00	57%	0.83
Heartland Care Center	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	3.50	1.00	29%	4.75	1.00	21%	1.00	0.00	0%	1.00
Hegg Memrial Health Center	6/30/2014	0.00	0.00	0%	2.00	0.00	0%	6.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	1.00
Henry County Health Center	6/30/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Heritage Care & Rehab Center	12/31/2014	0.00	0.00	0%	36.00	0.00	0%	47.00	2.00	4%	62.00	0.00	0%	12.00	0.00	0%	24.00
Heritage Care Center - Iowa Falls	6/30/2014	1.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	2.92	1.00	34%	1.17
Heritage House - Atlantic	12/31/2014	1.00	0.00	0%	6.67	2.00	30%	3.00	2.00	67%	7.92	1.00	13%	4.92	1.00	20%	1.00
Heritage Manor	12/31/2014	0.00	0.00	0%	2.67	0.00	0%	3.00	1.00	33%	6.75	1.00	15%	1.00	0.00	0%	1.00
Heritage Nursing & Rehab Center	12/31/2014	2.17	1.00	46%	2.17	1.00	46%	4.58	5.00	109%	7.58	4.00	53%	3.00	0.00	0%	3.00
Heritage Nursing Home of Bancroft	12/31/2014	0.00	0.00	0%	0.92	1.00	109%	1.00	0.00	0%	3.42	2.00	59%	2.00	0.00	0%	1.00
Hiawatha Care Center	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	4.08	1.71	42%	6.08	0.66	11%	3.00	0.00	0%	2.17
Highland Ridge Care Center	9/30/2014	2.00	0.00	0%	1.00	0.00	0%	1.50	0.00	0%	6.08	2.00	33%	4.00	0.00	0%	1.00
Hillcrest Healthcare Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	7.00	350%	3.75	0.00	0%	1.00	0.00	0%	1.00
Hillcrest Home	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	7.42	4.00	54%	3.00	0.00	0%	1.00
Hilltop Care Center	12/31/2014	0.00	0.00	0%	3.17	4.00	126%	1.83	2.00	109%	5.75	2.00	35%	2.00	0.00	0%	1.00
Holy Spirit Retirement Home	12/31/2014	0.00	0.00	0%	4.83	3.00	62%	2.00	0.00	0%	7.92	0.00	0%	3.00	0.00	0%	3.00
Hubbard Care Center	12/31/2014	1.92	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	3.33	3.00	90%	1.00	0.00	0%	1.00
Humboldt County Memorial Hospital	6/30/2014	1.00	0.00	0%	0.00	0.00	0%	0.25	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	1.00
Iowa City Rehab & Health Care Center	9/30/2014	1.08	2.00	185%	2.00	1.00	50%	1.83	1.00	55%	4.42	4.00	91%	1.00	0.00	0%	1.00
Iowa Jewish Senior Life Center	6/30/2014	1.00	0.00	0%	4.67	3.00	64%	4.42	0.00	0%	8.00	0.00	0%	3.00	0.00	0%	1.08
Iowa Masonic Health Facilities	7/31/2014	1.00	0.00	0%	6.83	1.00	15%	2.00	0.00	0%	7.00	1.00	14%	5.75	2.00	35%	1.00
Iowa Odd Fellows & Orphan Home	7/31/2014	2.00	0.00	0%	2.92	3.00	103%	0.00	0.00	0%	0.00	0.00	0%	2.00	0.00	0%	3.00
Kahl Home for the Aged	12/31/2014	1.00	0.00	0%	12.58	2.00	16%	0.00	0.00	0%	0.00	0.00	0%	8.17	4.00	49%	2.00
Kanawha Community Home	3/31/2014	0.00	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
Karen Acres Health Care Center	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	1.92	0.00	0%	0.92	1.00	109%	1.00
Kennybrook Village	12/31/2014	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
Keota Health Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	4.00	1.00	25%	1.00	0.00	0%	1.00
Keystone Nursing Care Center	10/31/2014	1.00	0.00	0%	2.00	0.00	0%	3.75	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00
Kingsley Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	2.42	2.00	83%	1.00	0.00	0%	1.00
Lake Mills Care Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	4.08	1.00	24%	2.83	1.00	35%	2.00	1.00	50%	1.00
Lake Park Care Center	12/31/2014	1.00	1.00	100%	0.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	0.83
Lakeside Lutheran Home	6/30/2014	1.00	0.00	0%	1.25	1.00	80%	3.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	2.00
Lamoni Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.42	0.00	0%	1.00	0.00	0%	1.00
Lantern Park Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.25	1.00	80%	2.00	0.00	0%	5.25	2.00	38%	2.08	1.00	48%	2.00
LaPorte City Nursing & Rehab Center	12/31/2014	1.00	1.00	100%	1.00	3.00	300%	1.25	2.00	160%	2.33	0.00	0%	2.83	0.00	0%	1.00
Laurens Care Center	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	1.42	0.00	0%	2.00	0.00	0%	1.00
Lenox Care Center Inc	9/30/2014	1.00	1.00	100%	1.00	0.00	0%	1.00	0.00	0%	2.25	0.00	0%	1.00	0.00	0%	1.00
Lexington Square	12/31/2014	1.00	2.00	200%	4.50	2.00	44%	4.00	0.00	0%	7.92	3.00	38%	1.25	1.00	80%	1.00
Liebe Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	5.00	0.00	0%	5.17	1.00	19%	0.00	0.00	0%	1.00
Linn Haven Rehab & Healthcare	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	3.00	0.00	0%	4.42	4.00	91%	1.00	0.00	0%	1.00
Linn Manor Care Center	6/30/2014	1.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	1.92	1.00	52%	0.92
Little Flower Haven	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.17	1.00	600%	2.92	0.00	0%	0.00	0.00	0%	1.00
Living Center East	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	3.25	1.00	31%	6.42	4.00	62%	2.00	0.00	0%	1.00
Living Center West	12/31/2014	1.00	0.00	0%	3.00	1.00	33%	3.00	0.00	0%	6.75	2.00	30%	1.00	0.00	0%	1.00
Lone Tree Health Care Center	11/30/2014	0.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.83	0.00	0%	2.00	0.00	0%	1.00
Longhouse Northshire LTD	12/31/2014	1.00	0.00	0%	1.33	0.00	0%	3.83	2.00	52%	5.75	4.00	70%	2.92	0.00	0%	1.00
Longview Home	12/31/2014	0.00	0.00	0%	0.00	0.00	0%	1.92	1.00	52%	5.17	2.00	39%	5.92	0.00	0%	1.00
Luther Manor Retirement Home	12/31/2014	2.00	0.00	0%	9.83	9.00	92%	7.42	6.00	81%	11.25	8.00	71%	4.25	0.00	0%	3.75
Lutheran Home of the Aged Vinton	8/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.50	0.00	0%	5.58	2.00	36%	1.50	0.00	0%	0.00
Lutheran Home Perry	8/31/2014	2.67	0.00	0%	2.33	1.00	43%	4.17	4.00	96%	4.33	0.00	0%	1.00	0.00	0%	2.00
Lutheran Living Senior Campus	12/31/2014	1.00	0.00	0%	4.50	3.00	67%	0.67	8.00	1200%	0.75	9.00	1200%	9.17	1.00	11%	1.00
Lutheran Retirement Home	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	3.00	1.00	33%	1.00
Lyon Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	6.33	2.00	32%	1.00	0.00	0%	1.00
Madrid Home of the Aging	12/31/2014	1.00	0.00	0%	11.33	2.00	18%	6.67	1.00	15%	8.33	3.00	36%	6.58	2.00	30%	1.00
Manilla Manor	12/31/2014	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
Manly Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00
Manor Care Health Services CR	5/31/2014	0.83	1.00	120%	2.75	0.00	0%	1.58	1.00	63%	4.33	1.00	23%	2.00	0.00	0%	1.00
Manor Care Health Services Davenport	5/31/2014	1.00	0.00	0%	3.08	0.00	0%	2.00	0.00	0%	8.17	1.00	12%	1.00	0.00	0%	0.50
Manor Care Health Services Dubuque	5/31/2014	1.00	0.00	0%	2.00	1.00	50%	0.00	0.00	0%	6.42	3.00	47%	1.00	0.00	0%	0.92
Manor Care Health Services Utica	5/31/2014	1.00	0.00	0%	4.08	3.00	73%	2.42	1.00	41%	10.08	2.00	20%	1.00	0.00	0%	1.00
Manor Care Health Services Waterloo	5/31/2014	1.00	0.00	0%	3.83	0.00	0%	1.00	0.00	0%	5.92	3.00	51%	2.00	0.00	0%	1.08
Manor Care Health Services WDM	5/31/2014	1.00	0.00	0%	4.83	1.00	21%	3.42	0.00	0%	6.58	4.00	61%	1.67	0.00	0%	1.00
Manor House Care Center	12/31/2014	0.67	0.00	0%	1.58	0.00	0%	3.00	1.00	33%	4.58	2.00	44%	1.08	0.00	0%	1.00
Maple Crest Manor	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	3.58	1.00	28%	1.00	0.00	0%	1.00
Maple Heights Care Center	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	9.33	3.00	32%	1.33	1.00	75%	1.00
Maple Manor Village	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	4.92	1.00	20%	2.00	1.00	50%	0.17
Maquoketa Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	4.00	0.00	0%	3.00	0.00	0%	0.83	1.00	120%	1.00
Marian Home	8/31/2014	1.00	0.00	0%	4.25	3.00	71%	3.75	0.00	0%	13.83	4.00	29%	2.00	0.00	0%	1.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Mayflower Home	3/31/2014	1.00	0.00	0%	8.92	2.00	22%	3.58	0.00	0%	12.75	3.00	24%	20.25	3.00	15%	1.00
Mechanicsville Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	3.67	4.00	109%	1.00	0.00	0%	1.00
Mercy Hospital of Franciscan Sisters	6/30/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00
Mercy Living Center North	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00
Mercy Living Center South	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	4.00	0.00	0%	2.00	0.00	0%	1.00
Mercy Medical Center Centerville	6/30/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Mercy Medical Ctr Dyersville	6/30/2014	1.00	0.00	0%	4.00	0.00	0%	0.00	0.00	0%	8.25	5.00	61%	4.00	0.00	0%	1.00
Methodist Manor Retirement	12/31/2014	1.00	0.00	0%	2.50	0.00	0%	3.25	1.00	31%	6.67	5.00	75%	4.00	0.00	0%	1.00
Meth-Wick Health Center	3/31/2014	1.00	0.00	0%	17.75	3.00	17%	4.50	9.00	200%	23.17	4.00	17%	7.42	0.00	0%	1.67
Midlands Living Center LLP	12/31/2014	1.00	0.00	0%	4.00	1.00	25%	3.25	2.00	62%	6.58	4.00	61%	1.00	0.00	0%	1.00
Milford Nursing Center	12/31/2014	0.00	0.00	0%	1.00	0.00	0%	0.83	2.00	240%	2.83	4.00	141%	2.00	0.00	0%	1.00
Mill Pond Retirement Community	9/30/2014	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	9.50	0.00	0%	6.33	1.00	16%	1.00
Mill Valley Care Center	12/31/2014	1.00	0.00	0%	0.92	1.00	109%	5.00	0.00	0%	4.25	2.00	47%	1.00	0.00	0%	1.00
Monroe Care Center, Inc.	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	2.00	67%	4.92	2.00	41%	1.00	0.00	0%	2.00
Montezuma Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.08	0.00	0%	2.00	0.00	0%	1.58	1.00	63%	1.00	0.00	0%	1.08
Monticello Nursing & Rehab Center	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	5.42	3.00	55%	6.08	1.00	16%	1.42	0.00	0%	0.92
Montrose Health Center Inc	9/30/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	5.33	0.00	0%	2.67	0.00	0%	1.00
Morning Sun Care Center	12/31/2014	0.00	0.00	0%	3.00	0.00	0%	3.00	2.00	67%	3.08	1.00	32%	1.00	0.00	0%	1.00
Morningside Healthcare Community	12/31/2014	0.92	1.00	109%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.75	1.00	57%	0.58
Mount Ayr Health Care Center	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	3.25	2.00	62%	2.25	1.00	44%	3.58	3.00	84%	1.00
Nelson Manor	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.75	1.00	36%	2.08	1.00	48%	2.00	0.00	0%	1.67
New Aldaya Lifescapes	12/31/2014	1.00	0.00	0%	10.75	1.00	9%	0.00	0.00	0%	15.75	11.00	70%	7.00	0.00	0%	1.00
New Hampton Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.25	1.00	80%	3.08	1.00	32%	6.25	1.00	16%	1.00	2.00	200%	0.83
New London Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	4.25	0.00	0%	1.00	1.00	100%	1.00
Newton Health Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	6.75	5.00	74%	1.00	0.00	0%	1.00
Newton Village HealthCare Center	12/31/2014	1.00	0.00	0%	1.58	0.00	0%	0.00	0.00	0%	0.83	0.00	0%	0.92	1.00	109%	0.67
Nora Springs Care Center	12/31/2014	0.00	0.00	0%	3.50	0.00	0%	1.00	0.00	0%	4.08	1.00	24%	1.00	0.00	0%	1.00
North Lake Manor	12/31/2014	0.92	1.00	109%	0.92	2.00	218%	0.00	0.00	0%	4.00	0.00	0%	0.00	0.00	0%	1.17
Northbrook Manor Care Center	12/31/2014	2.00	0.00	0%	2.67	0.00	0%	5.67	1.00	18%	3.50	8.00	229%	2.00	0.00	0%	4.00
Northcrest Living Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.67	1.00	18%	1.92	1.00	52%	1.00
NorthCrest Specialty Care	12/31/2014	1.00	0.00	0%	1.58	0.00	0%	1.00	0.00	0%	5.75	5.00	87%	2.75	1.00	36%	2.00
Northern Mahaska Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	4.75	1.00	21%	1.00	0.00	0%	2.00
Northgate Care Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	2.00	1.00	50%	2.08	1.00	48%	1.00	0.00	0%	1.00
Norwalk Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.42	0.00	0%	4.00	1.00	25%	2.00	4.00	200%	1.00
Oakland Manor	12/31/2014	1.08	1.00	92%	1.17	1.00	86%	4.58	0.00	0%	2.58	2.00	77%	1.00	0.00	0%	1.75
Oaknoll Retirement Residence	6/30/2014	1.00	0.00	0%	2.00	0.00	0%	1.58	0.00	0%	14.08	1.00	7%	7.67	0.00	0%	1.00
Oakview Home, Inc	12/31/2014	0.25	1.00	400%	1.00	0.00	0%	1.00	0.00	0%	5.50	4.00	73%	1.00	1.00	100%	2.00
Oakwood Care Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	2.92	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00
Oakwood Care Center Nursing & Rehab Center	12/31/2014	1.42	0.00	0%	1.00	0.00	0%	1.58	1.00	63%	5.50	1.00	18%	1.00	0.00	0%	2.00
Odebolt Nursing & Rehab Center	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	1.00	0.00	0%	1.67	1.00	60%	1.00	1.00	100%	1.00
Oelwein Healthcare Center	12/31/2014	0.00	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
On With Life at Ankeny	6/30/2014	1.00	0.00	0%	2.83	1.00	35%	1.00	1.00	100%	3.75	2.00	53%	2.50	0.00	0%	1.00
On With Life at Glenwood	6/30/2014	1.00	0.00	0%	2.00	0.00	0%	0.00	0.00	0%	3.00	0.00	0%	0.00	0.00	0%	1.00
Osage Rehab & Health Care Center	9/30/2014	1.00	2.00	200%	1.00	0.00	0%	2.17	1.00	46%	2.67	4.00	150%	1.00	2.00	200%	1.00
Oskaloosa Care Center, Inc	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	1.00	100%	5.33	8.00	150%	2.00	0.00	0%	1.00
Ossian Senior Hospice Inc	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.25	1.00	44%	1.00	0.00	0%	2.00	0.00	0%	1.00
Palo Alto County Hosptial	6/30/2014	0.00	0.00	0%	5.00	0.00	0%	0.00	0.00	0%	5.25	0.00	0%	1.58	0.00	0%	1.00
Panora Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.92	2.00	104%	3.50	1.00	29%	1.00	0.00	0%	1.00
Park Centre	12/31/2014	1.00	0.00	0%	1.75	1.00	57%	2.00	0.00	0%	13.33	3.00	23%	4.42	1.00	23%	1.00
Park View Care Center	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	6.42	1.00	16%	1.00	0.00	0%	1.83
Parkridge Specialty Care	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	4.00	0.00	0%	5.42	2.00	37%	1.00	1.00	100%	1.00
Parkview Care Center Inc	12/31/2014	1.00	0.00	0%	1.00	1.00	100%	2.08	1.00	48%	5.42	2.00	37%	1.00	0.00	0%	1.00
Parkview Home	12/31/2014	0.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	3.58	0.00	0%	1.00
Parkview Manor	12/31/2014	1.42	2.00	141%	2.00	0.00	0%	2.67	3.00	113%	6.25	3.00	48%	3.00	1.00	33%	2.00
Parkview Manor Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.42	1.00	41%	1.00	0.00	0%	1.00
Patty Elwood Center	6/30/2014	0.83	1.00	120%	2.00	0.00	0%	5.00	0.00	0%	6.67	1.00	15%	1.00	1.00	100%	1.92
Pella Regional Health Center	12/31/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.50	0.00	0%	0.00	0.00	0%	1.00
Perry Health Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.00	3.00	150%	1.00	1.00	100%	0.92
Pleasant View Home	12/31/2014	1.08	1.00	92%	1.00	0.00	0%	2.42	1.00	41%	3.25	2.00	62%	1.00	0.00	0%	1.00
Pleasant View, Inc	12/31/2014	0.67	1.00	150%	3.00	0.00	0%	7.25	0.00	0%	14.67	4.00	27%	1.92	1.00	52%	1.00
Pleasantview Home	12/31/2014	1.83	0.00	0%	6.75	1.00	15%	4.08	1.00	24%	7.50	5.00	67%	4.67	1.00	21%	6.83
Plymouth Manor Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	5.00	0.00	0%	1.00	0.00	0%	1.00
Pocahontas Manor Care Center	12/31/2014	0.92	1.00	109%	1.00	0.00	0%	1.00	0.00	0%	4.25	1.00	24%	1.00	1.00	100%	1.00
Polk City Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.58	0.63	40%	1.58	1.89	120%	2.92	0.69	24%	1.00
Pomeroy Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.75	0.00	0%	1.00	0.00	0%	1.00
Prairie Ridge Care & Rehab	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	2.00	0.00	0%	1.00
Prairie Ridge Care Center	6/30/2014	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	8.42	1.00	12%	2.00	0.00	0%	1.58
Prairie View Home	12/31/2014	1.00	0.00	0%	2.00	1.00	50%	5.00	2.00	40%	8.83	2.00	23%	3.17	0.00	0%	1.00
Prairie Vista Village	12/31/2014	1.00	0.00	0%	1.78	0.00	0%	0.00	0.00	0%	2.00	0.00	0%	1.67	1.00	60%	1.00
Premier Estates of Muscatine	12/31/2014	1.00	1.00	100%	3.00	1.00	33%	0.00	0.00	0%	0.00	0.00	0%	1.00	1.00	100%	1.00
Premier Estates of Toledo	12/31/2014	1.11	2.00	180%	2.78	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00	0.00	0%	1.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Primghar Care Center	12/31/2014	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	2.83	1.00	35%	0.00	0.00	0%	1.00
QHC Fort Dodge Villa LLC	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	3.17	0.00	0%	5.50	3.00	55%	2.83	0.00	0%	1.00
QHC Humboldt North LLC	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	4.58	4.00	87%	5.58	5.00	90%	1.25	1.00	80%	0.92
QHC Humboldt South LLC	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.58	0.00	0%	1.83	2.00	109%	1.00	0.00	0%	0.75
QHC Mitchellville LLC	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	5.00	167%	2.83	1.00	35%	2.00	1.00	50%	1.00
QHC Winterset North LLC	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.42	3.00	124%	4.42	1.00	23%	2.00	1.00	50%	0.75
QHC Winterset South LLC	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	4.08	5.00	122%	3.00	1.00	33%	1.00	0.00	0%	1.00
Ramsey Village	12/31/2014	1.00	1.00	100%	7.08	1.00	14%	1.25	1.00	80%	12.58	3.00	24%	1.00	0.00	0%	1.00
Ravenwood Nursing & Rehab Center	12/31/2014	1.08	1.00	92%	7.67	6.00	78%	4.00	0.00	0%	10.17	1.00	10%	3.00	0.00	0%	4.58
Red Oak Healthcare Community	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	2.00	0.00	0%	2.00
Regency Care Center	12/31/2014	1.00	1.00	100%	2.00	1.00	50%	3.83	3.00	78%	6.00	5.00	83%	2.00	4.00	200%	2.67
Regency Park Nursing & Rehab - Carro	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	3.58	4.00	112%	1.00	0.00	0%	1.00
Regency Park Nursing & Rehab - Jeff	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	2.08	0.00	0%	4.25	0.00	0%	2.00	0.00	0%	1.00
Regency Rehab and Skilled Nursing	12/31/2014	1.00	0.00	0%	3.58	5.00	140%	4.08	2.00	49%	4.92	12.00	244%	1.00	1.00	100%	1.00
Rehab Center of Allison	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	4.42	1.00	23%	1.00	0.00	0%	2.00
Rehab Center of Belmond	12/31/2014	0.00	0.00	0%	2.00	1.00	50%	4.00	0.00	0%	4.08	0.00	0%	2.08	0.00	0%	1.00
Rehab Center of Hampton	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	5.33	2.00	38%	1.00	1.00	100%	1.00
Rehab Center of Independence - East	12/31/2014	0.00	0.00	0%	1.00	0.00	0%	0.25	0.00	0%	2.92	0.00	0%	1.00	0.00	0%	0.00
Rehab Center of Independence - West	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	2.83	2.00	71%	5.00	1.00	20%	3.00	0.00	0%	2.00
Rehabilitation Center of Des Moines	12/31/2014	1.67	1.00	60%	3.00	0.00	0%	3.08	8.00	259%	4.83	10.00	207%	1.33	1.00	75%	2.00
Riceville Family Care & Therapy Center	3/31/2014	0.00	0.00	0%	1.00	0.00	0%	1.50	2.00	133%	2.92	0.00	0%	1.00	0.00	0%	1.00
Ridgecrest Village	6/30/2014	1.00	1.00	100%	7.00	1.00	14%	3.00	0.00	0%	7.42	2.00	27%	10.00	1.00	10%	2.00
Ridgewood Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	2.83	2.00	71%	1.00	1.00	100%	1.00
Risen Son Christian Village	6/30/2014	1.00	0.00	0%	7.92	2.00	25%	3.92	2.00	51%	9.00	7.00	78%	6.17	4.00	65%	0.83
River Hills Village	9/30/2014	1.00	0.00	0%	5.67	1.00	18%	2.75	4.00	145%	6.92	5.00	72%	4.75	4.00	84%	1.00
Riverview Manor	12/31/2014	1.00	2.00	200%	1.00	1.00	100%	2.08	0.00	0%	2.00	1.00	50%	1.00	0.00	0%	1.00
Rock Rapids Care Centre	12/31/2014	1.17	1.00	86%	1.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	1.00
Rockwell Community Nursing Home	6/30/2014	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
Rolling Green Village	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	3.67	1.00	27%	5.00	1.00	20%	1.75	0.00	0%	1.00
Rose Haven Nursing Home	12/31/2014	2.00	0.00	0%	1.00	1.00	100%	1.00	0.00	0%	4.33	1.00	23%	0.58	0.00	0%	0.75
Rose Vista Home	12/31/2014	0.00	0.00	0%	0.00	0.00	0%	3.00	0.00	0%	4.00	0.00	0%	4.25	1.00	24%	1.00
Rosewood Manor	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	1.00	0.00	0%	2.17	3.00	138%	1.00	0.00	0%	1.00
Rotary Senior Living	6/30/2014	1.00	1.00	100%	1.67	1.00	60%	3.00	1.00	33%	3.00	0.00	0%	2.75	1.00	36%	1.58
Rowley Memorial Masonic Home	7/31/2014	0.90	0.00	0%	1.80	2.00	111%	1.08	0.00	0%	3.58	0.00	0%	1.55	0.00	0%	0.91
Ruthven Community Care Center	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	1.17	1.00	86%	2.92	0.00	0%	1.58	2.00	126%	0.92
Sanford Senior Care Sheldon	6/30/2014	1.00	0.00	0%	0.00	0.00	0%	1.67	1.00	60%	10.00	0.00	0%	3.83	1.00	26%	1.00
Scenic Manor	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	4.50	2.00	44%	5.17	4.00	77%	3.83	2.00	52%	1.00
Scottish Rite Park	10/31/2014	1.00	0.00	0%	3.00	1.00	33%	2.00	0.00	0%	8.00	0.00	0%	4.33	1.00	23%	2.00
Shady Oaks	6/30/2014	2.25	0.00	0%	1.83	1.00	55%	2.75	3.00	109%	5.92	6.00	101%	2.00	1.00	50%	0.92
Shady Rest Care Center	9/30/2014	1.00	0.00	0%	1.08	2.00	185%	0.00	0.00	0%	7.17	2.00	28%	1.00	0.00	0%	1.00
Sheffield Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	1.00	100%	4.08	0.00	0%	1.00	1.00	100%	1.00
Shell Rock Senior Living	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	1.25	1.00	80%	4.67	2.00	43%	1.00	0.00	0%	1.00
Sibley Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.25	0.00	0%	3.58	0.00	0%	1.00	1.00	100%	1.00
Sigourney Health Care	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00
Simpson Memorial Home	6/30/2014	1.00	0.00	0%	2.75	0.00	0%	0.00	0.00	0%	7.75	4.00	52%	3.92	0.00	0%	1.00
Sioux Care Center	12/31/2014	0.00	0.00	0%	0.17	1.00	600%	1.75	2.00	114%	1.92	1.00	52%	2.33	0.00	0%	1.00
Sioux Center Community Hospital	6/30/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.42
Solon Nursing Care Center	12/31/2014	1.00	0.00	0%	2.92	2.00	69%	0.42	1.00	240%	7.83	5.00	64%	3.00	0.00	0%	2.00
Southern Hills Specialty Care	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.50	1.00	29%	4.25	1.00	24%	1.58	0.00	0%	2.00
Southfield Wellness	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	1.00	1.00	100%	5.58	4.00	72%	1.75	0.00	0%	1.00
Southridge Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.00	0.00	0%	1.00	0.00	0%	1.00
Spurgeon Manor Inc.	9/30/2014	1.58	0.00	0%	1.42	3.00	212%	0.00	0.00	0%	7.58	3.00	40%	2.58	3.00	116%	1.00
St. Anthony Nursing Home	6/30/2014	1.00	0.00	0%	3.00	0.00	0%	1.17	0.00	0%	5.00	0.00	0%	2.00	0.00	0%	0.75
St. Francis Manor	12/31/2014	1.33	1.00	75%	6.00	0.00	0%	3.00	0.00	0%	9.17	3.00	33%	5.50	0.00	0%	2.00
St. Luke Lutheran Home, Inc	12/31/2014	1.00	0.00	0%	4.00	0.00	0%	3.92	1.00	26%	6.33	1.00	16%	7.58	1.00	13%	1.00
St. Mary Healthcare & Rehabilitation	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	3.83	1.00	26%	4.83	1.00	21%	1.00	0.00	0%	2.00
Stacyville Community Nursing Home	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.83	4.00	218%	1.42	1.00	71%	1.00
Stanton Care Center	6/30/2014	0.67	1.00	150%	1.00	0.00	0%	3.00	0.00	0%	5.00	0.00	0%	1.00	0.00	0%	1.00
State Center Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.00	4.00	80%	0.00	0.00	0%	1.00
Stonehill Care Center	6/30/2014	1.00	0.00	0%	10.83	2.00	18%	8.00	0.00	0%	20.58	8.00	39%	7.00	0.00	0%	1.00
Story County Medical Center	6/30/2014	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Stratford Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.25	1.00	19%	1.00	0.00	0%	1.00
Strawberry Point Lutheran Home	12/31/2014	1.58	0.00	0%	3.00	1.00	33%	0.67	0.00	0%	5.42	7.00	129%	4.83	5.00	103%	1.00
Sunny Hill Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	4.83	2.00	41%	1.00	0.00	0%	1.00
Sunny Knoll Care Centre	12/31/2014	1.08	0.00	0%	1.00	1.00	100%	1.50	1.00	67%	1.08	0.00	0%	1.00	1.00	100%	1.00
Sunny View Care Center	12/31/2014	1.00	2.00	200%	1.42	1.00	71%	3.00	0.00	0%	4.67	1.00	21%	1.00	0.00	0%	1.00
Sunnybrook Living Care Center	12/31/2014	1.00	2.00	200%	1.00	1.00	100%	3.00	1.00	33%	3.75	1.00	27%	2.17	1.00	46%	1.00
Sunnycrest Manor	6/30/2014	0.67	1.00	150%	4.00	2.00	50%	4.50	1.00	22%	14.08	6.00	43%	5.00	0.00	0%	2.00
Sunnycrest Nursing Center	12/31/2014	1.00	0.00	0%	1.00	1.00	100%	0.08	1.00	1200%	5.42	3.00	55%	0.92	1.00	109%	0.92
Sunrise Hill Care Center	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	3.83	0.00	0%	5.92	4.00	68%	2.00	0.00	0%	2.00
Sunrise Retirement Community	12/31/2014	1.25	1.00	80%	11.83	0.00	0%	1.58	1.00	63%	10.25	1.00	10%	6.08	1.00	16%	1.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Sunrise Terrace Care Center	6/30/2014	1.00	0.00	0%	2.83	1.00	35%	1.83	1.00	55%	4.17	2.00	48%	1.00	0.00	0%	1.00
Sunset Knoll Inc	5/31/2014	0.92	0.00	0%	1.58	2.00	126%	3.08	1.00	32%	2.33	3.00	129%	1.25	2.00	160%	1.00
Suntherland Care Center	12/31/2014	1.00	0.00	0%	0.00	0.00	0%	1.00	0.00	0%	1.75	1.00	57%	1.00	0.00	0%	1.00
Tabor Manor Care Center	12/31/2014	1.00	0.00	0%	2.00	1.00	50%	3.00	0.00	0%	4.58	0.00	0%	2.00	0.00	0%	1.00
The Abbey of LeMars	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	3.92	1.00	26%	1.00	0.00	0%	1.00
The Alverno Health Care Facility	6/30/2014	1.00	0.00	0%	10.33	0.00	0%	5.25	5.00	95%	14.00	1.00	7%	9.92	2.00	20%	2.00
The Ambassador Sidney Inc	6/30/2014	1.00	1.00	100%	0.92	1.00	109%	2.00	0.00	0%	2.25	1.00	44%	1.00	0.00	0%	1.00
The Cottages	12/31/2014	1.00	0.00	0%	0.67	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	1.08	0.00	0%	1.00
The New Homestead	12/31/2014	1.00	0.00	0%	4.00	1.00	25%	1.00	0.00	0%	5.08	3.00	59%	2.00	0.00	0%	1.00
The Village	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	2.00	0.00	0%	10.83	2.00	18%	2.83	1.00	35%	1.00
Thomas Rest Haven	6/30/2014	1.00	0.00	0%	2.00	0.00	0%	3.00	0.00	0%	5.00	1.00	20%	1.50	1.00	67%	1.33
Thornton Manor Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	6.58	2.00	30%	0.00	0.00	0%	1.00	1.00	100%	1.00
Timely Mission Nursing Home	7/31/2014	1.00	1.00	100%	2.00	0.00	0%	4.00	1.00	25%	4.92	3.00	61%	1.00	0.00	0%	1.00
Titonka Care Center	12/31/2014	0.00	0.00	0%	0.92	1.00	109%	2.08	1.00	48%	2.50	3.00	120%	1.00	0.00	0%	1.00
Touchstone Living Center	12/31/2014	1.00	0.00	0%	2.92	3.00	103%	4.92	3.00	61%	5.75	14.00	243%	2.50	1.00	40%	1.00
Trinity at Luther Park	12/31/2014	1.00	1.00	100%	3.67	0.00	0%	4.42	2.00	45%	11.75	6.00	51%	4.83	1.00	21%	1.00
Tripoli Nursing & Rehab	9/30/2014	1.00	1.00	100%	0.50	1.00	200%	1.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Tru Rehab of Grinnell	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	1.50	0.00	0%	0.00
Twilight Acres, Inc.	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	3.83	1.00	26%	6.75	0.00	0%	1.58	0.00	0%	1.00
Union Park Health Services	12/31/2014	0.80	2.00	250%	0.50	1.00	200%	0.00	0.00	0%	0.00	0.00	0%	1.00	1.00	100%	0.75
United Presbyterian Home	12/31/2014	2.00	0.00	0%	5.00	0.00	0%	8.83	0.00	0%	9.75	1.00	10%	4.00	0.00	0%	1.00
University Park Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	4.58	2.00	44%	10.50	6.00	57%	2.08	1.00	48%	1.00
Urbandale Health Care Center	12/31/2014	1.00	0.00	0%	4.83	2.00	41%	2.75	3.00	109%	8.83	10.00	113%	2.00	0.00	0%	1.00
Valley View Nursing & Rehab Center	12/31/2014	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
Valley View Village	12/31/2014	1.00	0.00	0%	9.08	2.00	22%	4.58	2.00	44%	4.92	2.00	41%	7.83	1.00	13%	1.00
Valley Vue Care Center	12/31/2014	0.00	0.00	0%	1.00	0.00	0%	1.25	0.00	0%	4.42	2.00	45%	3.00	0.00	0%	1.00
Villa Del Sol	12/31/2014	0.00	0.00	0%	2.58	1.00	39%	3.75	2.00	53%	6.33	2.00	32%	2.00	0.00	0%	1.00
Village At Legacy Pointe NF	12/31/2014	1.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	5.00	3.00	60%	3.08	2.00	65%	1.00
Virginia Gay Hospital	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.00
Vista Woods Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	5.25	3.00	57%	1.67	1.00	60%	1.00
Wapello Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	5.00	1.00	20%	1.00	0.00	0%	2.00
Washington County Hospital & Clinics	6/30/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00	0%	1.00
Wellington Place	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.50	1.00	29%	6.25	2.00	32%	2.50	0.00	0%	1.00
Wesley Acres	12/31/2014	0.92	0.00	0%	4.25	2.00	47%	2.00	0.00	0%	17.17	5.00	29%	8.33	1.00	12%	1.00
West Bend Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.00
West Bridge Care & Rehab	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	1.00	0%	0.00	1.00	0%	1.00	1.00	100%	1.00
West Point Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	3.00	0.00	0%	3.67	1.00	27%	0.83	1.00	120%	0.92
West Ridge Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	6.83	3.00	44%	1.00	1.00	100%	1.92
Westbrook Acres	12/31/2014	1.00	1.00	100%	4.00	0.00	0%	1.67	1.00	60%	4.00	2.00	50%	1.00	0.00	0%	1.00
Western Home Communities	12/31/2014	1.00	0.00	0%	35.58	2.00	6%	8.00	4.00	50%	7.25	0.00	0%	8.67	1.00	12%	1.00
Westhaven Community	12/31/2014	0.00	0.00	0%	2.00	0.00	0%	4.00	0.00	0%	11.58	8.00	69%	5.25	4.00	76%	2.00
Westmonth Healthcare Community	12/31/2014	0.83	1.00	120%	0.92	1.00	109%	0.00	0.00	0%	0.00	0.00	0%	0.92	2.00	218%	1.00
Westridge Quality Care & Rehab	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	1.58	1.00	63%	2.00
Westview Acres Care Center	12/31/2014	1.33	1.00	75%	1.00	0.00	0%	1.33	1.00	75%	4.00	1.00	25%	1.00	0.00	0%	1.00
Westview Care Center	12/31/2014	0.42	0.00	0%	2.00	0.00	0%	0.00	0.00	0%	5.33	0.00	0%	0.92	0.00	0%	1.00
Westview of Indianola Care Center	12/31/2014	0.00	0.00	0%	2.00	1.00	50%	2.58	2.00	77%	5.00	0.00	0%	1.00	0.00	0%	2.00
Westwood Nursing & Rehab Center	12/31/2014	1.00	0.00	0%	2.00	0.00	0%	2.00	0.00	0%	5.75	3.00	52%	1.92	1.00	52%	1.00
Wheatland Manor	12/31/2014	1.00	0.00	0%	0.00	0.00	0%	3.00	0.00	0%	4.00	0.00	0%	1.00	0.00	0%	1.00
Willow Dale Wellness Village	12/31/2014	0.00	0.00	0%	1.00	0.00	0%	2.00	0.00	0%	3.00	1.00	33%	1.75	0.00	0%	2.00
Willow Garden Care Center	12/31/2014	1.00	0.00	0%	3.83	0.00	0%	2.42	1.00	41%	6.33	3.00	47%	1.00	1.00	100%	1.00
Windmill Manor	12/31/2014	1.00	0.00	0%	6.17	3.00	49%	1.67	3.00	180%	6.58	10.00	152%	2.17	2.00	92%	1.08
Windsor Nursing & Rehab Center	12/31/2014	1.00	1.00	100%	1.00	0.00	0%	1.00	2.00	200%	3.00	2.00	67%	2.00	0.00	0%	1.00
Winslow House Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.92	2.00	104%	2.92	1.00	34%	1.00	0.00	0%	1.00
Woodland Terrace	12/31/2014	2.00	0.00	0%	14.08	2.00	14%	0.00	0.00	0%	14.75	8.00	54%	10.50	0.00	0%	2.00
Zearing Health Care Center	12/31/2014	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	1.75	1.00	57%	2.50	1.00	40%	1.00
Number of Providers Reporting Data	411	411	411	411		411			411			411				411	
Number of Providers with Zero Percent Turnover				335		283			261			141				268	
Minimum				0%		0%			0%			0%				0%	
Maximum				400%		600%			1200%			1200%				218%	
Average				23%		23%			33%			42%				24%	

A blank entry means that the nursing facility did not have any employees at that job classification.

No Turnover Information Reported	
All-American Care - Muscatine	7/31/2014
All-American Care - Washington	12/31/2014
Baxter Heath Care Center	12/31/2014
Careage of Newton	12/31/2014

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	FYE	Administrator Average for The Year	Administrator Total Terminations	Administrator	Business Office Average for The Year	Business Office Total Terminations	Business Office	Laundry Average for The Year	Laundry Total Terminations	Laundry	Housekeeping Average for The Year	Housekeeping Total Terminations	House-keeping	Maintenance Average for The Year	Maintenance Total Terminations	Maintenance	DON Average for The Year
Childserve Habilitation Center	6/30/2014																
Clarinda Mental Health Institute	6/30/2014																
Countryside Estates	12/31/2014																
Hallmark Care Center - Sioux City	12/31/2014																
Heritage Manor Care Center	12/31/2014																
Knoxville Rehab Center	12/31/2014																
Manning Regional Healthcare Center	6/30/2014																
Ogden Manor	12/31/2014																
Pleasant Care Living Center	12/31/14																
Riverside North	12/31/14																
Riverside South	12/31/14																

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Aase Haugen Homes, Inc.	0.00	0%	9.00	7.00	78%	17.42	6.00	34%	73.50	44.00	60%	5.17	3.00	58%	3.00	0.00	0%	2.00	0.00
Adel Acres	0.00	0%	5.33	2.00	38%	4.50	1.00	22%	38.75	23.00	59%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Afton Care Center	0.00	0%	2.17	1.00	46%	2.00	0.00	0%	18.83	16.00	85%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Akron Care Center	0.00	0%	6.92	2.00	29%	3.50	1.00	29%	24.17	12.00	50%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Algona Manor Care Center, Inc.	0.00	0%	6.00	0.00	0%	3.00	0.00	0%	30.33	10.00	33%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
All-American Care - Washington	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Altoona Nursing & Rehab Center	0.00	0%	7.00	4.00	57%	18.67	10.00	54%	38.58	30.00	78%	4.00	2.00	50%	1.00	0.00	0%	1.00	0.00
Anamosa Care Center	0.00	0%	6.67	6.00	90%	6.92	2.00	29%	30.83	17.00	55%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Arbor Court	0.00	0%	8.92	2.00	22%	2.00	0.00	0%	31.42	36.00	115%	3.25	2.00	62%	0.83	1.00	120%	0.00	0.00
Atlantic Nursing & Rehab Center	0.00	0%	6.25	4.00	64%	5.92	2.00	34%	39.08	23.00	59%	2.00	0.00	0%	1.33	1.00	75%	0.00	0.00
Avoca Nursing & Rehab Center	0.00	0%	4.67	3.00	64%	6.25	1.00	16%	21.75	9.00	41%	2.08	0.00	0%	0.00	0.00	0%	0.00	0.00
Bedford Nursing & Rehab Center	0.00	0%	1.00	0.00	0%	6.42	2.00	31%	17.00	11.00	65%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Belle Plaine Nursing & Rehab Center	1.00	50%	1.67	1.00	60%	6.08	1.00	16%	24.67	16.00	65%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Bethany Home	0.00	0%	13.33	4.00	30%	9.50	3.00	32%	39.75	11.00	28%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Bethany Lutheran Home	0.00	0%	12.25	3.00	24%	21.00	4.00	19%	57.33	52.00	91%	5.00	1.00	20%	2.00	0.00	0%	2.00	0.00
Bethany Manor	0.00	0%	27.17	10.00	37%	17.42	4.00	23%	113.00	63.00	56%	14.67	7.00	48%	2.67	0.00	0%	1.00	0.00
Bettendorf Health Care Center	2.00	104%	10.92	11.00	101%	8.33	10.00	120%	45.00	26.00	58%	1.00	0.00	0%	1.08	1.00	92%	0.00	0.00
Bishop Drumm Care Center	1.00	100%	12.25	6.00	49%	18.00	3.00	17%	88.33	22.00	25%	6.92	0.00	0%	1.17	0.00	0%	0.92	0.00
Blackhawk Life Care Center	0.00	0%	5.92	1.00	17%	5.25	2.00	38%	20.75	5.00	24%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Blair House	1.00	100%	10.25	5.00	49%	5.83	1.00	17%	29.58	17.00	57%	1.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Bloomfield Care Center	1.00	120%	9.17	10.00	109%	8.42	8.00	95%	31.42	24.00	76%	2.00	1.00	50%	1.00	0.00	0%	2.00	0.00
Briarwood Healthcare Center	0.00	0%	7.67	2.00	26%	8.00	1.00	13%	46.83	42.00	90%	2.83	3.00	106%	1.00	0.00	0%	0.00	0.00
Brooklyn Community Estates	0.00	0%	4.25	1.00	24%	3.25	2.00	62%	25.75	6.00	23%	3.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Buchanan County Health	2.00	150%	5.58	1.00	18%	7.58	1.00	13%	21.58	7.00	32%	3.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Calvin Community	0.00	0%	7.39	5.00	68%	9.40	0.00	0%	40.60	9.00	22%	6.30	0.00	0%	1.00	0.00	0%	1.12	0.00
Careage Hills Rehab & Healthcare	1.00	150%	4.58	4.00	87%	1.58	0.00	0%	14.58	9.00	62%	1.08	1.00	92%	1.00	0.00	0%	0.00	0.00
Caring Acres Nursing & Rehab	2.00	133%	6.25	5.00	80%	1.25	4.00	320%	19.25	19.00	99%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Carlisle Care Center	4.00	104%	5.67	7.00	124%	15.42	17.00	110%	38.08	41.00	108%	2.83	1.00	35%	0.92	2.00	218%	1.00	0.00
Carroll Health Center	0.00	0%	8.67	3.00	35%	12.83	1.00	8%	42.50	18.00	42%	5.42	4.00	74%	0.83	1.00	120%	0.00	0.00
Casa De Paz Health Care Center	0.00	0%	10.92	2.00	18%	5.25	0.00	0%	29.50	21.00	71%	1.00	0.00	0%	2.08	1.00	48%	1.00	0.00
Cedar Falls Health Care Center	0.00	0%	7.08	4.00	56%	9.33	2.00	21%	29.08	15.00	52%	2.17	2.00	92%	2.00	0.00	0%	1.00	0.00
Cedar Health	0.00	0%	2.00	0.00	0%	5.50	0.00	0%	29.50	2.00	7%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Cedar Manor	0.00	0%	5.00	0.00	0%	4.00	0.00	0%	26.25	11.00	42%	2.42	0.00	0%	1.00	0.00	0%	0.00	0.00
Centerville Nursing & Rehab Center	2.00	200%	5.00	3.00	60%	7.17	5.00	70%	27.17	22.00	81%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Chariton Nursing & Rehab Center	0.00	0%	5.75	0.00	0%	8.50	2.00	24%	26.50	5.00	19%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Chautauqua #2	0.00	0%	5.50	2.00	36%	5.75	1.00	17%	25.58	12.00	47%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Chautauqua #3	0.00	0%	5.58	0.00	0%	8.00	1.00	13%	32.83	22.00	67%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Cherokee Nursing & Rehab Center	1.00	100%	6.00	4.00	67%	4.08	3.00	73%	18.83	26.00	138%	3.00	1.00	33%	0.00	0.00	0%	0.00	0.00
Clarence Nursing Home	0.00	0%	3.42	0.00	0%	3.42	1.00	29%	19.58	12.00	61%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Clarion Wellness & Rehab	0.00	0%	7.00	6.00	86%	8.58	2.00	23%	28.33	16.00	56%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Clarksville Skilled Nursing & Rehab	0.00	0%	2.83	1.00	35%	9.67	1.00	10%	29.17	12.00	41%	4.00	0.00	0%	1.00	1.00	100%	0.00	0.00
Clearview Home	0.00	0%	3.25	1.00	31%	6.58	0.00	0%	13.33	16.00	120%	2.00	1.00	50%	1.00	0.00	0%	0.00	0.00
Clearview Home	0.00	0%	6.75	3.00	44%	10.67	5.00	47%	38.00	32.00	84%	4.42	1.00	23%	1.00	0.00	0%	0.00	0.00
Colonial Manor of Amana	1.00	80%	4.58	4.00	87%	6.00	0.00	0%	33.17	11.00	33%	2.00	0.00	0%	1.42	1.00	71%	0.00	0.00
Colonial Manor of Columbus Junction	0.00	0%	6.75	3.00	44%	5.50	1.00	18%	24.25	9.00	37%	1.00	0.00	0%	0.67	1.00	150%	0.00	0.00
Colonial Manor of Elma	0.00	0%	4.17	0.00	0%	4.75	2.00	42%	25.33	9.00	36%	1.92	0.00	0%	1.67	0.00	0%	0.00	0.00
Community Care Center	0.00	0%	8.25	3.00	36%	6.67	4.00	60%	49.92	14.00	28%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Community Memorial Health Center	0.00	0%	7.92	1.00	13%	9.08	1.00	11%	31.50	16.00	51%	3.75	2.00	53%	1.00	0.00	0%	0.00	0.00
Concord Care center	0.00	0%	10.50	8.00	76%	6.42	1.00	16%	33.83	9.00	27%	2.17	2.00	92%	1.08	0.00	0%	0.00	0.00
Corning Nursing & Rehab Center	0.00	0%	3.75	3.00	80%	4.50	1.00	22%	18.33	9.00	49%	0.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Correctionville Nursing & Rehab Center	0.00	0%	2.42	0.00	0%	4.25	0.00	0%	19.83	7.00	35%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Corydon Nursing & Rehab Center	1.00	50%	5.92	2.00	34%	10.67	2.00	19%	28.67	18.00	63%	2.00	1.00	50%	3.00	0.00	0%	0.00	0.00
Country View	0.00	0%	6.75	0.00	0%	12.92	9.00	70%	47.42	32.00	67%	5.92	0.00	0%	3.58	1.00	28%	1.00	0.00
Country View Manor	0.00	0%	6.00	0.00	0%	4.00	0.00	0%	27.75	9.00	32%	1.83	2.00	109%	0.00	0.00	0%	0.00	0.00
Countryside Nursing & Rehab	0.00	0%	8.50	6.00	71%	12.25	6.00	49%	33.50	23.00	69%	2.88	0.00	0%	1.00	0.00	0%	1.00	0.00
Cresco Care Center	0.00	0%	7.92	2.00	25%	5.58	1.00	18%	26.83	10.00	37%	5.67	1.00	18%	0.50	0.00	0%	0.00	0.00
Crest Haven Care Centre	2.00	126%	3.33	6.00	180%	4.33	2.00	46%	16.00	14.00	88%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Creston Nursing & Rehab Center	0.00	0%	8.75	4.00	46%	2.67	5.00	188%	20.75	15.00	72%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Crestridge Care Center Inc	0.00	0%	9.58	1.00	10%	9.50	1.00	11%	27.75	11.00	40%	1.42	2.00	141%	1.00	0.00	0%	0.00	0.00
Crestview Acres Inc	1.00	109%	6.42	2.00	31%	12.58	15.00	119%	36.17	30.00	83%	2.00	0.00	0%	1.00	1.00	100%	1.00	0.00
Crestview Nursing & Rehab	0.00	0%	3.25	1.00	31%	6.58	4.00	61%	21.67	9.00	42%	1.83	1.00	55%	1.00	0.00	0%	1.00	0.00
Crestview Nursing & Rehab Center	0.00	0%	7.67	4.00	52%	8.42	1.00	12%	40.50	23.00	57%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Crystal Heights Care Center	0.00	0%	5.42	4.00	74%	5.00	6.00	120%	28.00	30.00	107%	2.50	5.00	200%	1.00	0.00	0%	0.00	0.00
Danville Care Center	1.00	100%	5.67	2.00	35%	3.17	5.00	158%	13.92	31.00	223%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Davenport Lutheran Home	0.00	0%	8.92	15.00	168%	12.42	13.00	105%	57.33	51.00	89%	2.00	1.00	50%	3.00	0.00	0%	0.00	0.00
Dave's Place	1.00	100%	8.17	10.00	122%	8.08	4.00	49%	19.92	37.00	186%	4.67	4.00	86%	1.00	0.00	0%	1.00	1.00
Davis Center optimae LifeServices	0.00	0%	3.33	2.00	60%	3.83	1.00	26%	11.83	9.00	76%	3.75	2.00	53%	1.00	0.00	0%	0.00	0.00
Denison Care Center Inc	1.00	100%	4.42	3.00	68%	4.25	4.00	94%	21.50	24.00	112%	1.08	0.00	0%	1.00	0.00	0%	0.00	0.00
Denver Sunset Home	0.00	0%	5.00	1.00	20%	1.00	0.00	0%	11.83	4.00	34%	3.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Donnellson Health Center	0.00	0%	3.50	2.00	57%	6.83	7.00	102%	30.58	18.00	59%	2.00	1.00	50%	1.08	1.00	92%	1.00	0.00
Dubuque Nursing & Rehab Center	5.00	353%	4.75	7.00	147%	10.83	12.00	111%	44.08	44.00	100%	2.92	0.00	0%	2.00	0.00	0%	0.00	0.00
Dumont Wellness Center	0.00	0%	5.42	0.00	0%	4.42	0.00	0%	18.25	5.00	27%	2.67	1.00	38%	0.00	0.00	0%	0.00	0.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Dunlap Nursing & Rehab Center	0.00	0%	5.83	2.00	34%	8.00	0.00	0%	19.58	3.00	15%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Eagle Point Nursing & Rehab	3.00	300%	9.50	8.00	84%	8.67	5.00	58%	46.25	50.00	108%	2.83	2.00	71%	1.92	2.00	104%	1.00	0.00
East Village Center Wellness & Rehab	2.00	150%	2.58	1.00	39%	6.92	5.00	72%	19.83	17.00	86%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Eastern Star Masonic Home	0.00	0%	13.83	6.00	43%	25.00	3.00	12%	69.58	24.00	34%	3.58	1.00	28%	1.00	0.00	0%	1.00	0.00
Edgewater, A Wesley Active Life Community	0.00	0%	4.25	0.00	0%	6.92	0.00	0%	24.50	5.00	20%	3.58	1.00	28%	1.08	0.00	0%	0.00	0.00
Edgewood Convalescent Home	1.00	100%	5.17	2.00	39%	6.50	0.00	0%	33.33	17.00	51%	1.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Eldora Nursing & Rehab Center	0.00	0%	3.00	2.00	67%	3.67	0.00	0%	17.42	3.00	17%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Elkander Care Center	1.00	100%	7.50	5.00	67%	2.25	2.00	89%	21.33	20.00	94%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Elm Crest Retirement Community	0.00	0%	14.67	5.00	34%	7.17	4.00	56%	23.83	18.00	76%	3.33	1.00	30%	3.00	0.00	0%	0.00	0.00
Elm Heights Care Center	0.00	0%	8.00	1.00	13%	3.00	0.00	0%	25.42	9.00	35%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Elmwood Care Centre	0.00	0%	2.92	3.00	103%	6.92	2.00	29%	16.83	6.00	36%	1.00	0.00	0%	1.25	1.00	80%	1.00	0.00
Embassy Healthcare Community	1.00	100%	8.00	6.00	75%	4.75	8.00	168%	18.67	31.00	166%	1.83	3.00	164%	1.50	0.00	0%	0.00	0.00
Emmetsburg Care Center	0.00	0%	9.00	4.00	44%	3.08	2.00	65%	30.92	22.00	71%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
English Valley Nursing Home	0.00	0%	8.67	0.00	0%	3.42	0.00	0%	27.42	11.00	40%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Ennoble Skilled Nursing & Rehab	0.00	0%	11.58	7.00	60%	5.33	2.00	38%	47.00	54.00	115%	3.25	4.00	123%	1.08	1.00	92%	1.00	0.00
Evans Memorial Home	1.00	100%	6.00	3.00	50%	8.08	2.00	25%	30.67	15.00	49%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Eventide Lutheran Home for the Aged	0.00	0%	8.00	1.00	13%	12.50	4.00	32%	38.33	12.00	31%	2.92	1.00	34%	2.00	0.00	0%	2.00	0.00
Exira Care Center	0.00	0%	4.00	0.00	0%	8.08	2.00	25%	23.25	0.00	0%	1.25	1.00	80%	1.00	0.00	0%	0.00	0.00
Faith Lutheran Home	0.00	0%	7.75	1.00	13%	5.83	3.00	51%	26.42	13.00	49%	2.00	0.00	0%	1.00	0.00	0%	2.00	0.00
Fellowship Village	0.00	0%	7.00	4.00	57%	4.00	2.00	50%	34.50	8.00	23%	3.67	3.00	82%	1.00	0.00	0%	1.00	0.00
Fleur Heights Care Center	1.00	60%	15.00	17.00	113%	23.17	16.00	69%	67.50	37.00	55%	3.58	2.00	56%	2.00	1.00	50%	1.00	0.00
Fonda Nursing & Rehab Center	0.00	0%	4.58	1.00	22%	4.00	0.00	0%	22.17	16.00	72%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Fort Dodge Health & Rehab	1.00	100%	3.83	1.00	26%	5.42	4.00	74%	27.33	28.00	102%	1.67	1.00	60%	1.00	1.00	100%	0.00	0.00
Fort Madison Health Center	0.00	0%	3.00	4.00	133%	12.58	2.00	16%	32.42	23.00	71%	2.33	0.00	0%	2.33	1.00	43%	1.00	1.00
Fountain West Health Center	0.00	0%	15.08	6.00	40%	16.08	6.00	37%	55.92	51.00	91%	2.00	0.00	0%	2.00	1.00	50%	2.00	0.00
Franklin General Hospital	0.00	0%	5.00	0.00	0%	5.83	2.00	34%	14.92	4.00	27%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Friendship Haven	0.00	0%	19.58	8.00	41%	21.50	2.00	9%	83.33	47.00	56%	4.42	1.00	23%	3.00	0.00	0%	3.83	4.00
Friendship Home	0.00	0%	6.08	1.00	16%	11.83	2.00	17%	36.67	14.00	38%	3.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Friendship Village	0.00	0%	9.92	2.00	20%	16.08	2.00	12%	35.00	24.00	69%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Garden View Health Care Center	2.00	200%	2.17	5.00	231%	8.00	8.00	100%	24.58	17.00	69%	2.00	1.00	50%	1.67	2.00	120%	0.00	0.00
Genesis Medical Center DeWitt	0.00	0%	13.25	0.00	0%	6.00	0.00	0%	43.83	0.00	0%	4.92	0.00	0%	1.00	0.00	0%	1.00	0.00
Genesis Senior Living Center	1.00	29%	6.42	0.00	0%	10.25	10.00	98%	33.33	42.00	126%	1.92	1.00	52%	1.08	1.00	92%	0.00	0.00
Glen Haven Home	2.00	200%	2.83	5.00	176%	10.17	11.00	108%	32.08	24.00	75%	3.00	2.00	67%	1.00	1.00	100%	1.00	1.00
Golden Age Care Center	0.00	0%	5.00	0.00	0%	9.67	1.00	10%	23.33	11.00	47%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Goldenrod Manor JP Health Care Inc	1.00	100%	5.25	5.00	95%	8.50	5.00	59%	21.67	25.00	115%	1.00	1.00	100%	1.00	0.00	0%	0.00	0.00
Good Neighbor Home	0.00	0%	19.42	6.00	31%	14.33	7.00	49%	89.08	47.00	53%	5.50	0.00	0%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Algona	0.00	0%	10.08	2.00	20%	7.58	1.00	13%	74.08	28.00	38%	5.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Davenport	1.00	23%	18.00	12.00	67%	16.08	5.00	31%	111.42	39.00	35%	5.17	1.00	19%	6.00	0.00	0%	3.00	0.00
Good Samaritan Society - Esterville	0.00	0%	13.83	7.00	51%	12.42	5.00	40%	50.08	22.00	44%	3.75	1.00	27%	2.17	0.00	0%	1.00	0.00
Good Samaritan Society - Fontanelle	1.00	34%	4.00	0.00	0%	5.42	0.00	0%	21.42	7.00	33%	1.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Good Samaritan Society - Forest City	0.00	0%	5.33	4.00	75%	8.50	1.00	12%	36.50	18.00	49%	3.08	1.00	32%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - George	0.00	0%	3.67	1.00	27%	4.83	1.00	21%	19.17	5.00	26%	1.00	0.00	0%	1.00	1.00	100%	1.00	0.00
Good Samaritan Society - Holstein	0.00	0%	7.08	5.00	71%	11.00	1.00	9%	35.50	11.00	31%	2.92	4.00	137%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Indianola	1.00	57%	12.00	7.00	58%	15.25	8.00	52%	49.00	32.00	65%	4.67	2.00	43%	1.75	0.00	0%	1.75	0.00
Good Samaritan Society - LeMars	0.00	0%	9.75	1.00	10%	9.25	3.00	32%	63.25	34.00	54%	6.42	3.00	47%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Manson	0.00	0%	7.17	4.00	56%	5.42	0.00	0%	18.83	9.00	48%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Newell	0.00	0%	4.17	1.00	24%	5.08	3.00	59%	22.58	9.00	40%	4.08	1.00	24%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Ottumwa	0.00	0%	16.75	5.00	30%	16.83	8.00	48%	79.33	27.00	34%	3.83	0.00	0%	4.17	0.00	0%	2.00	1.00
Good Samaritan Society - Postville	0.00	0%	8.92	4.00	45%	3.67	1.00	27%	32.33	3.00	9%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Red Oak	0.00	0%	5.00	2.00	40%	11.58	1.00	9%	32.67	16.00	49%	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00
Good Samaritan Society - Saint Ansgar	0.00	0%	4.50	1.00	22%	5.58	1.00	18%	24.25	14.00	58%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Salem Lutheran Home	0.00	0%	2.33	4.00	171%	15.00	5.00	33%	29.75	21.00	71%	2.08	3.00	144%	2.00	0.00	0%	1.00	0.00
Good Samaritan Society - Van Buren	0.00	0%	6.25	12.00	192%	3.58	7.00	195%	26.17	22.00	84%	3.42	0.00	0%	1.00	0.00	0%	1.00	0.00
Good Samaritan Society - Villisca	0.00	0%	8.17	3.00	37%	3.83	1.00	26%	18.67	8.00	43%	1.83	1.00	55%	1.00	0.00	0%	0.00	0.00
Good Samaritan Society - Waukon	0.00	0%	17.33	5.00	29%	6.92	2.00	29%	53.33	15.00	28%	2.25	0.00	0%	2.00	0.00	0%	1.00	0.00
Good Samaritan Society - West Union	0.00	0%	7.75	7.00	90%	6.92	2.00	29%	36.25	22.00	61%	4.00	0.00	0%	1.00	0.00	0%	1.17	1.00
Good Shepherd Center	0.00	0%	20.08	2.00	10%	22.42	5.00	22%	121.50	47.00	39%	6.67	2.00	30%	2.00	0.00	0%	1.00	0.00
Gowrie Care Center LLC	0.00	0%	2.58	3.00	116%	4.00	0.00	0%	15.58	4.00	26%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Grand Jivante	1.00	100%	3.33	4.00	120%	11.17	9.00	81%	34.42	32.00	93%	3.00	2.00	67%	1.00	2.00	200%	0.75	1.00
Grandview Care Center	1.00	50%	6.33	2.00	32%	16.00	5.00	31%	57.50	36.00	63%	2.00	0.00	0%	1.50	0.00	0%	1.42	0.00
Grandview Health Care Center	0.00	0%	5.92	2.00	34%	9.58	1.00	10%	1.00	2.00	200%	1.00	1.00	100%	0.00	0.00	0%	0.00	0.00
Grandview Heights Care Center	0.00	0%	5.50	3.00	55%	15.58	11.00	71%	61.75	51.00	83%	2.92	1.00	34%	1.00	0.00	0%	1.00	0.00
Granger Nursing & Rehab Center	0.00	0%	3.92	6.00	153%	9.08	8.00	88%	22.25	13.00	58%	2.00	0.00	0%	0.83	1.00	120%	0.50	0.00
Great River Care Center	0.00	0%	2.42	4.00	166%	3.92	3.00	77%	14.33	15.00	105%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Great River Medical Center	0.00	0%	23.92	9.00	38%	22.83	6.00	26%	75.92	37.00	49%	0.00	1.00	0%	4.00	0.00	0%	0.00	0.00
Greene County Medical Center	1.00	100%	8.67	3.00	35%	4.92	5.00	102%	22.83	16.00	70%	1.00	0.00	0%	1.00	0.00	0%	6.83	1.00
Greenfield Rehab & Health Care Center	0.00	0%	5.42	1.00	18%	5.58	4.00	72%	19.58	13.00	66%	1.25	1.00	80%	1.00	0.00	0%	0.00	0.00
Griswold Rehab & health Care Center	1.00	39%	4.25	3.00	71%	3.58	1.00	28%	16.42	9.00	55%	1.00	0.00	0%	2.17	1.00	46%	0.00	0.00
Grundy County Memorial Hospital	1.00	100%	5.17	3.00	58%	10.75	1.00	9%	39.75	12.00	30%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Guttenberg Care Center	0.00	0%	10.00	2.00	20%	9.00	1.00	11%	66.50	9.00	14%	6.42	0.00	0%	1.00	0.00	0%	1.00	0.00
Halcyon House	0.00	0%	5.83	2.00	34%	3.42	2.00	59%	27.08	9.00	33%	4.42	0.00	0%	0.00	0.00	0%	0.00	0.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Hallmark Care Center - Mt. Vernon	0.00	0%	5.25	3.00	57%	4.42	1.00	23%	24.92	16.00	64%	1.50	1.00	67%	1.00	0.00	0%	0.00	0.00
Happy Siesta	0.00	0%	9.67	3.00	31%	5.58	0.00	0%	20.00	7.00	35%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Harmony House Health Care Center	0.00	0%	10.83	2.00	18%	22.25	10.00	45%	112.83	83.00	74%	8.33	4.00	48%	3.00	0.00	0%	1.00	0.00
Hearthstone, A ministry of Wesley Life	0.00	0%	4.17	0.00	0%	4.25	0.00	0%	14.58	2.00	14%	1.50	1.00	67%	1.00	0.00	0%	0.00	0.00
Heartland Care Center	0.00	0%	5.92	2.00	34%	5.67	0.00	0%	25.67	8.00	31%	5.00	7.00	140%	1.00	0.00	0%	0.00	0.00
Hegg Memrial Health Center	0.00	0%	12.17	3.00	25%	11.42	4.00	35%	75.67	21.00	28%	4.75	0.00	0%	2.00	0.00	0%	0.00	0.00
Henry County Health Center	0.00	0%	13.00	2.00	15%	4.50	1.00	22%	24.25	11.00	45%	3.50	1.00	29%	1.00	0.00	0%	0.00	0.00
Heritage Care & Rehab Center	1.00	4%	100.00	4.00	4%	109.00	4.00	4%	584.00	29.00	5%	12.00	0.00	0%	12.00	0.00	0%	0.00	0.00
Heritage Care Center - Iowa Falls	0.00	0%	5.00	3.00	60%	8.17	4.00	49%	35.08	17.00	48%	2.00	3.00	150%	1.92	1.00	52%	1.00	0.00
Heritage House - Atlantic	0.00	0%	9.00	1.00	11%	6.75	1.00	15%	32.75	13.00	40%	3.92	2.00	51%	1.00	0.00	0%	0.00	0.00
Heritage Manor	0.00	0%	6.33	1.00	16%	7.00	1.00	14%	36.08	18.00	50%	4.83	1.00	21%	1.00	0.00	0%	0.00	0.00
Heritage Nursing & Rehab Center	0.00	0%	11.67	5.00	43%	15.42	3.00	19%	68.50	47.00	69%	3.83	2.00	52%	3.00	0.00	0%	0.00	0.00
Heritage Nursing Home of Bancroft	0.00	0%	4.33	1.00	23%	3.58	1.00	28%	20.33	7.00	34%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Hiawatha Care Center	0.46	21%	11.92	0.25	2%	12.75	0.31	2%	53.75	1.00	2%	3.00	0.00	0%	2.00	0.00	0%	2.00	0.00
Highland Ridge Care Center	0.00	0%	8.00	3.00	38%	1.17	1.00	86%	62.17	18.00	29%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Hillcrest Healthcare Center	1.00	100%	4.00	2.00	50%	6.67	12.00	180%	25.50	1.00	4%	2.08	0.00	0%	1.00	0.00	0%	0.00	0.00
Hillcrest Home	0.00	0%	7.75	1.00	13%	9.92	2.00	20%	46.00	16.00	35%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Hilltop Care Center	0.00	0%	15.00	10.00	67%	5.08	2.00	39%	42.58	30.00	70%	4.17	3.00	72%	2.50	0.00	0%	0.00	0.00
Holy Spirit Retirement Home	0.00	0%	14.83	1.00	7%	12.42	4.00	32%	78.83	50.00	63%	5.50	1.00	18%	1.00	0.00	0%	0.00	0.00
Hubbard Care Center	0.00	0%	6.17	5.00	81%	6.92	4.00	58%	33.25	27.00	81%	10.92	11.00	101%	1.00	0.00	0%	0.00	0.00
Humboldt County Memorial Hospital	0.00	0%	6.33	0.00	0%	2.92	0.00	0%	20.42	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.25	0.00
Iowa City Rehab & Health Care Center	0.00	0%	9.25	12.00	130%	7.00	10.00	143%	31.08	30.00	97%	4.00	4.00	100%	2.17	2.00	92%	1.00	0.00
Iowa Jewish Senior Life Center	0.00	0%	8.17	9.00	110%	12.75	7.00	55%	64.83	47.00	72%	2.67	1.00	38%	1.00	0.00	0%	0.58	1.00
Iowa Masonic Health Facilities	0.00	0%	10.33	4.00	39%	8.08	4.00	49%	43.83	16.00	37%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Iowa Odd Fellows & Orphan Home	0.00	0%	5.33	3.00	56%	16.75	8.00	48%	71.00	35.00	49%	3.42	3.00	88%	1.00	0.00	0%	2.00	0.00
Kahl Home for the Aged	0.00	0%	19.83	19.00	96%	25.50	21.00	82%	111.08	135.00	122%	6.83	1.00	15%	3.75	2.00	53%	6.00	1.00
Kanawha Community Home	0.00	0%	3.00	0.00	0%	3.08	2.00	65%	17.17	6.00	35%	1.25	1.00	80%	0.00	0.00	0%	0.00	0.00
Karen Acres Health Care Center	1.00	100%	4.75	4.00	84%	0.92	1.00	109%	19.17	20.00	104%	1.25	2.00	160%	1.17	1.00	86%	0.00	0.00
Kennybrook Village	0.00	0%	5.08	4.00	79%	4.92	1.00	20%	18.08	12.00	66%	2.00	1.00	50%	1.00	1.00	100%	1.00	0.00
Keota Health Care Center	0.00	0%	6.00	0.00	0%	2.00	0.00	0%	11.00	0.00	0%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Keystone Nursing Care Center	1.00	100%	2.25	4.00	178%	5.67	3.00	53%	25.58	29.00	113%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Kingsley Nursing & Rehab Center	0.00	0%	5.83	0.00	0%	2.58	3.00	116%	22.08	6.00	27%	2.75	2.00	73%	0.00	0.00	0%	0.00	0.00
Lake Mills Care Center	0.00	0%	5.17	1.00	19%	6.42	2.00	31%	30.00	11.00	37%	2.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Lake Park Care Center	1.00	120%	5.08	2.00	39%	1.83	2.00	109%	10.17	8.00	79%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Lakeside Lutheran Home	0.00	0%	4.67	1.00	21%	5.00	1.00	20%	43.83	23.00	52%	2.67	1.00	38%	0.00	0.00	0%	0.00	0.00
Lamoni Nursing & Rehab Center	0.00	0%	2.42	4.00	166%	3.25	2.00	62%	15.92	5.00	31%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Lantern Park Nursing & Rehab Center	0.00	0%	7.08	5.00	71%	8.58	5.00	58%	35.42	24.00	68%	2.08	3.00	144%	1.83	2.00	109%	1.00	0.00
LaPorte City Nursing & Rehab Center	0.00	0%	3.17	3.00	95%	6.17	1.00	16%	19.42	32.00	165%	3.42	4.00	117%	0.00	0.00	0%	0.00	0.00
Laurens Care Center	0.00	0%	2.67	0.00	0%	5.42	1.00	18%	17.67	11.00	62%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Lenox Care Center Inc	0.00	0%	6.00	2.00	33%	2.25	1.00	44%	14.50	8.00	55%	1.00	1.00	100%	1.00	0.00	0%	0.00	0.00
Lexington Square	0.00	0%	12.75	4.00	31%	11.17	3.00	27%	47.33	48.00	101%	3.75	3.00	80%	1.00	0.00	0%	1.00	0.00
Liebe Care Center	0.00	0%	2.67	0.00	0%	7.00	0.00	0%	19.67	3.00	15%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Linn Haven Rehab & Healthcare	0.00	0%	3.08	2.00	65%	8.42	2.00	24%	23.17	11.00	47%	1.83	1.00	55%	1.58	0.00	0%	0.00	0.00
Linn Manor Care Center	0.00	0%	5.17	1.00	19%	4.25	2.00	47%	16.58	3.00	18%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Little Flower Haven	0.00	0%	3.17	1.00	32%	9.00	4.00	44%	32.58	17.00	52%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Living Center East	0.00	0%	10.75	1.00	9%	9.83	6.00	61%	26.00	13.00	50%	1.00	0.00	0%	1.00	0.00	0%	0.58	1.00
Living Center West	0.00	0%	11.92	6.00	50%	7.58	2.00	26%	31.42	39.00	124%	2.00	0.00	0%	1.00	0.00	0%	1.00	1.00
Lone Tree Health Care Center	0.00	0%	4.00	0.00	0%	3.75	0.00	0%	16.67	6.00	36%	1.92	0.00	0%	1.00	0.00	0%	0.00	0.00
Longhouse Northshire LTD	0.00	0%	16.08	6.00	37%	5.17	1.00	19%	53.25	28.00	53%	6.75	2.00	30%	2.00	0.00	0%	0.00	0.00
Longview Home	0.00	0%	10.67	3.00	28%	16.58	4.00	24%	75.17	19.00	25%	5.67	1.00	18%	2.08	1.00	48%	1.00	0.00
Luther Manor Retirement Home	1.00	27%	6.50	9.00	138%	8.67	2.00	23%	77.00	48.00	62%	4.75	0.00	0%	2.50	1.00	40%	0.00	0.00
Lutheran Home of the Aged Vinton	0.00	0%	7.42	7.00	94%	8.92	3.00	34%	40.25	24.00	60%	2.92	2.00	69%	2.00	0.00	0%	0.00	0.00
Lutheran Home Perry	4.00	200%	5.75	5.00	87%	11.75	15.00	128%	36.75	0.00	0%	3.17	0.00	0%	1.00	0.00	0%	0.00	0.00
Lutheran Living Senior Campus	1.00	100%	15.92	5.00	31%	18.83	3.00	16%	78.83	60.00	76%	4.00	0.00	0%	2.08	0.00	0%	1.00	1.00
Lutheran Retirement Home	0.00	0%	5.25	2.00	38%	8.08	1.00	12%	32.08	13.00	41%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Lyon Nursing & Rehab Center	0.00	0%	8.17	1.00	12%	6.00	2.00	33%	27.17	12.00	44%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Madrid Home of the Aging	0.00	0%	12.25	5.00	41%	3.92	4.00	102%	113.50	29.00	26%	8.42	2.00	24%	2.00	0.00	0%	2.00	0.00
Manilla Manor	0.00	0%	3.17	2.00	63%	6.50	0.00	0%	19.92	12.00	60%	2.83	1.00	35%	0.00	0.00	0%	0.00	0.00
Manly Nursing & Rehab Center	0.00	0%	2.42	1.00	41%	2.58	2.00	77%	15.75	15.00	95%	1.00	0.00	0%	1.00	1.00	100%	0.00	0.00
Manor Care Health Services CR	0.00	0%	13.83	7.00	51%	11.25	1.00	9%	38.92	13.00	33%	2.00	0.00	0%	2.75	1.00	36%	1.00	0.00
Manor Care Health Services Davenport	0.00	0%	12.33	4.00	32%	18.83	4.00	21%	50.58	6.00	12%	2.25	1.00	44%	2.00	0.00	0%	0.42	1.00
Manor Care Health Services Dubuque	1.00	109%	19.08	8.00	42%	9.75	2.00	21%	46.17	21.00	45%	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00
Manor Care Health Services Utica	0.00	0%	31.92	8.00	25%	13.67	6.00	44%	71.17	14.00	20%	3.25	2.00	62%	4.33	4.00	92%	2.00	1.00
Manor Care Health Services Waterloo	0.00	0%	19.58	13.00	66%	16.25	10.00	62%	42.50	33.00	78%	2.58	1.00	39%	4.25	1.00	24%	1.00	0.00
Manor Care Health Services WDM	0.00	0%	25.42	18.00	71%	25.42	10.00	39%	63.33	26.00	41%	3.58	3.00	84%	4.75	0.00	0%	1.00	0.00
Manor House Care Center	0.00	0%	7.00	0.00	0%	9.58	1.00	10%	33.25	14.00	42%	2.00	1.00	50%	0.67	0.00	0%	0.00	0.00
Maple Crest Manor	0.00	0%	5.08	0.00	0%	11.42	4.00	35%	35.58	22.00	62%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Maple Heights Care Center	1.00	100%	10.00	5.00	50%	8.50	0.00	0%	36.42	18.00	49%	6.75	4.00	59%	5.00	0.00	0%	1.00	2.00
Maple Manor Village	0.00	0%	4.33	3.00	69%	9.50	4.00	42%	21.75	5.00	23%	1.67	0.00	0%	1.00	0.00	0%	1.00	0.00
Maquoketa Care Center	0.00	0%	12.00	4.00	33%	7.17	1.00	14%	25.83	13.00	50%	3.75	3.00	80%	0.00	0.00	0%	0.00	0.00
Marian Home	0.00	0%	10.08	2.00	20%	13.75	2.00	15%	43.50	11.00	25%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Mayflower Home	1.00	100%	10.08	8.00	79%	11.33	2.00	18%	46.83	15.00	32%	4.75	1.00	21%	3.00	0.00	0%	0.00	0.00
Mechanicsville Nursing & Rehab Center	0.00	0%	4.92	0.00	0%	3.58	2.00	56%	15.67	19.00	121%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Mercy Hospital of Franciscan Sisters	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	15.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Mercy Living Center North	0.00	0%	13.50	2.00	15%	5.50	2.00	36%	45.33	8.00	18%	2.00	0.00	0%	7.33	1.00	14%	0.00	0.00
Mercy Living Center South	0.00	0%	15.08	5.00	33%	12.00	1.00	8%	56.75	11.00	19%	5.00	1.00	20%	1.67	1.00	60%	0.00	0.00
Mercy Medical Center Centerville	0.00	0%	0.00	0.00	0%	8.75	1.00	11%	7.25	3.00	41%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Mercy Medical Ctr Dyersville	0.00	0%	6.92	0.00	0%	3.17	1.00	32%	27.42	10.00	36%	3.00	0.00	0%	1.00	0.00	0%	2.00	0.00
Methodist Manor Retirement	0.00	0%	9.92	1.00	10%	5.58	1.00	18%	33.92	20.00	59%	2.42	2.00	83%	1.00	0.00	0%	2.00	0.00
Meth-Wick Health Center	1.00	60%	12.75	3.00	24%	8.50	5.00	59%	65.50	42.00	64%	7.25	3.00	41%	3.25	0.00	0%	2.00	0.00
Midlands Living Center LLP	0.00	0%	7.25	0.00	0%	13.83	4.00	29%	27.58	36.00	131%	2.00	0.00	0%	2.00	0.00	0%	1.00	0.00
Milford Nursing Center	0.00	0%	9.00	1.00	11%	4.00	0.00	0%	27.58	17.00	62%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Mill Pond Retirement Community	1.00	100%	12.25	1.00	8%	5.58	1.00	18%	33.67	18.00	53%	3.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Mill Valley Care Center	0.00	0%	7.25	2.00	28%	8.25	3.00	36%	32.17	16.00	50%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Monroe Care Center, Inc.	0.00	0%	8.00	3.00	38%	5.75	3.00	52%	33.75	7.00	21%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Montezuma Nursing & Rehab Center	1.00	92%	3.08	1.00	32%	3.58	6.00	167%	11.83	10.00	85%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Monticello Nursing & Rehab Center	0.00	0%	10.17	8.00	79%	12.58	4.00	32%	46.42	25.00	54%	2.00	1.00	50%	1.00	0.00	0%	1.00	0.00
Montrose Health Center Inc	1.00	100%	3.58	2.00	56%	7.83	0.00	0%	20.83	16.00	77%	1.92	0.00	0%	0.20	0.00	0%	0.80	0.00
Morning Sun Care Center	1.00	100%	9.42	3.00	32%	3.67	2.00	55%	26.83	16.00	60%	2.00	0.00	0%	2.00	1.00	50%	1.00	0.00
Morningside Healthcare Community	0.00	0%	2.17	2.00	92%	6.67	1.00	15%	26.00	11.00	42%	4.33	1.00	23%	0.92	1.00	109%	0.00	0.00
Mount Ayr Health Care Center	0.00	0%	3.00	0.00	0%	8.00	3.00	38%	29.75	20.00	67%	3.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Nelson Manor	1.00	60%	2.75	2.00	73%	2.58	3.00	116%	13.92	15.00	108%	3.00	0.00	0%	0.00	0.00	0%	0.00	0.00
New Aldaya Lifescapes	0.00	0%	24.42	14.00	57%	26.33	19.00	72%	166.50	112.00	67%	11.33	2.00	18%	3.08	2.00	65%	1.00	0.00
New Hampton Nursing & Rehab Center	0.00	0%	9.42	4.00	42%	16.33	4.00	24%	46.17	25.00	54%	2.25	0.00	0%	0.00	0.00	0%	0.00	0.00
New London Nursing & Rehab Center	0.00	0%	3.25	1.00	31%	4.00	0.00	0%	19.17	13.00	68%	2.58	1.00	39%	0.00	0.00	0%	0.00	0.00
Newton Health Care Center	0.00	0%	6.33	3.00	47%	5.33	4.00	75%	21.50	17.00	79%	1.00	0.00	0%	2.00	0.00	0%	0.00	0.00
Newton Village HealthCare Center	0.00	0%	3.00	1.00	33%	0.50	1.00	200%	5.67	4.00	71%	1.58	1.00	63%	0.50	0.00	0%	0.58	0.00
Nora Springs Care Center	0.00	0%	8.25	4.00	48%	4.17	0.00	0%	23.42	11.00	47%	1.58	0.00	0%	1.00	0.00	0%	0.00	0.00
North Lake Manor	1.00	86%	8.75	6.00	69%	4.75	6.00	126%	29.17	48.00	165%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Northbrook Manor Care Center	0.00	0%	8.25	3.00	36%	11.17	3.00	27%	40.17	11.00	27%	1.08	2.00	185%	1.00	0.00	0%	0.00	0.00
Northcrest Living Center	0.00	0%	3.25	3.00	92%	11.00	9.00	82%	28.58	31.00	108%	2.00	0.00	0%	1.00	2.00	200%	1.00	0.00
NorthCrest Specialty Care	0.00	0%	7.50	7.00	93%	14.50	4.00	28%	30.58	32.00	105%	2.00	1.00	50%	2.00	0.00	0%	1.00	1.00
Northern Mahaska Nursing & Rehab Center	0.00	0%	6.50	6.00	92%	5.00	1.00	20%	25.92	22.00	85%	2.00	0.00	0%	1.00	1.00	100%	0.00	0.00
Northgate Care Center	1.00	100%	7.25	4.00	55%	6.00	0.00	0%	28.42	12.00	42%	1.33	0.00	0%	0.42	0.00	0%	0.00	0.00
Norwalk Nursing & Rehab Center	0.00	0%	6.17	4.00	65%	9.50	3.00	32%	20.75	12.00	58%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Oakland Manor	1.00	57%	8.17	5.00	61%	4.92	3.00	61%	21.42	14.00	65%	1.83	1.00	55%	2.00	0.00	0%	0.00	0.00
Oaknoll Retirement Residence	0.00	0%	17.00	7.00	41%	4.42	0.00	0%	35.83	18.00	50%	9.50	5.00	53%	2.00	1.00	50%	0.00	0.00
Oakview Home, Inc	0.00	0%	3.33	2.00	60%	7.25	2.00	28%	24.17	16.00	66%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Oakwood Care Center	0.00	0%	13.17	4.00	30%	9.75	7.00	72%	37.67	13.00	35%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Oakwood Care Center Nursing & Rehab Center	0.00	0%	3.75	3.00	80%	9.33	9.00	96%	24.33	29.00	119%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Odebolt Nursing & Rehab Center	0.00	0%	3.42	3.00	88%	5.17	1.00	19%	15.00	13.00	87%	1.83	0.00	0%	0.00	0.00	0%	0.00	0.00
Oelwein Healthcare Center	0.00	0%	4.42	1.00	23%	11.75	4.00	34%	34.08	8.00	23%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
On With Life at Ankeny	1.00	100%	18.17	4.00	22%	5.75	5.00	87%	28.33	17.00	60%	4.00	0.00	0%	8.00	0.00	0%	0.00	0.00
On With Life at Glenwood	0.00	0%	11.92	1.00	8%	6.58	3.00	46%	29.92	12.00	40%	4.92	1.00	20%	1.00	0.00	0%	0.00	0.00
Osage Rehab & Health Care Center	0.00	0%	3.00	1.00	33%	6.75	1.00	15%	22.25	20.00	90%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Oskaloosa Care Center, Inc	0.00	0%	5.75	3.00	52%	10.17	2.00	20%	38.00	37.00	97%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Ossian Senior Hospice Inc	0.00	0%	12.67	3.00	24%	8.42	0.00	0%	42.50	6.00	14%	3.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Palo Alto County Hosptial	0.00	0%	4.42	1.00	23%	3.67	0.00	0%	11.33	4.00	35%	1.00	0.00	0%	0.00	0.00	0%	4.00	0.00
Panora Nursing & Rehab Center	1.00	100%	7.25	2.00	28%	4.75	2.00	42%	16.75	15.00	90%	1.00	1.00	100%	1.00	9.00	900%	0.00	0.00
Park Centre	1.00	100%	4.00	1.00	25%	10.33	2.00	19%	34.08	25.00	73%	2.58	0.00	0%	1.00	0.00	0%	0.00	0.00
Park View Care Center	0.00	0%	10.00	4.00	40%	6.92	5.00	72%	36.00	28.00	78%	2.00	2.00	100%	1.33	0.00	0%	0.00	0.00
Parkridge Specialty Care	0.00	0%	7.08	0.00	0%	11.08	6.00	54%	44.75	30.00	67%	2.00	0.00	0%	2.00	1.00	50%	0.00	0.00
Parkview Care Center Inc	0.00	0%	5.17	3.00	58%	4.33	3.00	69%	29.92	15.00	50%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Parkview Home	0.00	0%	2.75	1.00	36%	5.67	1.00	18%	24.50	7.00	29%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Parkview Manor	0.00	0%	6.50	2.00	31%	2.67	2.00	75%	39.83	26.00	65%	2.25	1.00	44%	1.00	0.00	0%	0.00	0.00
Parkview Manor Care Center	0.00	0%	3.33	0.00	0%	7.08	2.00	28%	28.58	8.00	28%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Patty Elwood Center	1.00	52%	4.75	2.00	42%	7.08	1.00	14%	28.00	13.00	46%	5.75	1.00	17%	4.00	0.00	0%	0.00	0.00
Pella Regional Health Center	0.00	0%	10.50	7.00	67%	2.75	10.00	364%	20.08	25.00	124%	2.00	2.00	100%	1.00	0.00	0%	0.00	0.00
Perry Health Care Center	1.00	109%	3.83	4.00	104%	3.50	2.00	57%	11.33	8.00	71%	1.00	0.00	0%	0.25	1.00	400%	0.00	0.00
Pleasant View Home	0.00	0%	4.58	2.00	44%	6.00	0.00	0%	35.00	6.00	17%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Pleasant View, Inc	0.00	0%	15.00	7.00	47%	17.33	2.00	12%	66.25	22.00	33%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Pleasantview Home	1.00	15%	11.50	6.00	52%	10.25	1.00	10%	54.75	20.00	37%	4.33	0.00	0%	3.00	0.00	0%	0.00	0.00
Plymouth Manor Care Center	0.00	0%	6.17	4.00	65%	8.33	1.00	12%	23.42	9.00	38%	2.17	2.00	92%	1.00	1.00	100%	1.00	0.00
Pocahontas Manor Care Center	0.00	0%	7.17	4.00	56%	3.08	1.00	32%	27.08	20.00	74%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Polk City Nursing & Rehab Center	0.00	0%	5.00	0.40	8%	11.83	0.51	4%	29.50	0.68	2%	1.92	0.52	27%	1.00	0.00	0%	1.00	1.00
Pomeroy Care Center	1.00	100%	1.25	3.00	240%	1.25	2.00	160%	9.17	12.00	131%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Prairie Ridge Care & Rehab	0.00	0%	6.58	2.00	30%	7.17	2.00	28%	26.00	23.00	88%	1.50	1.00	67%	1.00	0.00	0%	1.00	0.00
Prairie Ridge Care Center	0.00	0%	11.50	3.00	26%	5.92	1.00	17%	55.58	25.00	45%	7.58	2.00	26%	0.00	0.00	0%	0.00	0.00
Prairie View Home	0.00	0%	5.92	4.00	68%	9.08	7.00	77%	52.50	27.00	51%	5.00	0.00	0%	2.00	0.00	0%	0.00	0.00
Prairie Vista Village	0.00	0%	3.63	1.00	28%	4.00	0.00	0%	9.17	5.00	55%	1.00	1.00	100%	1.00	0.00	0%	0.00	0.00
Premier Estates of Muscatine	0.00	0%	4.80	4.00	83%	14.30	5.00	35%	39.30	27.00	69%	3.20	3.00	94%	2.50	1.00	40%	1.00	0.00
Premier Estates of Toledo	1.00	100%	2.11	0.00	0%	7.56	4.00	53%	30.89	11.00	36%	3.67	1.00	27%	1.00	0.00	0%	0.00	0.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Primghar Care Center	0.00	0%	1.58	2.00	126%	3.92	4.00	102%	6.92	5.00	72%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
QHC Fort Dodge Villa LLC	0.00	0%	16.33	3.00	18%	5.92	2.00	34%	42.50	37.00	87%	1.92	1.00	52%	1.00	0.00	0%	0.00	0.00
QHC Humboldt North LLC	1.00	109%	6.92	4.00	58%	7.75	2.00	26%	22.00	19.00	86%	2.08	1.00	48%	1.00	0.00	0%	0.75	1.00
QHC Humboldt South LLC	0.00	0%	5.33	3.00	56%	1.33	1.00	75%	15.17	15.00	99%	2.00	0.00	0%	0.00	0.00	0%	1.00	0.00
QHC Mitchellville LLC	0.00	0%	5.17	3.00	58%	6.25	8.00	128%	27.42	33.00	120%	2.00	1.00	50%	1.00	1.00	100%	1.00	0.00
QHC Winterset North LLC	1.00	133%	6.50	1.00	15%	5.75	5.00	87%	27.33	30.00	110%	2.00	0.00	0%	1.00	1.00	100%	0.00	0.00
QHC Winterset South LLC	0.00	0%	3.50	2.00	57%	4.42	3.00	68%	19.00	10.00	53%	1.00	0.00	0%	1.08	0.00	0%	0.00	0.00
Ramsey Village	0.00	0%	7.08	2.00	28%	15.67	5.00	32%	50.50	21.00	42%	4.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Ravenwood Nursing & Rehab Center	2.00	44%	16.83	11.00	65%	26.08	18.00	69%	63.00	45.00	71%	2.50	2.00	80%	3.00	0.00	0%	1.75	0.00
Red Oak Healthcare Community	0.00	0%	6.08	3.00	49%	2.08	1.00	48%	23.50	11.00	47%	2.42	0.00	0%	1.33	1.00	75%	0.00	0.00
Regency Care Center	1.00	38%	5.83	5.00	86%	12.42	16.00	129%	40.33	34.00	84%	2.75	2.00	73%	1.00	0.00	0%	1.00	0.00
Regency Park Nursing & Rehab - Carro	0.00	0%	7.08	5.00	71%	4.50	2.00	44%	28.58	17.00	59%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Regency Park Nursing & Rehab - Jeff	1.00	100%	3.83	1.00	26%	6.17	1.00	16%	26.58	14.00	53%	1.92	2.00	104%	1.08	0.00	0%	1.00	0.00
Regency Rehab and Skilled Nursing	0.00	0%	10.42	2.00	19%	7.50	16.00	213%	41.75	75.00	180%	2.00	2.00	100%	1.83	1.00	55%	1.00	0.00
Rehab Center of Allison	0.00	0%	3.00	2.00	67%	9.00	0.00	0%	33.50	14.00	42%	1.92	0.00	0%	1.00	0.00	0%	0.00	0.00
Rehab Center of Belmond	0.00	0%	10.67	4.00	38%	8.50	1.00	12%	37.58	15.00	40%	1.83	2.00	109%	0.83	0.00	0%	0.00	0.00
Rehab Center of Hampton	0.00	0%	6.50	2.00	31%	10.25	2.00	20%	44.25	19.00	43%	2.58	0.00	0%	1.00	1.00	100%	1.00	0.00
Rehab Center of Independence - East	0.00	0%	8.42	0.00	0%	3.42	0.00	0%	20.50	3.00	15%	1.00	0.00	0%	0.75	0.00	0%	0.00	0.00
Rehab Center of Independence - West	0.00	0%	6.17	3.00	49%	8.50	0.00	0%	39.17	6.00	15%	3.00	0.00	0%	0.00	0.00	0%	1.00	0.00
Rehabilitation Center of Des Moines	0.00	0%	4.58	4.00	87%	11.33	5.00	44%	26.92	16.00	59%	0.92	1.00	109%	0.92	1.00	109%	1.00	0.00
Riceville Family Care & Therapy Center	0.00	0%	2.25	1.00	44%	3.08	1.00	32%	12.67	4.00	32%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Ridgecrest Village	0.00	0%	2.58	6.00	232%	16.75	1.00	6%	62.17	31.00	50%	3.00	0.00	0%	1.00	0.00	0%	3.25	2.00
Ridgewood Nursing & Rehab Center	0.00	0%	5.00	3.00	60%	7.00	7.00	100%	26.50	28.00	106%	1.00	1.00	100%	1.00	0.00	0%	0.00	0.00
Risen Son Christian Village	1.00	120%	6.75	7.00	104%	16.25	9.00	55%	52.50	35.00	67%	5.58	1.00	18%	5.75	3.00	52%	1.33	1.00
River Hills Village	0.00	0%	12.00	6.00	50%	11.00	2.00	18%	57.00	38.00	67%	6.75	1.00	15%	1.00	0.00	0%	0.00	0.00
Riverview Manor	0.00	0%	6.67	8.00	120%	3.83	5.00	130%	16.58	26.00	157%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Rock Rapids Care Centre	0.00	0%	6.75	2.00	30%	2.25	2.00	89%	17.50	8.00	46%	1.17	1.00	86%	1.00	1.00	100%	0.00	0.00
Rockwell Community Nursing Home	0.00	0%	6.08	1.00	16%	5.58	2.00	36%	21.92	16.00	73%	2.08	0.00	0%	1.00	0.00	0%	0.00	0.00
Rolling Green Village	0.00	0%	7.08	3.00	42%	7.92	2.00	25%	44.83	18.00	40%	3.08	0.00	0%	0.67	0.00	0%	0.00	0.00
Rose Haven Nursing Home	0.00	0%	1.00	1.00	100%	6.75	2.00	30%	24.33	11.00	45%	2.41	0.00	0%	0.58	0.00	0%	0.00	0.00
Rose Vista Home	0.00	0%	5.33	1.00	19%	9.50	4.00	42%	41.75	19.00	46%	3.58	2.00	56%	2.00	0.00	0%	1.00	0.00
Rosewood Manor	0.00	0%	2.00	2.00	100%	4.00	3.00	75%	21.25	13.00	61%	0.58	1.00	171%	1.00	0.00	0%	0.00	0.00
Rotary Senior Living	2.00	126%	4.92	3.00	61%	3.17	2.00	63%	20.25	9.00	44%	9.50	2.00	21%	0.00	0.00	0%	0.00	0.00
Rowley Memorial Masonic Home	0.00	0%	4.83	2.00	41%	1.14	1.00	88%	15.83	7.00	44%	2.18	0.00	0%	0.75	0.00	0%	1.83	0.00
Ruthven Community Care Center	0.00	0%	5.75	6.00	104%	2.00	1.00	50%	21.08	17.00	81%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Sanford Senior Care Sheldon	0.00	0%	9.25	2.00	22%	4.00	1.00	25%	33.08	20.00	60%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Scenic Manor	0.00	0%	7.00	3.00	43%	12.25	2.00	16%	41.17	24.00	58%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Scottish Rite Park	1.00	50%	4.33	1.00	23%	5.17	0.00	0%	26.42	5.00	19%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Shady Oaks	1.00	109%	4.42	2.00	45%	15.08	8.00	53%	42.50	16.00	38%	3.00	0.00	0%	2.00	0.00	0%	1.00	0.00
Shady Rest Care Center	0.00	0%	6.08	3.00	49%	11.50	1.00	9%	38.50	21.00	55%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Sheffield Care Center	0.00	0%	3.08	1.00	32%	6.00	0.00	0%	21.42	13.00	61%	1.00	1.00	100%	1.00	0.00	0%	1.00	0.00
Shell Rock Senior Living	0.00	0%	4.17	2.00	48%	3.92	3.00	77%	24.92	9.00	36%	3.00	0.00	0%	1.83	1.00	55%	1.00	0.00
Sibley Nursing & Rehab Center	0.00	0%	4.92	1.00	20%	3.67	0.00	0%	25.00	13.00	52%	1.00	1.00	100%	1.00	0.00	0%	0.00	0.00
Sigourney Health Care	0.00	0%	4.00	0.00	0%	4.00	0.00	0%	14.00	0.00	0%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Simpson Memorial Home	0.00	0%	5.50	2.00	36%	5.00	3.00	60%	35.00	18.00	51%	3.00	0.00	0%	1.17	0.00	0%	0.00	0.00
Sioux Care Center	0.00	0%	3.75	2.00	53%	2.58	1.00	39%	9.33	4.00	43%	1.50	0.00	0%	0.00	0.00	0%	0.00	0.00
Sioux Center Community Hospital	0.00	0%	16.75	7.00	42%	3.83	1.00	26%	39.17	22.00	56%	5.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Solon Nursing Care Center	0.00	0%	12.92	7.00	54%	7.17	4.00	56%	53.92	39.00	72%	5.42	4.00	74%	1.00	0.00	0%	0.00	0.00
Southern Hills Specialty Care	0.00	0%	5.75	1.00	17%	15.00	1.00	7%	48.17	23.00	48%	2.33	2.00	86%	1.00	0.00	0%	0.00	0.00
Southfield Wellness	0.00	0%	7.58	5.00	66%	9.42	2.00	21%	49.00	16.00	33%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Southridge Nursing & Rehab Center	0.00	0%	8.33	3.00	36%	8.67	7.00	81%	37.50	15.00	40%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Spurgeon Manor Inc.	0.00	0%	5.50	1.00	18%	10.75	1.00	9%	36.83	16.00	43%	0.92	1.00	109%	1.00	0.00	0%	0.00	0.00
St. Anthony Nursing Home	1.00	133%	10.00	1.00	10%	8.75	1.00	11%	53.92	7.00	13%	3.91	0.00	0%	1.00	0.00	0%	0.00	0.00
St. Francis Manor	0.00	0%	12.92	1.00	8%	18.33	4.00	22%	49.75	24.00	48%	4.08	3.00	73%	0.00	0.00	0%	0.00	0.00
St. Luke Lutheran Home, Inc	0.00	0%	15.25	8.00	52%	10.25	4.00	39%	64.67	29.00	45%	3.00	0.00	0%	2.00	0.00	0%	1.00	0.00
St. Mary Healthcare & Rehabilitation	0.00	0%	7.33	9.00	123%	7.83	12.00	153%	33.00	34.00	103%	2.00	0.00	0%	0.92	1.00	109%	1.00	0.00
Stacyville Community Nursing Home	0.00	0%	1.67	2.00	120%	4.50	1.00	22%	10.00	3.00	30%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Stanton Care Center	0.00	0%	8.25	6.00	73%	5.08	3.00	59%	23.50	16.00	68%	1.00	0.00	0%	0.42	2.00	480%	1.00	0.00
State Center Nursing & Rehab Center	0.00	0%	5.08	1.00	20%	1.92	5.00	261%	20.17	14.00	69%	2.08	0.00	0%	0.00	0.00	0%	0.00	0.00
Stonehill Care Center	0.00	0%	53.83	23.00	43%	16.50	3.00	18%	182.17	86.00	47%	13.17	6.00	46%	5.83	1.00	17%	2.00	0.00
Story County Medical Center	0.00	0%	3.92	0.00	0%	7.67	1.00	13%	39.08	12.00	31%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Stratford Nursing & Rehab Center	0.00	0%	4.33	1.00	23%	6.67	2.00	30%	30.00	10.00	33%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Strawberry Point Lutheran Home	0.00	0%	5.42	1.00	18%	8.33	4.00	48%	45.92	25.00	54%	4.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Sunny Hill Care Center	0.00	0%	7.50	3.00	40%	4.58	5.00	109%	28.50	12.00	42%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Sunny Knoll Care Centre	0.00	0%	5.75	2.00	35%	3.00	1.00	33%	13.75	7.00	51%	1.00	0.00	0%	0.00	0.00	0%	1.00	1.00
Sunny View Care Center	2.00	200%	10.08	13.00	129%	7.25	6.00	83%	40.00	57.00	143%	7.67	2.00	26%	0.00	0.00	0%	1.00	0.00
Sunnybrook Living Care Center	0.00	0%	6.00	8.00	133%	7.42	4.00	54%	22.42	17.00	76%	1.17	2.00	171%	1.00	0.00	0%	0.00	0.00
Sunnycrest Manor	0.00	0%	8.83	2.00	23%	13.50	0.00	0%	105.58	44.00	42%	4.08	1.00	24%	2.00	0.00	0%	2.00	0.00
Sunnycrest Nursing Center	3.00	327%	3.17	0.00	0%	4.08	1.00	24%	13.83	7.00	51%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Sunrise Hill Care Center	0.00	0%	4.00	1.00	25%	7.58	4.00	53%	31.33	12.00	38%	4.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Sunrise Retirement Community	0.00	0%	17.67	12.00	68%	14.67	1.00	7%	56.75	30.00	53%	3.50	0.00	0%	2.33	1.00	43%	0.00	0.00

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Sunrise Terrace Care Center	1.00	100%	5.83	2.00	34%	1.00	0.00	0%	28.75	11.00	38%	3.08	0.00	0%	2.00	0.00	0%	0.00	0.00
Sunset Knoll Inc	0.00	0%	4.17	1.00	24%	7.17	1.00	14%	18.92	21.00	111%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Suntherland Care Center	0.00	0%	4.67	1.00	21%	2.67	2.00	75%	13.92	4.00	29%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Tabor Manor Care Center	0.00	0%	1.58	1.00	63%	9.92	5.00	50%	34.83	35.00	100%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
The Abbey of LeMars	0.00	0%	2.50	1.00	40%	4.00	0.00	0%	11.00	2.00	18%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
The Alverno Health Care Facility	0.00	0%	21.50	8.00	37%	7.92	4.00	51%	83.92	50.00	60%	6.50	4.00	62%	2.67	0.00	0%	3.00	0.00
The Ambassador Sidney Inc	1.00	100%	5.50	6.00	109%	3.75	4.00	107%	24.83	27.00	109%	1.00	2.00	200%	1.00	0.00	0%	0.17	0.00
The Cottages	0.00	0%	7.08	2.00	28%	12.25	2.00	16%	33.67	12.00	36%	2.08	0.00	0%	1.00	0.00	0%	0.00	0.00
The New Homestead	0.00	0%	5.42	2.00	37%	9.92	2.00	20%	43.25	25.00	58%	4.00	0.00	0%	1.00	0.00	0%	0.00	0.00
The Village	0.00	0%	3.42	1.00	29%	8.42	3.00	36%	20.25	5.00	25%	2.00	1.00	50%	1.00	0.00	0%	0.00	0.00
Thomas Rest Haven	1.00	75%	9.33	3.00	32%	6.75	3.00	44%	19.08	11.00	58%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Thornton Manor Care Center	0.00	0%	10.17	5.00	49%	6.67	0.00	0%	34.25	16.00	47%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Timely Mission Nursing Home	0.00	0%	4.83	1.00	21%	2.83	2.00	71%	25.00	13.00	52%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Titonka Care Center	0.00	0%	5.75	4.00	70%	4.25	3.00	71%	21.75	14.00	64%	2.08	1.00	48%	1.00	0.00	0%	0.00	0.00
Touchstone Living Center	0.00	0%	18.17	6.00	33%	23.50	9.00	38%	39.92	35.00	88%	4.00	3.00	75%	2.00	0.00	0%	1.00	0.00
Trinity at Luther Park	0.00	0%	5.33	4.00	75%	23.25	4.00	17%	58.00	25.00	43%	8.00	0.00	0%	3.08	0.00	0%	0.00	0.00
Tripoli Nursing & Rehab	0.00	0%	3.92	1.00	26%	7.58	5.00	66%	21.17	14.00	66%	3.00	2.00	67%	0.00	0.00	0%	0.00	0.00
Tru Rehab of Grinnell	0.00	0%	3.00	2.00	67%	6.25	3.00	48%	14.25	5.00	35%	1.50	1.00	67%	1.00	0.00	0%	0.00	0.00
Twilight Acres, Inc.	0.00	0%	5.83	0.00	0%	8.17	2.00	24%	29.50	7.00	24%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Union Park Health Services	2.00	267%	4.00	5.00	125%	5.00	5.00	100%	16.33	32.00	196%	1.75	0.00	0%	1.17	0.00	0%	1.00	0.00
United Presbyterian Home	0.00	0%	8.75	2.00	23%	4.50	2.00	44%	28.33	7.00	25%	2.00	0.00	0%	1.00	0.00	0%	1.00	0.00
University Park Nursing & Rehab Center	0.00	0%	15.00	8.00	53%	6.33	3.00	47%	42.58	35.00	82%	4.50	2.00	44%	1.00	0.00	0%	1.00	0.00
Urbandale Health Care Center	0.00	0%	11.58	4.00	35%	16.83	9.00	53%	43.92	44.00	100%	3.17	1.00	32%	3.00	0.00	0%	1.00	0.00
Valley View Nursing & Rehab Center	0.00	0%	3.08	1.00	32%	6.08	0.00	0%	19.67	5.00	25%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Valley View Village	0.00	0%	7.42	4.00	54%	8.08	3.00	37%	49.83	31.00	62%	7.00	0.00	0%	3.00	0.00	0%	2.00	0.00
Valley Vue Care Center	0.00	0%	5.50	5.00	91%	7.00	2.00	29%	33.25	16.00	48%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Villa Del Sol	0.00	0%	5.67	3.00	53%	13.25	5.00	38%	44.33	29.00	65%	2.08	1.00	48%	1.92	1.00	52%	0.00	0.00
Village At Legacy Pointe NF	1.00	100%	9.75	13.00	133%	4.75	7.00	147%	26.08	37.00	142%	3.00	1.00	33%	1.00	0.00	0%	1.00	0.00
Virginia Gay Hospital	0.00	0%	2.00	0.00	0%	7.00	0.00	0%	22.75	6.00	26%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Vista Woods Care Center	0.00	0%	9.17	2.00	22%	4.83	1.00	21%	35.33	18.00	51%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Wapello Nursing & Rehab Center	0.00	0%	2.92	6.00	206%	4.25	1.00	24%	23.67	13.00	55%	1.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Washington County Hospital & Clinics	0.00	0%	9.42	1.00	11%	4.00	0.00	0%	23.42	11.00	47%	2.17	0.00	0%	1.00	0.00	0%	0.00	0.00
Wellington Place	0.00	0%	9.33	7.00	75%	6.33	2.00	32%	35.00	32.00	91%	3.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Wesley Acres	1.00	100%	12.50	9.00	72%	6.00	3.00	50%	38.50	24.00	62%	4.58	1.00	22%	2.00	0.00	0%	0.00	0.00
West Bend Care Center	0.00	0%	5.58	1.00	18%	2.83	2.00	71%	22.17	11.00	50%	2.00	0.00	0%	1.08	1.00	92%	0.00	0.00
West Bridge Care & Rehab	1.00	100%	3.92	1.00	26%	10.17	2.00	20%	26.08	15.00	58%	2.00	2.00	100%	1.00	1.00	100%	1.83	1.00
West Point Care Center	1.00	109%	5.17	3.00	58%	9.42	6.00	64%	22.17	20.00	90%	2.75	0.00	0%	0.00	0.00	0%	1.00	0.00
West Ridge Nursing & Rehab Center	0.00	0%	8.00	1.00	13%	9.08	1.00	11%	33.25	18.00	54%	2.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Westbrook Acres	0.00	0%	4.17	2.00	48%	8.25	5.00	61%	26.67	15.00	56%	2.00	0.00	0%	0.00	0.00	0%	0.00	0.00
Western Home Communities	0.00	0%	15.58	6.00	39%	15.08	1.00	7%	68.00	38.00	56%	15.83	4.00	25%	0.42	0.00	0%	0.00	0.00
Westhaven Community	0.00	0%	6.83	1.00	15%	12.67	5.00	39%	57.17	33.00	58%	4.00	0.00	0%	2.00	1.00	50%	0.00	0.00
Westmonth Healthcare Community	0.00	0%	3.00	1.00	33%	5.83	0.00	0%	14.83	5.00	34%	1.00	0.00	0%	0.25	1.00	400%	0.00	0.00
Westridge Quality Care & Rehab	0.00	0%	10.83	2.00	18%	11.83	3.00	25%	31.75	21.00	66%	5.50	1.00	18%	1.00	0.00	0%	1.00	0.00
Westview Acres Care Center	0.00	0%	4.67	0.00	0%	6.00	0.00	0%	26.00	4.00	15%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Westview Care Center	0.00	0%	6.50	2.00	31%	9.33	2.00	21%	33.25	11.00	33%	2.75	1.00	36%	1.00	0.00	0%	1.00	0.00
Westview of Indianola Care Center	0.00	0%	7.08	3.00	42%	9.17	2.00	22%	49.50	5.00	10%	1.00	0.00	0%	1.00	0.00	0%	1.00	0.00
Westwood Nursing & Rehab Center	0.00	0%	9.67	1.00	10%	9.92	1.00	10%	32.17	18.00	56%	2.00	0.00	0%	2.00	0.00	0%	0.00	0.00
Wheatland Manor	0.00	0%	4.75	3.00	63%	2.25	1.00	44%	18.00	9.00	50%	1.08	1.00	92%	0.00	0.00	0%	1.00	0.00
Willow Dale Wellness Village	1.00	50%	3.50	3.00	86%	5.17	1.00	19%	21.00	10.00	48%	2.00	1.00	50%	0.00	0.00	0%	0.00	0.00
Willow Garden Care Center	1.00	100%	7.33	7.00	95%	9.75	13.00	133%	26.08	29.00	111%	3.00	0.00	0%	2.00	1.00	50%	1.25	1.00
Windmill Manor	1.00	92%	8.42	10.00	119%	12.25	4.00	33%	44.25	45.00	102%	4.42	7.00	158%	1.00	1.00	100%	1.00	0.00
Windsor Nursing & Rehab Center	2.00	200%	4.58	7.00	153%	4.00	7.00	175%	22.17	29.00	131%	2.00	1.00	50%	1.00	2.00	200%	0.00	0.00
Winslow House Care Center	0.00	0%	5.25	1.00	19%	2.50	0.00	0%	20.08	8.00	40%	1.08	1.00	92%	1.00	0.00	0%	1.00	0.00
Woodland Terrace	0.00	0%	15.50	14.00	90%	22.67	9.00	40%	83.67	60.00	72%	6.83	4.00	59%	3.00	0.00	0%	2.00	0.00
Zearing Health Care Center	0.00	0%	3.00	0.00	0%	3.00	0.00	0%	11.75	6.00	51%	1.00	0.00	0%	1.00	0.00	0%	0.00	0.00
Number of Providers Reporting Data		411			411			411			411			411			411		
Number of Providers with Zero Percent Turnover		319			48			64			8			242			339		
Minimum		0%			0%			0%			0%			0%			0%		
Maximum		353%			240%			364%			223%			200%			900%		
Average		24%			48%			43%			58%			27%			19%		

A blank entry means that the nursing facility did not have

No Turnover Information Reported

All-American Care - Muscatine
All-American Care - Washington
Baxter Heath Care Center
Careage of Newton

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	DON Total Terminations	D.O.N.	RN Average for The Year	RN Total Terminations	Registered Nurse	LPN Average for The Year	LPN Total Terminations	Licensed Practical Nurse	CNA Average for The Year	CNA Total Terminations	Certified Nurses Aide	Activities Average for The Year	Activities Total Terminations	Activities	Social Services Average for The Year	Social Services Total Terminations	Social Services	Records Services Average for The Year	Medical Records Services Total Terminations
Childserve Habilitation Center																			
Clarinda Mental Health Institute																			
Countryside Estates																			
Hallmark Care Center - Sioux City																			
Heritage Manor Care Center																			
Knoxville Rehab Center																			
Manning Regional Healthcare Center																			
Ogden Manor																			
Pleasant Care Living Center																			
Riverside North																			
Riverside South																			

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Aase Haugen Homes, Inc.	0%	0.00	0.00	0%	27.83	8.00	29%	0.00	0.00	0%	164.08	74.00	45%	101.92	57.00	56%
Adel Acres	0%	0.00	0.00	0%	13.08	8.00	61%	0.00	0.00	0%	75.17	38.00	51%	50.58	26.00	51%
Afton Care Center	0%	0.00	0.00	0%	7.00	7.00	100%	0.00	0.00	0%	41.00	25.00	61%	24.00	17.00	71%
Akron Care Center	0%	0.00	0.00	0%	9.08	6.00	66%	0.00	0.00	0%	57.92	22.00	38%	36.58	15.00	41%
Algona Manor Care Center, Inc.	0%	0.00	0.00	0%	11.42	2.00	18%	0.00	0.00	0%	65.25	17.00	26%	40.33	10.00	25%
All-American Care - Washington	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%
Altoona Nursing & Rehab Center	0%	0.00	0.00	0%	15.92	4.00	25%	1.00	1.00	100%	108.92	53.00	49%	65.25	44.00	67%
Anamosa Care Center	0%	1.00	0.00	0%	10.75	6.00	56%	0.00	0.00	0%	73.42	37.00	50%	45.42	25.00	55%
Arbor Court	0%	0.00	0.00	0%	12.42	4.00	32%	3.00	0.00	0%	74.17	48.00	65%	43.33	38.00	88%
Atlantic Nursing & Rehab Center	0%	0.00	0.00	0%	11.33	28.00	247%	0.00	0.00	0%	77.97	66.00	85%	53.25	29.00	54%
Avoca Nursing & Rehab Center	0%	0.00	0.00	0%	8.83	14.00	158%	6.17	0.00	0%	57.92	27.00	47%	33.67	13.00	39%
Bedford Nursing & Rehab Center	0%	0.00	0.00	0%	5.25	5.00	95%	0.00	0.00	0%	38.42	18.00	47%	25.42	13.00	51%
Belle Plaine Nursing & Rehab Center	0%	0.00	0.00	0%	9.75	5.00	51%	0.00	0.00	0%	54.08	29.00	54%	34.42	19.00	55%
Bethany Home	0%	0.00	0.00	0%	19.58	21.00	107%	1.00	1.00	100%	110.33	41.00	37%	63.58	18.00	28%
Bethany Lutheran Home	0%	0.00	0.00	0%	27.00	13.00	48%	27.58	8.00	29%	183.33	87.00	47%	91.58	59.00	64%
Bethany Manor	0%	0.00	0.00	0%	28.25	26.00	92%	0.00	0.00	0%	225.17	112.00	50%	165.00	77.00	47%
Bettendorf Health Care Center	0%	0.00	0.00	0%	13.83	12.00	87%	1.42	2.00	141%	103.58	77.00	74%	66.17	49.00	74%
Bishop Drumm Care Center	0%	1.00	0.00	0%	25.92	11.00	42%	11.75	4.00	34%	191.08	52.00	27%	119.58	32.00	27%
Blackhawk Life Care Center	0%	0.00	0.00	0%	12.25	5.00	41%	2.00	0.00	0%	59.08	13.00	22%	32.92	8.00	24%
Blair House	0%	0.00	0.00	0%	12.33	6.00	49%	0.00	0.00	0%	71.42	35.00	49%	46.67	24.00	51%
Bloomfield Care Center	0%	0.00	0.00	0%	11.50	1.00	9%	6.67	3.00	45%	83.75	49.00	59%	49.83	43.00	86%
Briarwood Healthcare Center	0%	0.00	0.00	0%	11.92	5.00	42%	0.00	0.00	0%	94.33	55.00	58%	64.50	45.00	70%
Brooklyn Community Estates	0%	0.00	0.00	0%	9.42	5.00	53%	0.00	0.00	0%	58.67	18.00	31%	35.25	9.00	26%
Buchanan County Health	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	40.08	11.00	27%	36.08	11.00	30%
Calvin Community	0%	0.00	0.00	0%	16.36	0.00	0%	4.08	0.00	0%	113.18	20.80	18%	58.39	14.00	24%
Careage Hills Rehab & Healthcare	0%	0.00	0.00	0%	7.08	5.00	71%	4.42	2.00	45%	40.50	23.00	57%	21.42	14.00	65%
Caring Acres Nursing & Rehab	0%	0.00	0.00	0%	10.33	4.00	39%	0.00	0.00	0%	50.50	44.00	87%	28.25	30.00	106%
Carlisle Care Center	0%	0.00	0.00	0%	13.50	8.00	59%	2.00	0.00	0%	95.92	88.00	92%	63.00	69.00	110%
Carroll Health Center	0%	0.00	0.00	0%	17.67	6.00	34%	2.92	2.00	69%	106.33	43.00	40%	65.00	22.00	34%
Casa De Paz Health Care Center	0%	0.00	0.00	0%	9.50	3.00	32%	1.00	0.00	0%	72.42	28.00	39%	46.67	23.00	49%
Cedar Falls Health Care Center	0%	0.00	0.00	0%	10.58	13.00	123%	1.00	0.00	0%	74.42	37.00	50%	46.50	21.00	45%
Cedar Health	0%	0.00	0.00	0%	8.00	2.00	25%	5.00	0.00	0%	56.00	4.00	7%	38.00	2.00	5%
Cedar Manor	0%	0.00	0.00	0%	11.08	1.00	9%	0.83	2.00	240%	61.58	16.00	26%	36.25	11.00	30%
Centerville Nursing & Rehab Center	0%	0.00	0.00	0%	6.83	5.00	73%	0.00	0.00	0%	58.33	43.00	74%	40.33	32.00	79%
Chariton Nursing & Rehab Center	0%	0.00	0.00	0%	9.08	8.00	88%	0.00	1.00	0%	68.42	17.00	25%	42.00	7.00	17%
Chautauqua #2	0%	0.00	0.00	0%	10.42	5.00	48%	2.00	0.00	0%	68.08	24.00	35%	38.83	15.00	39%
Chautauqua #3	0%	1.00	0.00	0%	10.17	12.00	118%	1.00	0.00	0%	79.08	42.00	53%	47.42	23.00	49%
Cherokee Nursing & Rehab Center	0%	0.00	0.00	0%	8.33	5.00	60%	0.00	0.00	0%	49.25	42.00	85%	29.92	34.00	114%
Clarence Nursing Home	0%	1.00	0.00	0%	7.92	1.00	13%	0.00	0.00	0%	48.58	15.00	31%	27.42	13.00	47%
Clarion Wellness & Rehab	0%	0.00	0.00	0%	7.83	5.00	64%	5.75	4.00	70%	71.08	36.00	51%	44.83	24.00	54%
Clarksville Skilled Nursing & Rehab	0%	1.00	0.00	0%	1.00	0.00	0%	6.58	7.00	106%	67.25	25.00	37%	42.67	14.00	33%
Clearview Home	0%	0.00	0.00	0%	8.67	4.00	46%	0.00	0.00	0%	43.75	27.00	62%	24.17	17.00	70%
Clearview Home	0%	0.00	0.00	0%	20.42	16.00	78%	0.00	0.00	0%	96.58	66.00	68%	56.42	40.00	71%
Colonial Manor of Amana	0%	0.00	0.00	0%	8.92	4.00	45%	2.00	0.00	0%	71.50	24.00	34%	45.00	16.00	36%
Colonial Manor of Columbus Junction	0%	0.00	0.00	0%	9.92	4.00	40%	0.00	0.00	0%	59.08	18.00	30%	37.50	13.00	35%
Colonial Manor of Elma	0%	0.00	0.00	0%	9.42	2.00	21%	8.83	1.00	11%	66.08	15.00	23%	35.25	11.00	31%
Community Care Center	0%	0.00	0.00	0%	16.33	14.00	86%	6.42	4.00	62%	104.25	40.00	38%	65.83	21.00	32%
Community Memorial Health Center	0%	0.00	0.00	0%	16.58	3.00	18%	2.00	0.00	0%	87.17	23.00	26%	49.50	18.00	36%
Concord Care center	0%	0.00	0.00	0%	19.17	7.00	37%	6.58	1.00	15%	92.08	30.00	33%	51.08	18.00	35%
Corning Nursing & Rehab Center	0%	0.00	0.00	0%	6.17	14.00	227%	0.00	0.00	0%	41.00	27.00	66%	27.58	13.00	47%
Correctionville Nursing & Rehab Center	0%	0.00	0.00	0%	8.67	2.00	23%	2.67	0.00	0%	47.75	13.00	27%	27.50	7.00	25%
Corydon Nursing & Rehab Center	0%	0.00	0.00	0%	9.92	9.00	91%	0.00	0.00	0%	70.17	36.00	51%	47.25	23.00	49%
Country View	0%	0.00	0.00	0%	24.17	5.00	21%	2.83	0.00	0%	135.08	50.00	37%	68.08	41.00	60%
Country View Manor	0%	0.00	0.00	0%	11.25	4.00	36%	2.00	0.00	0%	61.83	18.00	29%	38.75	9.00	23%
Countryside Nursing & Rehab	0%	0.00	0.00	0%	13.63	6.00	44%	21.00	3.00	14%	110.75	53.00	48%	55.25	35.00	63%
Cresco Care Center	0%	0.00	0.00	0%	11.83	3.00	25%	0.00	0.00	0%	73.75	22.00	30%	41.33	13.00	31%
Crest Haven Care Centre	0%	0.00	0.00	0%	7.33	1.00	14%	0.00	0.00	0%	41.42	34.00	82%	25.25	24.00	95%
Creston Nursing & Rehab Center	0%	0.00	0.00	0%	8.08	8.00	99%	0.00	0.00	0%	52.33	38.00	73%	33.17	24.00	72%
Crestridge Care Center Inc	0%	0.00	0.00	0%	10.00	5.00	50%	0.00	0.00	0%	74.00	21.00	28%	47.83	13.00	27%
Crestview Acres Inc	0%	0.00	0.00	0%	11.42	9.00	79%	0.00	0.00	0%	86.42	67.00	78%	56.08	48.00	86%
Crestview Nursing & Rehab	0%	0.00	0.00	0%	11.42	7.00	61%	0.00	0.00	0%	56.67	24.00	42%	32.50	14.00	43%
Crestview Nursing & Rehab Center	0%	0.00	0.00	0%	12.00	5.00	42%	0.00	0.00	0%	83.83	35.00	42%	58.50	28.00	48%
Crystal Heights Care Center	0%	0.00	0.00	0%	14.75	12.00	81%	1.00	0.00	0%	74.17	79.00	107%	39.42	40.00	101%
Danville Care Center	0%	0.00	0.00	0%	7.42	5.00	67%	0.00	0.00	0%	42.67	53.00	124%	23.75	39.00	164%
Davenport Lutheran Home	0%	1.00	0.00	0%	23.17	8.00	35%	0.00	0.00	0%	127.75	98.00	77%	79.67	79.00	99%
Dave's Place	100%	1.00	0.00	0%	9.67	14.00	145%	6.92	2.00	29%	69.75	82.00	118%	37.17	52.00	140%
Davis Center optimae LifeServices	0%	0.00	0.00	0%	4.58	2.00	44%	0.00	0.00	0%	38.33	16.00	42%	20.00	12.00	60%
Denison Care Center Inc	0%	0.00	0.00	0%	10.92	9.00	82%	1.00	2.00	200%	57.17	52.00	91%	31.17	32.00	103%
Denver Sunset Home	0%	0.00	0.00	0%	10.00	0.00	0%	1.25	1.00	80%	41.08	6.00	15%	18.83	5.00	27%
Donnellson Health Center	0%	0.00	0.00	0%	12.08	8.00	66%	2.17	2.00	92%	70.83	41.00	58%	41.92	27.00	64%
Dubuque Nursing & Rehab Center	0%	0.00	0.00	0%	10.67	1.00	9%	0.00	0.00	0%	86.67	75.00	87%	61.08	68.00	111%
Dumont Wellness Center	0%	0.00	0.00	0%	9.17	7.00	76%	1.75	1.00	57%	49.67	15.00	30%	29.08	5.00	17%

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Dunlap Nursing & Rehab Center	0%	0.00	0.00	0%	5.92	4.00	68%	3.00	1.00	33%	54.17	11.00	20%	34.42	5.00	15%
Eagle Point Nursing & Rehab	0%	0.00	0.00	0%	12.00	14.00	117%	2.92	2.00	69%	98.42	101.00	103%	65.42	66.00	101%
East Village Center Wellness & Rehab	0%	0.00	0.00	0%	6.83	6.00	88%	0.50	1.00	200%	48.50	35.00	72%	30.67	25.00	82%
Eastern Star Masonic Home	0%	0.00	0.00	0%	29.08	3.00	10%	5.00	0.00	0%	166.58	41.00	25%	110.42	33.00	30%
Edgewater, A Wesley Active Life Community	0%	0.00	0.00	0%	36.25	18.00	50%	28.25	13.00	46%	121.58	43.00	35%	36.67	5.00	14%
Edgewood Convalescent Home	0%	0.00	0.00	0%	12.25	7.00	57%	0.00	0.00	0%	70.08	32.00	46%	46.00	20.00	43%
Eldora Nursing & Rehab Center	0%	0.00	0.00	0%	8.67	4.00	46%	3.25	1.00	31%	45.00	11.00	24%	25.08	5.00	20%
Elkander Care Center	0%	0.00	0.00	0%	8.67	3.00	35%	0.00	0.00	0%	51.75	32.00	62%	32.08	28.00	87%
Elm Crest Retirement Community	0%	0.00	0.00	0%	14.25	16.00	112%	3.50	1.00	29%	88.83	51.00	57%	46.67	27.00	58%
Elm Heights Care Center	0%	0.00	0.00	0%	7.75	1.00	13%	1.00	0.00	0%	54.00	14.00	26%	36.42	10.00	27%
Elmwood Care Centre	0%	0.00	0.00	0%	9.33	4.00	43%	0.00	1.00	0%	51.75	20.00	39%	27.67	11.00	40%
Embassy Healthcare Community	0%	0.00	0.00	0%	6.33	5.00	79%	0.00	0.00	0%	45.92	66.00	144%	32.42	46.00	142%
Emmetsburg Care Center	0%	0.00	0.00	0%	9.08	4.00	44%	2.00	4.00	200%	66.42	39.00	59%	44.75	28.00	63%
English Valley Nursing Home	0%	0.00	0.00	0%	12.50	2.00	16%	12.92	8.00	62%	79.42	22.00	28%	40.50	11.00	27%
Ennoble Skilled Nursing & Rehab	0%	0.00	0.00	0%	12.75	8.00	63%	2.00	0.00	0%	96.33	82.00	85%	64.92	63.00	97%
Evans Memorial Home	0%	0.00	0.00	0%	13.17	9.00	68%	0.00	0.00	0%	68.92	30.00	44%	45.75	21.00	46%
Eventide Lutheran Home for the Aged	0%	0.00	0.00	0%	19.83	5.00	25%	7.67	3.00	39%	114.83	34.00	30%	59.83	17.00	28%
Exira Care Center	0%	0.00	0.00	0%	10.50	3.00	29%	0.00	0.00	0%	58.08	10.00	17%	36.33	2.00	6%
Faith Lutheran Home	0%	0.00	0.00	0%	13.17	3.00	23%	13.33	3.00	23%	83.67	28.00	33%	41.00	17.00	41%
Fellowship Village	0%	1.00	0.00	0%	12.83	4.00	31%	0.00	0.00	0%	79.75	27.00	34%	46.50	14.00	30%
Fleur Heights Care Center	0%	0.00	0.00	0%	18.67	17.00	91%	0.50	1.00	200%	154.00	103.00	67%	107.33	71.00	66%
Fonda Nursing & Rehab Center	0%	0.00	0.00	0%	10.75	5.00	47%	0.00	0.00	0%	53.50	22.00	41%	31.75	17.00	54%
Fort Dodge Health & Rehab	0%	0.00	0.00	0%	7.08	4.00	56%	5.08	2.00	39%	61.75	49.00	79%	37.58	34.00	90%
Fort Madison Health Center	100%	0.00	0.00	0%	13.33	6.00	45%	4.08	2.00	49%	84.42	44.00	52%	49.00	29.00	59%
Fountain West Health Center	0%	1.00	0.00	0%	20.25	13.00	64%	1.00	0.00	0%	134.25	86.00	64%	88.08	63.00	72%
Franklin General Hospital	0%	0.00	0.00	0%	11.75	2.00	17%	0.00	0.00	0%	56.42	11.00	19%	26.75	6.00	22%
Friendship Haven	104%	0.00	0.00	0%	30.17	14.00	46%	18.00	1.00	6%	207.83	82.00	39%	125.42	57.00	45%
Friendship Home	0%	0.00	0.00	0%	21.50	15.00	70%	10.25	2.00	20%	105.58	37.00	35%	55.58	17.00	31%
Friendship Village	0%	0.00	0.00	0%	49.08	51.00	104%	66.75	16.00	24%	238.92	108.00	45%	62.00	28.00	45%
Garden View Health Care Center	0%	0.00	0.00	0%	8.92	7.00	79%	1.00	0.00	0%	60.17	47.00	78%	35.75	32.00	90%
Genesis Medical Center DeWitt	0%	0.00	0.00	0%	18.25	0.00	0%	3.00	0.00	0%	102.25	0.00	0%	64.08	0.00	0%
Genesis Senior Living Center	0%	0.00	0.00	0%	11.42	17.00	149%	1.00	0.00	0%	79.83	73.00	91%	53.42	53.00	99%
Glen Haven Home	100%	0.00	0.00	0%	14.17	3.00	21%	2.25	4.00	178%	84.00	63.00	75%	46.08	42.00	91%
Golden Age Care Center	0%	0.00	0.00	0%	9.67	3.00	31%	1.00	0.00	0%	65.67	16.00	24%	39.00	12.00	31%
Goldenrod Manor JP Health Care Inc	0%	0.00	0.00	0%	7.83	0.00	0%	0.00	0.00	0%	56.08	37.00	66%	36.42	36.00	99%
Good Neighbor Home	0%	0.00	0.00	0%	28.92	11.00	38%	9.00	0.00	0%	192.42	78.00	41%	123.83	60.00	48%
Good Samaritan Society - Algona	0%	0.00	0.00	0%	24.83	11.00	44%	2.00	0.00	0%	147.83	49.00	33%	95.67	31.00	32%
Good Samaritan Society - Davenport	0%	0.00	0.00	0%	37.25	24.00	64%	1.00	0.00	0%	234.58	87.00	37%	149.83	57.00	38%
Good Samaritan Society - Esterville	0%	0.00	0.00	0%	15.33	9.00	59%	1.83	0.00	0%	120.58	54.00	45%	77.33	34.00	44%
Good Samaritan Society - Fontanelle	0%	0.00	0.00	0%	8.42	4.00	48%	0.00	0.00	0%	49.67	13.00	26%	33.75	8.00	24%
Good Samaritan Society - Forest City	0%	0.00	0.00	0%	14.83	6.00	40%	1.00	0.00	0%	84.50	35.00	41%	51.50	23.00	45%
Good Samaritan Society - George	0%	0.00	0.00	0%	9.50	1.00	11%	1.00	0.00	0%	50.17	9.00	18%	29.67	7.00	24%
Good Samaritan Society - Holstein	0%	0.00	0.00	0%	14.42	5.00	35%	1.00	0.00	0%	86.75	30.00	35%	54.58	17.00	31%
Good Samaritan Society - Indianola	0%	0.00	0.00	0%	17.83	17.00	95%	1.83	1.00	55%	126.00	72.00	57%	78.00	48.00	62%
Good Samaritan Society - LeMars	0%	0.00	0.00	0%	13.33	7.00	53%	3.00	0.00	0%	119.92	49.00	41%	84.25	38.00	45%
Good Samaritan Society - Manson	0%	0.00	0.00	0%	9.25	1.00	11%	0.00	0.00	0%	57.67	14.00	24%	33.42	13.00	39%
Good Samaritan Society - Newell	0%	0.00	0.00	0%	9.25	6.00	65%	0.00	0.00	0%	59.08	22.00	37%	33.83	13.00	38%
Good Samaritan Society - Ottumwa	50%	0.00	0.00	0%	25.25	19.00	75%	9.33	0.00	0%	189.50	65.00	34%	114.92	40.00	35%
Good Samaritan Society - Postville	0%	0.00	0.00	0%	10.42	1.00	10%	1.00	0.00	0%	71.17	12.00	17%	45.92	8.00	17%
Good Samaritan Society - Red Oak	0%	0.00	0.00	0%	15.17	10.00	66%	2.00	0.00	0%	88.75	32.00	36%	52.25	19.00	36%
Good Samaritan Society - Saint Ansgar	0%	0.00	0.00	0%	9.00	4.00	44%	0.00	0.00	0%	55.33	20.00	36%	36.33	16.00	44%
Good Samaritan Society - Salem Lutheran Home	0%	0.00	0.00	0%	12.08	9.00	74%	1.75	1.00	57%	82.50	46.00	56%	49.33	30.00	61%
Good Samaritan Society - Van Buren	0%	0.00	0.00	0%	10.50	6.00	57%	1.00	0.00	0%	64.00	55.00	86%	37.08	41.00	111%
Good Samaritan Society - Villisca	0%	0.00	0.00	0%	9.08	10.00	110%	0.00	0.00	0%	51.17	26.00	51%	31.67	12.00	38%
Good Samaritan Society - Waukon	0%	0.00	0.00	0%	17.50	7.00	40%	1.00	0.00	0%	118.17	30.00	25%	79.58	22.00	28%
Good Samaritan Society - West Union	86%	0.00	0.00	0%	13.42	4.00	30%	2.00	0.00	0%	83.58	37.00	44%	51.92	31.00	60%
Good Shepherd Center	0%	0.00	0.00	0%	34.08	11.00	32%	56.08	9.00	16%	310.17	82.00	26%	165.00	54.00	33%
Gowrie Care Center LLC	0%	0.00	0.00	0%	5.67	3.00	53%	0.00	0.00	0%	36.83	10.00	27%	23.17	7.00	30%
Grand Jivante	133%	0.00	0.00	0%	10.58	15.00	142%	0.00	0.00	0%	85.92	78.00	91%	49.92	46.00	92%
Grandview Care Center	0%	0.00	0.00	0%	16.50	4.00	24%	8.00	4.00	50%	126.33	56.00	44%	81.83	44.00	54%
Grandview Health Care Center	0%	6.08	0.00	0%	1.00	5.00	500%	1.00	0.00	0%	33.67	13.00	39%	17.67	5.00	28%
Grandview Heights Care Center	0%	1.00	0.00	0%	14.00	11.00	79%	1.00	0.00	0%	122.83	87.00	71%	83.83	65.00	78%
Granger Nursing & Rehab Center	0%	1.00	0.00	0%	9.75	8.00	82%	1.00	1.00	100%	61.08	42.00	69%	36.25	27.00	74%
Great River Care Center	0%	0.00	0.00	0%	7.67	2.00	26%	0.00	0.00	0%	36.00	27.00	75%	21.67	22.00	102%
Great River Medical Center	0%	0.00	0.00	0%	7.50	1.00	13%	24.17	8.00	33%	164.42	62.00	38%	123.67	52.00	42%
Greene County Medical Center	15%	0.00	0.00	0%	22.25	6.00	27%	0.00	0.00	0%	97.25	34.00	35%	37.42	25.00	67%
Greenfield Rehab & Health Care Center	0%	0.00	0.00	0%	12.50	5.00	40%	0.00	0.00	0%	60.00	27.00	45%	32.58	18.00	55%
Griswold Rehab & health Care Center	0%	0.00	0.00	0%	9.25	13.00	141%	0.00	0.00	0%	54.17	35.00	65%	26.83	14.00	52%
Grundy County Memorial Hospital	0%	1.00	0.00	0%	23.50	18.00	77%	75.08	10.00	13%	205.33	49.00	24%	56.67	17.00	30%
Guttenberg Care Center	0%	0.00	0.00	0%	21.50	13.00	60%	31.00	4.00	13%	161.67	35.00	22%	87.17	12.00	14%
Halcyon House	0%	0.00	0.00	0%	14.50	5.00	34%	8.42	2.00	24%	81.17	23.00	28%	37.33	13.00	35%

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Hallmark Care Center - Mt. Vernon	0%	0.00	0.00	0%	8.25	6.00	73%	4.08	3.00	73%	60.67	35.00	58%	35.58	20.00	56%
Happy Siesta	0%	0.00	0.00	0%	10.00	3.00	30%	1.00	0.00	0%	57.00	14.00	25%	36.25	10.00	28%
Harmony House Health Care Center	0%	0.00	0.00	0%	19.17	12.00	63%	36.25	4.00	11%	246.75	131.00	53%	146.92	95.00	65%
Hearthstone, A ministry of Wesley Life	0%	0.00	0.00	0%	16.75	2.00	12%	4.08	1.00	24%	59.25	12.00	20%	23.83	2.00	8%
Heartland Care Center	0%	1.00	0.00	0%	9.33	3.00	32%	0.42	0.00	0%	66.25	22.00	33%	38.25	10.00	26%
Hegg Memrial Health Center	0%	0.00	0.00	0%	21.42	4.00	19%	2.75	4.00	145%	145.17	36.00	25%	100.25	28.00	28%
Henry County Health Center	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	47.25	15.00	32%	42.75	14.00	33%
Heritage Care & Rehab Center	0%	0.00	0.00	0%	174.00	6.00	3%	66.00	1.00	2%	1238.00	47.00	4%	817.00	38.00	5%
Heritage Care Center - Iowa Falls	0%	0.00	0.00	0%	11.25	5.00	44%	0.00	0.00	0%	78.50	34.00	43%	49.42	24.00	49%
Heritage House - Atlantic	0%	0.00	0.00	0%	25.08	19.00	76%	21.42	2.00	9%	124.42	44.00	35%	49.50	15.00	30%
Heritage Manor	0%	0.00	0.00	0%	17.67	14.00	79%	0.00	0.00	0%	87.33	37.00	42%	50.42	20.00	40%
Heritage Nursing & Rehab Center	0%	0.00	0.00	0%	17.92	10.00	56%	0.00	0.00	0%	142.83	78.00	55%	98.58	55.00	56%
Heritage Nursing Home of Bancroft	0%	0.00	0.00	0%	6.42	5.00	78%	0.33	0.00	0%	46.33	17.00	37%	29.25	9.00	31%
Hiawatha Care Center	0%	0.00	0.00	0%	36.00	0.50	1%	0.00	0.00	0%	140.75	4.90	3%	80.58	2.03	3%
Highland Ridge Care Center	0%	0.00	0.00	0%	20.83	4.00	19%	21.08	4.00	19%	130.83	32.00	24%	72.33	22.00	30%
Hillcrest Healthcare Center	0%	0.00	8.00	0%	14.00	4.00	29%	6.17	0.00	0%	69.17	35.00	51%	37.17	16.00	43%
Hillcrest Home	0%	1.00	0.00	0%	18.58	4.00	22%	2.00	0.00	0%	103.67	27.00	26%	64.67	19.00	29%
Hilltop Care Center	0%	0.00	0.00	0%	19.42	20.00	103%	6.00	1.00	17%	108.50	74.00	68%	63.67	42.00	66%
Holy Spirit Retirement Home	0%	0.00	0.00	0%	19.17	18.00	94%	2.92	0.00	0%	155.42	77.00	50%	109.08	55.00	50%
Hubbard Care Center	0%	0.00	0.00	0%	20.42	11.00	54%	0.00	0.00	0%	88.92	61.00	69%	47.33	36.00	76%
Humboldt County Memorial Hospital	0%	0.00	0.00	0%	3.00	0.00	0%	0.00	0.00	0%	37.17	0.00	0%	30.67	0.00	0%
Iowa City Rehab & Health Care Center	0%	0.00	0.00	0%	10.25	12.00	117%	1.00	1.00	100%	77.08	79.00	102%	48.33	52.00	108%
Iowa Jewish Senior Life Center	171%	0.00	0.00	0%	15.58	14.00	90%	7.33	2.00	27%	135.08	84.00	62%	86.83	63.00	73%
Iowa Masonic Health Facilities	0%	0.00	0.00	0%	18.00	1.00	6%	0.00	0.00	0%	108.83	29.00	27%	63.25	24.00	38%
Iowa Odd Fellows & Orphan Home	0%	0.00	0.00	0%	14.00	2.00	14%	0.00	0.00	0%	123.42	54.00	44%	96.08	46.00	48%
Kahl Home for the Aged	17%	0.00	0.00	0%	23.50	34.00	145%	0.00	0.00	0%	220.25	219.00	99%	158.42	175.00	110%
Kanawha Community Home	0%	0.00	0.00	0%	9.17	7.00	76%	0.00	0.00	0%	41.67	16.00	38%	24.25	8.00	33%
Karen Acres Health Care Center	0%	0.00	0.00	0%	7.25	9.00	124%	1.17	2.00	171%	44.50	41.00	92%	25.83	26.00	101%
Kennybrook Village	0%	1.00	0.00	0%	8.00	0.00	0%	1.00	0.00	0%	50.08	19.00	38%	29.08	17.00	58%
Keota Health Care Center	0%	0.00	0.00	0%	9.00	1.00	11%	0.00	0.00	0%	39.00	2.00	5%	20.00	0.00	0%
Keystone Nursing Care Center	0%	0.00	0.00	0%	10.92	5.00	46%	0.00	0.00	0%	58.17	42.00	72%	34.50	37.00	107%
Kingsley Nursing & Rehab Center	0%	0.00	0.00	0%	8.58	5.00	58%	0.00	0.00	0%	51.25	18.00	35%	31.50	9.00	29%
Lake Mills Care Center	0%	0.00	0.00	0%	12.67	3.00	24%	4.00	4.00	100%	73.17	24.00	33%	42.58	14.00	33%
Lake Park Care Center	0%	0.00	0.00	0%	4.75	13.00	274%	0.00	0.00	0%	27.67	27.00	98%	17.92	13.00	73%
Lakeside Lutheran Home	0%	0.00	0.00	0%	10.75	6.00	56%	1.00	0.00	0%	81.17	33.00	41%	55.50	25.00	45%
Lamoni Nursing & Rehab Center	0%	0.00	0.00	0%	4.50	1.00	22%	3.08	2.00	65%	36.58	14.00	38%	22.58	11.00	49%
Lantern Park Nursing & Rehab Center	0%	0.00	0.00	0%	9.58	4.00	42%	0.00	0.00	0%	79.17	47.00	59%	53.08	34.00	64%
LaPorte City Nursing & Rehab Center	0%	0.00	0.00	0%	6.92	7.00	101%	0.00	0.00	0%	48.50	53.00	109%	29.75	36.00	121%
Laurens Care Center	0%	0.00	0.00	0%	6.17	0.00	0%	0.00	0.00	0%	42.33	12.00	28%	26.75	12.00	45%
Lenox Care Center Inc	0%	0.00	0.00	0%	8.75	3.00	34%	2.00	1.00	50%	42.75	17.00	40%	23.75	11.00	46%
Lexington Square	0%	1.00	0.00	0%	15.50	5.00	32%	21.25	5.00	24%	134.42	76.00	57%	72.25	55.00	76%
Liebe Care Center	0%	0.00	0.00	0%	11.25	3.00	27%	0.00	0.00	0%	55.75	7.00	13%	30.33	3.00	10%
Linn Haven Rehab & Healthcare	0%	0.00	0.00	0%	11.83	11.00	93%	2.00	0.00	0%	63.33	32.00	51%	35.67	15.00	42%
Linn Manor Care Center	0%	1.00	0.00	0%	7.00	0.00	0%	2.00	0.00	0%	50.83	7.00	14%	26.92	6.00	22%
Little Flower Haven	0%	0.00	0.00	0%	9.17	2.00	22%	0.00	0.00	0%	60.00	25.00	42%	45.75	22.00	48%
Living Center East	171%	0.00	0.00	0%	11.17	9.00	81%	1.00	1.00	100%	78.00	36.00	46%	47.58	20.00	42%
Living Center West	100%	1.00	0.00	0%	14.58	11.00	75%	0.00	0.00	0%	86.25	62.00	72%	51.92	47.00	91%
Lone Tree Health Care Center	0%	0.00	0.00	0%	11.00	6.00	55%	3.67	2.00	55%	49.83	14.00	28%	25.42	6.00	24%
Longhouse Northshire LTD	0%	0.00	0.00	0%	20.33	20.00	98%	0.00	0.00	0%	119.42	63.00	53%	75.50	35.00	46%
Longview Home	0%	0.00	0.00	0%	15.33	7.00	46%	0.00	0.00	0%	140.50	38.00	27%	103.42	26.00	25%
Luther Manor Retirement Home	0%	0.00	0.00	0%	35.92	15.00	42%	0.00	0.00	0%	173.83	99.00	57%	95.92	60.00	63%
Lutheran Home of the Aged Vinton	0%	1.00	0.00	0%	15.42	10.00	65%	0.00	0.00	0%	90.50	48.00	53%	56.58	34.00	60%
Lutheran Home Perry	0%	0.00	5.00	0%	20.58	0.00	0%	0.00	0.00	0%	95.50	34.00	36%	56.25	24.00	43%
Lutheran Living Senior Campus	100%	0.00	0.00	0%	34.00	25.00	74%	16.67	5.00	30%	188.42	121.00	64%	114.58	69.00	60%
Lutheran Retirement Home	0%	0.00	0.00	0%	16.25	5.00	31%	9.25	5.00	54%	86.92	27.00	31%	46.42	16.00	34%
Lyon Nursing & Rehab Center	0%	0.00	0.00	0%	12.67	7.00	55%	0.00	0.00	0%	66.33	24.00	36%	42.33	15.00	35%
Madrid Home of the Aging	0%	0.00	0.00	0%	27.67	3.00	11%	4.25	5.00	118%	208.92	56.00	27%	130.67	38.00	29%
Manilla Manor	0%	0.00	0.00	0%	9.33	4.00	43%	0.00	0.00	0%	51.75	19.00	37%	30.58	14.00	46%
Manly Nursing & Rehab Center	0%	0.00	0.00	0%	10.00	5.00	50%	2.17	2.00	92%	41.92	26.00	62%	21.75	18.00	83%
Manor Care Health Services CR	0%	0.00	0.00	0%	3.33	12.00	360%	28.75	7.00	24%	114.33	44.00	38%	65.00	21.00	32%
Manor Care Health Services Davenport	240%	0.00	0.00	0%	2.83	13.00	459%	17.08	5.00	29%	122.08	35.00	29%	82.25	14.00	17%
Manor Care Health Services Dubuque	0%	0.00	0.00	0%	4.25	16.00	376%	27.83	7.00	25%	123.42	59.00	48%	75.92	32.00	42%
Manor Care Health Services Utica	50%	0.00	0.00	0%	4.92	17.00	346%	40.08	2.00	5%	190.92	60.00	31%	117.75	28.00	24%
Manor Care Health Services Waterloo	0%	0.00	0.00	0%	3.25	15.00	462%	29.75	18.00	61%	134.00	94.00	70%	79.42	56.00	71%
Manor Care Health Services WDM	0%	0.00	0.00	0%	5.17	16.00	310%	29.75	4.00	13%	176.92	82.00	46%	115.17	54.00	47%
Manor House Care Center	0%	0.00	0.00	0%	10.25	2.00	20%	1.92	1.00	52%	76.58	22.00	29%	50.83	15.00	30%
Maple Crest Manor	0%	0.00	0.00	0%	8.83	4.00	45%	1.00	0.00	0%	74.50	31.00	42%	53.08	26.00	49%
Maple Heights Care Center	200%	0.00	0.00	0%	16.92	16.00	95%	1.00	0.00	0%	101.25	50.00	49%	55.92	24.00	43%
Maple Manor Village	0%	0.00	0.00	0%	10.75	1.00	9%	8.00	3.00	38%	69.08	18.00	26%	35.75	12.00	34%
Maquoketa Care Center	0%	1.00	0.00	0%	12.92	6.00	46%	0.00	0.00	0%	73.50	28.00	38%	46.00	18.00	39%
Marian Home	0%	0.00	0.00	0%	19.08	3.00	16%	0.00	0.00	0%	117.25	25.00	21%	68.33	15.00	22%

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Mayflower Home	0%	0.00	0.00	0%	23.33	6.00	26%	4.00	0.00	0%	150.83	41.00	27%	69.25	26.00	38%
Mechanicsville Nursing & Rehab Center	0%	0.00	0.00	0%	9.50	4.00	42%	1.00	0.00	0%	44.33	29.00	65%	25.17	21.00	83%
Mercy Hospital of Franciscan Sisters	0%	0.00	0.00	0%	0.00	0.00	0%	3.00	0.00	0%	25.00	0.00	0%	21.00	0.00	0%
Mercy Living Center North	0%	1.00	0.00	0%	15.58	3.00	19%	0.00	0.00	0%	101.25	16.00	16%	65.33	12.00	18%
Mercy Living Center South	0%	1.00	0.00	0%	33.58	4.00	12%	0.00	0.00	0%	135.08	23.00	17%	84.83	17.00	20%
Mercy Medical Center Centerville	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	18.00	4.00	22%	17.00	4.00	24%
Mercy Medical Ctr Dyersville	0%	1.00	0.00	0%	16.83	3.00	18%	9.00	0.00	0%	88.58	19.00	21%	38.50	11.00	29%
Methodist Manor Retirement	0%	0.00	0.00	0%	28.83	15.00	52%	3.50	0.00	0%	105.58	45.00	43%	50.42	22.00	44%
Meth-Wick Health Center	0%	0.00	0.00	0%	0.00	0.00	0%	14.42	3.00	21%	169.17	73.00	43%	88.42	51.00	58%
Midlands Living Center LLP	0%	1.00	0.00	0%	11.92	8.00	67%	0.00	0.00	0%	83.42	55.00	66%	49.67	40.00	81%
Milford Nursing Center	0%	0.00	0.00	0%	10.25	4.00	39%	0.00	0.00	0%	60.50	28.00	46%	41.58	18.00	43%
Mill Pond Retirement Community	0%	0.00	0.00	0%	16.08	4.00	25%	41.42	2.00	5%	130.83	28.00	21%	52.50	21.00	40%
Mill Valley Care Center	0%	1.00	0.00	0%	13.08	4.00	31%	0.33	0.00	0%	78.25	28.00	36%	48.67	21.00	43%
Monroe Care Center, Inc.	0%	0.00	0.00	0%	12.42	7.00	56%	0.00	0.00	0%	75.83	24.00	32%	49.50	13.00	26%
Montezuma Nursing & Rehab Center	0%	0.00	0.00	0%	9.08	7.00	77%	0.00	0.00	0%	36.33	26.00	72%	19.58	18.00	92%
Monticello Nursing & Rehab Center	0%	1.00	0.00	0%	22.33	7.00	31%	1.58	2.00	126%	113.92	52.00	46%	70.08	37.00	53%
Montrose Health Center Inc	0%	0.00	0.00	0%	9.50	13.00	137%	0.00	0.00	0%	55.67	32.00	57%	33.25	19.00	57%
Morning Sun Care Center	0%	0.00	0.00	0%	10.17	2.00	20%	7.17	2.00	28%	73.33	30.00	41%	40.92	22.00	54%
Morningside Healthcare Community	0%	0.00	0.00	0%	7.58	2.00	26%	0.00	0.00	0%	51.92	20.00	39%	35.42	14.00	40%
Mount Ayr Health Care Center	0%	0.00	0.00	0%	8.00	0.00	0%	0.00	0.00	0%	66.83	29.00	43%	41.75	23.00	55%
Nelson Manor	0%	0.00	0.00	0%	5.58	3.00	54%	0.00	0.00	0%	38.33	26.00	68%	20.92	21.00	100%
New Aldaya Lifescapes	0%	0.00	0.00	0%	46.00	29.00	63%	26.25	27.00	103%	340.42	217.00	64%	218.25	145.00	66%
New Hampton Nursing & Rehab Center	0%	0.00	0.00	0%	17.83	9.00	50%	0.00	0.00	0%	105.42	47.00	45%	72.75	33.00	45%
New London Nursing & Rehab Center	0%	0.00	0.00	0%	7.83	2.00	26%	0.00	0.00	0%	46.08	18.00	39%	27.42	14.00	51%
Newton Health Care Center	0%	0.00	0.00	0%	6.83	7.00	102%	1.00	0.00	0%	56.75	36.00	63%	34.17	24.00	70%
Newton Village HealthCare Center	0%	0.00	0.00	0%	8.08	10.00	124%	0.00	0.00	0%	24.92	18.00	72%	9.83	6.00	61%
Nora Springs Care Center	0%	0.00	0.00	0%	10.17	9.00	89%	5.08	0.00	0%	64.25	25.00	39%	36.83	15.00	41%
North Lake Manor	0%	0.00	0.00	0%	6.50	23.00	354%	0.00	0.00	0%	57.17	87.00	152%	43.83	61.00	139%
Northbrook Manor Care Center	0%	0.00	0.00	0%	12.67	10.00	79%	1.00	0.00	0%	95.17	38.00	40%	63.58	17.00	27%
Northerest Living Center	0%	1.00	0.00	0%	9.75	3.00	31%	0.00	0.00	0%	69.17	50.00	72%	43.83	43.00	98%
NorthCrest Specialty Care	100%	0.00	0.00	0%	13.25	7.00	53%	0.00	0.00	0%	84.92	58.00	68%	54.58	43.00	79%
Northern Mahaska Nursing & Rehab Center	0%	0.00	0.00	0%	8.92	6.00	67%	0.00	0.00	0%	61.08	37.00	61%	39.42	29.00	74%
Northgate Care Center	0%	0.00	0.00	0%	11.92	2.00	17%	14.67	5.00	34%	78.08	26.00	33%	42.67	17.00	40%
Norwalk Nursing & Rehab Center	0%	1.00	0.00	0%	6.83	4.00	59%	2.00	1.00	50%	59.67	29.00	49%	37.42	19.00	51%
Oakland Manor	0%	0.00	0.00	0%	11.92	8.00	67%	4.17	2.00	48%	66.58	38.00	57%	36.25	23.00	63%
Oaknoll Retirement Residence	0%	0.00	0.00	0%	45.33	14.00	31%	40.00	3.00	8%	181.42	49.00	27%	58.25	25.00	43%
Oakview Home, Inc	0%	0.00	0.00	0%	10.42	6.00	58%	1.00	0.00	0%	59.92	32.00	53%	36.75	20.00	54%
Oakwood Care Center	0%	0.00	0.00	0%	15.67	5.00	32%	5.83	1.00	17%	96.00	30.00	31%	61.58	24.00	39%
Oakwood Care Center Nursing & Rehab Center	0%	0.00	0.00	0%	10.42	12.00	115%	0.00	0.00	0%	63.33	55.00	87%	39.42	41.00	104%
Odebolt Nursing & Rehab Center	0%	0.00	0.00	0%	6.75	3.00	44%	3.42	0.00	0%	42.25	23.00	54%	24.58	17.00	69%
Oelwein Healthcare Center	0%	0.00	0.00	0%	16.25	7.00	43%	5.58	3.00	54%	85.08	23.00	27%	51.25	13.00	25%
On With Life at Ankeny	0%	0.00	0.00	0%	14.33	4.00	28%	32.25	3.00	9%	122.92	38.00	31%	53.25	27.00	51%
On With Life at Glenwood	0%	0.00	0.00	0%	0.00	0.00	0%	0.92	1.00	109%	62.25	18.00	29%	49.42	16.00	32%
Osage Rehab & Health Care Center	0%	0.00	0.00	0%	9.33	11.00	118%	1.00	0.00	0%	53.17	42.00	79%	33.00	22.00	67%
Oskaloosa Care Center, Inc	0%	1.00	0.00	0%	9.67	7.00	72%	0.00	0.00	0%	79.92	58.00	73%	54.92	42.00	76%
Ossian Senior Hospice Inc	0%	0.00	0.00	0%	18.92	5.00	26%	1.00	0.00	0%	96.75	15.00	16%	64.58	9.00	14%
Palo Alto County Hosptial	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	37.25	5.00	13%	20.42	5.00	24%
Panora Nursing & Rehab Center	0%	0.00	0.00	0%	8.33	0.00	0%	2.00	3.00	150%	50.50	36.00	71%	29.75	20.00	67%
Park Centre	0%	0.00	0.00	0%	25.67	7.00	27%	14.33	3.00	21%	115.50	44.00	38%	49.42	29.00	59%
Park View Care Center	0%	0.00	0.00	0%	18.25	7.00	38%	3.58	1.00	28%	91.33	48.00	53%	54.75	37.00	68%
Parkridge Specialty Care	0%	0.00	0.00	0%	12.00	7.00	58%	0.00	0.00	0%	92.33	47.00	51%	63.92	36.00	56%
Parkview Care Center Inc	0%	1.00	0.00	0%	9.50	4.00	42%	2.00	0.00	0%	65.42	29.00	44%	40.42	21.00	52%
Parkview Home	0%	0.00	0.00	0%	11.42	3.00	26%	2.17	0.00	0%	61.08	12.00	20%	33.92	9.00	27%
Parkview Manor	0%	0.00	0.00	0%	14.83	8.00	54%	1.00	0.00	0%	85.42	48.00	56%	51.00	30.00	59%
Parkview Manor Care Center	0%	0.00	0.00	0%	10.25	0.00	0%	1.00	0.00	0%	61.67	11.00	18%	40.00	10.00	25%
Patty Elwood Center	0%	0.00	0.00	0%	10.92	8.00	73%	2.33	2.00	86%	80.25	31.00	39%	41.75	17.00	41%
Pella Regional Health Center	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	37.83	44.00	116%	34.33	42.00	122%
Perry Health Care Center	0%	0.00	0.00	0%	7.83	6.00	77%	0.00	0.00	0%	34.67	26.00	75%	19.58	15.00	77%
Pleasant View Home	0%	0.00	0.00	0%	7.58	2.00	26%	3.00	0.00	0%	67.92	14.00	21%	46.58	8.00	17%
Pleasant View, Inc	0%	0.00	0.00	0%	20.92	10.00	48%	1.00	0.00	0%	154.00	47.00	31%	99.58	31.00	31%
Pleasantview Home	0%	0.00	0.00	0%	26.08	13.00	50%	2.25	1.00	44%	143.83	50.00	35%	83.33	28.00	34%
Plymouth Manor Care Center	0%	0.00	0.00	0%	8.75	5.00	57%	1.00	0.00	0%	62.83	22.00	35%	38.92	14.00	36%
Pocahontas Manor Care Center	0%	0.00	0.00	0%	8.42	6.00	71%	0.00	0.00	0%	55.92	34.00	61%	38.33	25.00	65%
Polk City Nursing & Rehab Center	100%	1.00	0.00	0%	9.92	0.91	9%	0.00	0.00	0%	70.25	7.23	10%	47.33	1.59	3%
Pomeroy Care Center	0%	0.00	0.00	0%	4.58	8.00	175%	2.08	2.00	96%	26.08	28.00	107%	12.67	18.00	142%
Prairie Ridge Care & Rehab	0%	1.00	0.00	0%	8.42	4.00	48%	2.00	0.00	0%	60.67	32.00	53%	40.75	27.00	66%
Prairie Ridge Care Center	0%	0.00	0.00	0%	9.50	8.00	84%	1.00	0.00	0%	104.08	40.00	38%	74.58	29.00	39%
Prairie View Home	0%	0.00	0.00	0%	20.83	9.00	43%	15.92	7.00	44%	132.25	59.00	45%	68.50	38.00	55%
Prairie Vista Village	0%	0.00	0.00	0%	6.43	1.00	16%	1.57	0.00	0%	34.24	9.00	26%	17.79	6.00	34%
Premier Estates of Muscatine	0%	0.00	0.00	0%	0.00	0.00	0%	3.50	2.00	57%	74.60	45.00	60%	59.40	36.00	61%
Premier Estates of Toledo	0%	0.00	0.00	0%	0.00	0.00	0%	1.11	1.00	90%	52.22	20.00	38%	41.56	16.00	39%

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Primghar Care Center	0%	0.00	0.00	0%	2.50	4.00	160%	0.00	0.00	0%	20.75	16.00	77%	13.42	11.00	82%
QHC Fort Dodge Villa LLC	0%	0.00	0.00	0%	13.33	11.00	83%	0.00	0.00	0%	96.50	57.00	59%	65.75	42.00	64%
QHC Humboldt North LLC	133%	0.00	0.00	0%	14.33	6.00	42%	0.00	0.00	0%	69.17	44.00	64%	37.58	26.00	69%
QHC Humboldt South LLC	0%	0.00	0.00	0%	8.33	7.00	84%	0.00	0.00	0%	41.33	28.00	68%	22.58	19.00	84%
QHC Mitchellville LLC	0%	0.00	0.00	0%	9.33	9.00	96%	0.00	0.00	0%	63.00	62.00	98%	39.83	44.00	110%
QHC Winterset North LLC	0%	0.00	0.00	0%	12.33	11.00	89%	0.00	0.00	0%	66.50	54.00	81%	40.33	37.00	92%
QHC Winterset South LLC	0%	0.00	0.00	0%	8.42	4.00	48%	0.00	0.00	0%	48.50	25.00	52%	27.92	15.00	54%
Ramsey Village	0%	0.00	0.00	0%	23.08	17.00	74%	17.58	5.00	28%	143.83	56.00	39%	74.25	28.00	38%
Ravenwood Nursing & Rehab Center	0%	0.00	0.00	0%	23.50	12.00	51%	0.00	0.00	0%	167.17	98.00	59%	110.50	76.00	69%
Red Oak Healthcare Community	0%	0.00	0.00	0%	8.33	3.00	36%	0.00	0.00	0%	49.75	19.00	38%	33.67	15.00	45%
Regency Care Center	0%	0.00	0.00	0%	16.08	15.00	93%	1.00	2.00	200%	97.92	89.00	91%	61.25	56.00	91%
Regency Park Nursing & Rehab - Carro	0%	1.00	0.00	0%	7.75	5.00	65%	1.58	1.00	63%	62.08	34.00	55%	41.17	24.00	58%
Regency Park Nursing & Rehab - Jeff	0%	1.00	0.00	0%	11.58	8.00	69%	4.00	1.00	25%	68.50	29.00	42%	37.58	17.00	45%
Regency Rehab and Skilled Nursing	0%	1.00	0.00	0%	8.50	22.00	259%	6.50	2.00	31%	96.08	140.00	146%	60.67	93.00	153%
Rehab Center of Allison	0%	0.00	0.00	0%	12.83	4.00	31%	8.33	3.00	36%	80.00	24.00	30%	47.50	16.00	34%
Rehab Center of Belmond	0%	0.00	0.00	0%	16.92	6.00	35%	5.92	2.00	34%	95.42	31.00	32%	57.75	20.00	35%
Rehab Center of Hampton	0%	0.00	0.00	0%	12.00	8.00	67%	11.08	1.00	9%	102.00	36.00	35%	62.00	23.00	37%
Rehab Center of Independence - East	0%	0.00	0.00	0%	10.25	6.00	59%	2.92	2.00	69%	52.42	11.00	21%	32.33	3.00	9%
Rehab Center of Independence - West	0%	0.00	0.00	0%	13.92	7.00	50%	3.33	1.00	30%	91.92	20.00	22%	55.83	9.00	16%
Rehabilitation Center of Des Moines	0%	0.00	0.00	0%	12.58	13.00	103%	0.00	0.00	0%	74.17	60.00	81%	44.83	25.00	56%
Riceville Family Care & Therapy Center	0%	0.00	0.00	0%	7.33	2.00	27%	0.00	0.00	0%	34.75	10.00	29%	19.00	6.00	32%
Ridgecrest Village	62%	1.00	0.00	0%	18.00	26.00	144%	1.00	1.00	100%	139.17	72.00	52%	83.50	38.00	46%
Ridgewood Nursing & Rehab Center	0%	0.00	0.00	0%	9.17	18.00	196%	1.00	0.00	0%	58.50	60.00	103%	39.50	38.00	96%
Risen Son Christian Village	75%	0.00	0.00	0%	18.83	24.00	127%	8.92	3.00	34%	144.75	99.00	68%	76.33	52.00	68%
River Hills Village	0%	1.00	0.00	0%	14.58	10.00	69%	0.00	0.00	0%	125.42	71.00	57%	81.00	46.00	57%
Riverview Manor	0%	1.00	0.00	0%	8.50	0.00	0%	0.00	0.00	0%	46.67	43.00	92%	28.08	39.00	139%
Rock Rapids Care Centre	0%	0.00	0.00	0%	5.42	1.00	18%	1.00	1.00	100%	45.25	17.00	38%	27.50	12.00	44%
Rockwell Community Nursing Home	0%	1.00	0.00	0%	9.75	4.00	41%	1.00	0.00	0%	57.42	23.00	40%	34.58	19.00	55%
Rolling Green Village	0%	0.00	0.00	0%	15.33	4.00	26%	8.83	5.00	57%	101.17	34.00	34%	60.83	23.00	38%
Rose Haven Nursing Home	0%	0.17	0.00	0%	9.17	0.00	0%	0.00	0.00	0%	54.07	16.00	30%	32.83	14.00	43%
Rose Vista Home	0%	0.00	0.00	0%	11.25	3.00	27%	0.00	0.00	0%	86.67	30.00	35%	57.58	24.00	42%
Rosewood Manor	0%	0.00	0.00	0%	6.92	4.00	58%	0.00	0.00	0%	42.92	27.00	63%	28.25	18.00	64%
Rotary Senior Living	0%	0.00	0.00	0%	10.92	5.00	46%	0.00	0.00	0%	61.75	27.00	44%	29.92	16.00	53%
Rowley Memorial Masonic Home	0%	0.00	0.00	0%	11.67	5.00	43%	1.00	0.00	0%	49.06	17.00	35%	22.72	10.00	44%
Ruthven Community Care Center	0%	0.00	0.00	0%	12.17	2.00	16%	0.00	0.00	0%	51.58	30.00	58%	29.75	24.00	81%
Sanford Senior Care Sheldon	0%	0.00	0.00	0%	19.17	6.00	31%	3.00	0.00	0%	89.00	31.00	35%	47.33	23.00	49%
Scenic Manor	0%	0.00	0.00	0%	28.92	10.00	35%	2.08	1.00	48%	113.92	48.00	42%	61.42	29.00	47%
Scottish Rite Park	0%	0.00	0.00	0%	17.42	10.00	57%	16.75	10.00	60%	94.42	29.00	31%	37.92	7.00	18%
Shady Oaks	0%	0.00	0.00	0%	14.83	9.00	61%	0.00	0.00	0%	98.50	47.00	48%	62.92	27.00	43%
Shady Rest Care Center	0%	0.00	0.00	0%	12.67	2.00	16%	0.00	0.00	0%	85.00	31.00	36%	57.08	25.00	44%
Sheffield Care Center	0%	0.00	0.00	0%	12.08	5.00	41%	9.67	2.00	21%	64.33	24.00	37%	31.50	14.00	44%
Shell Rock Senior Living	0%	1.00	0.00	0%	12.17	4.00	33%	0.00	0.00	0%	61.92	23.00	37%	34.00	14.00	41%
Sibley Nursing & Rehab Center	0%	0.00	0.00	0%	9.25	2.00	22%	0.00	0.00	0%	53.67	18.00	34%	34.58	14.00	40%
Sigourney Health Care	0%	0.00	0.00	0%	9.00	0.00	0%	3.00	0.00	0%	43.00	0.00	0%	23.00	0.00	0%
Simpson Memorial Home	0%	0.00	0.00	0%	20.00	8.00	40%	1.00	0.00	0%	87.08	35.00	40%	46.50	23.00	49%
Sioux Care Center	0%	0.00	0.00	0%	8.42	6.00	71%	0.25	0.00	0%	33.00	17.00	52%	16.67	7.00	42%
Sioux Center Community Hospital	0%	0.00	0.00	0%	0.00	0.00	0%	4.00	0.00	0%	69.17	30.00	43%	60.17	30.00	50%
Solon Nursing Care Center	0%	0.00	0.00	0%	13.58	5.00	37%	1.08	1.00	92%	112.25	68.00	61%	76.00	50.00	66%
Southern Hills Specialty Care	0%	0.00	0.00	0%	12.08	8.00	66%	0.00	0.00	0%	97.67	37.00	38%	70.92	25.00	35%
Southfield Wellness	0%	0.00	0.00	0%	14.17	7.00	49%	4.75	1.00	21%	99.25	36.00	36%	67.00	23.00	34%
Southridge Nursing & Rehab Center	0%	0.00	0.00	0%	12.25	12.00	98%	0.00	0.00	0%	79.75	37.00	46%	55.50	25.00	45%
Spurgeon Manor Inc.	0%	0.00	0.00	0%	19.33	15.00	78%	2.00	0.00	0%	90.50	43.00	48%	54.08	18.00	33%
St. Anthony Nursing Home	0%	0.00	0.00	0%	13.00	0.00	0%	4.42	1.00	23%	107.91	11.00	10%	73.42	10.00	14%
St. Francis Manor	0%	0.00	0.00	0%	19.33	10.00	52%	1.00	0.00	0%	132.42	46.00	35%	83.00	29.00	35%
St. Luke Lutheran Home, Inc	0%	1.00	0.00	0%	25.58	7.00	27%	3.00	0.00	0%	149.58	51.00	34%	91.17	41.00	45%
St. Mary Healthcare & Rehabilitation	0%	0.00	0.00	0%	11.83	9.00	76%	1.00	0.00	0%	79.58	67.00	84%	50.17	55.00	110%
Stacyville Community Nursing Home	0%	0.00	0.00	0%	9.17	1.00	11%	0.00	0.00	0%	34.58	12.00	35%	17.17	6.00	35%
Stanton Care Center	0%	0.00	0.00	0%	8.67	8.00	92%	0.00	0.00	0%	59.58	36.00	60%	37.83	25.00	66%
State Center Nursing & Rehab Center	0%	0.00	0.00	0%	10.08	9.00	89%	0.00	0.00	0%	48.33	33.00	68%	28.17	20.00	71%
Stonehill Care Center	0%	0.00	0.00	0%	70.00	31.00	44%	0.00	0.00	0%	391.92	160.00	41%	253.50	112.00	44%
Story County Medical Center	0%	0.00	0.00	0%	0.00	0.00	0%	0.33	0.00	0%	54.00	13.00	24%	51.67	13.00	25%
Stratford Nursing & Rehab Center	0%	0.00	0.00	0%	9.17	0.00	0%	0.00	0.00	0%	62.42	14.00	22%	42.00	13.00	31%
Strawberry Point Lutheran Home	0%	0.00	0.00	0%	14.17	9.00	64%	0.00	0.00	0%	94.33	52.00	55%	60.67	30.00	49%
Sunny Hill Care Center	0%	1.00	0.00	0%	8.17	3.00	37%	0.00	0.00	0%	61.58	25.00	41%	41.58	20.00	48%
Sunny Knoll Care Centre	100%	0.00	0.00	0%	5.67	9.00	159%	0.00	0.00	0%	36.83	23.00	62%	23.50	10.00	43%
Sunny View Care Center	0%	1.00	0.00	0%	16.58	13.00	78%	0.00	0.00	0%	95.67	97.00	101%	58.33	78.00	134%
Sunnybrook Living Care Center	0%	0.00	0.00	0%	7.83	4.00	51%	1.00	1.00	100%	58.75	42.00	71%	36.83	29.00	79%
Sunnycrest Manor	0%	0.00	0.00	0%	24.75	9.00	36%	1.00	1.00	100%	192.00	67.00	35%	129.92	46.00	35%
Sunnycrest Nursing Center	0%	0.00	0.00	0%	8.67	7.00	81%	0.08	0.00	0%	42.17	24.00	57%	22.00	11.00	50%
Sunrise Hill Care Center	0%	0.00	0.00	0%	13.58	5.00	37%	0.00	0.00	0%	78.25	26.00	33%	44.92	17.00	38%
Sunrise Retirement Community	0%	0.00	0.00	0%	23.83	9.00	38%	0.00	0.00	0%	150.75	57.00	38%	90.08	43.00	48%

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Sunrise Terrace Care Center	0%	0.00	0.00	0%	13.42	8.00	60%	1.00	0.00	0%	66.92	26.00	39%	36.58	14.00	38%
Sunset Knoll Inc	0%	0.00	0.00	0%	8.00	9.00	113%	0.00	0.00	0%	50.42	40.00	79%	31.25	23.00	74%
Suntherland Care Center	0%	0.00	0.00	0%	5.17	5.00	97%	0.33	1.00	300%	34.50	14.00	41%	22.25	7.00	31%
Tabor Manor Care Center	0%	0.00	0.00	0%	13.25	12.00	91%	1.00	0.00	0%	76.17	54.00	71%	47.33	41.00	87%
The Abbey of LeMars	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	31.42	4.00	13%	18.50	3.00	16%
The Alverno Health Care Facility	0%	0.00	0.00	0%	25.83	9.00	35%	2.00	0.00	0%	195.83	83.00	42%	115.33	62.00	54%
The Ambassador Sidney Inc	0%	0.17	0.00	0%	8.42	4.00	48%	0.00	0.00	0%	53.00	47.00	89%	35.08	38.00	108%
The Cottages	0%	0.00	0.00	0%	14.33	4.00	28%	19.58	4.00	20%	97.75	24.00	25%	54.00	16.00	30%
The New Homestead	0%	0.00	0.00	0%	12.83	2.00	16%	0.00	0.00	0%	90.50	35.00	39%	59.58	29.00	49%
The Village	0%	0.00	0.00	0%	23.67	6.00	25%	13.17	3.00	23%	92.58	22.00	24%	33.08	9.00	27%
Thomas Rest Haven	0%	1.00	0.00	0%	11.25	7.00	62%	1.00	0.00	0%	65.25	27.00	41%	36.50	18.00	49%
Thornton Manor Care Center	0%	0.00	0.00	0%	14.00	5.00	36%	4.00	0.00	0%	83.67	29.00	35%	52.08	21.00	40%
Timely Mission Nursing Home	0%	0.00	0.00	0%	10.42	8.00	77%	0.00	0.00	0%	59.00	29.00	49%	33.67	16.00	48%
Titonka Care Center	0%	0.00	0.00	0%	7.50	7.00	93%	0.00	0.00	0%	49.83	34.00	68%	32.75	21.00	64%
Touchstone Living Center	0%	0.00	0.00	0%	22.67	23.00	101%	2.00	3.00	150%	131.33	100.00	76%	82.58	50.00	61%
Trinity at Luther Park	0%	0.00	0.00	0%	17.50	8.00	46%	0.00	0.00	0%	141.83	51.00	36%	87.58	33.00	38%
Tripoli Nursing & Rehab	0%	0.00	0.00	0%	8.75	4.00	46%	0.00	0.00	0%	50.92	28.00	55%	33.67	20.00	59%
Tru Rehab of Grinnell	0%	0.00	0.00	0%	3.25	2.00	62%	0.00	0.00	0%	36.75	13.00	35%	23.50	10.00	43%
Twilight Acres, Inc.	0%	0.00	0.00	0%	13.17	7.00	53%	6.50	5.00	77%	82.33	22.00	27%	44.50	9.00	20%
Union Park Health Services	0%	0.00	0.00	0%	5.58	15.00	269%	4.08	5.00	122%	41.97	68.00	162%	26.08	44.00	169%
Unitied Presbyterian Home	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	76.17	12.00	16%	42.58	11.00	26%
University Park Nursing & Rehab Center	0%	1.08	1.00	92%	15.00	3.00	20%	6.17	4.00	65%	113.83	65.00	57%	64.92	46.00	71%
Urbandale Health Care Center	0%	0.00	0.00	0%	11.25	5.00	44%	0.00	0.00	0%	111.17	78.00	70%	73.33	57.00	78%
Valley View Nursing & Rehab Center	0%	0.00	0.00	0%	8.42	3.00	36%	0.00	0.00	0%	49.25	9.00	18%	29.83	6.00	20%
Valley View Village	0%	0.00	0.00	0%	20.92	10.00	48%	0.00	0.00	0%	126.67	55.00	43%	66.33	38.00	57%
Valley Vue Care Center	0%	0.00	0.00	0%	8.92	6.00	67%	2.00	0.00	0%	69.33	31.00	45%	46.75	23.00	49%
Villa Del Sol	0%	0.00	0.00	0%	13.67	16.00	117%	0.00	0.00	0%	96.58	60.00	62%	64.25	37.00	58%
Village At Legacy Pointe NF	0%	1.00	0.00	0%	19.00	11.00	58%	0.00	0.00	0%	79.67	75.00	94%	41.58	58.00	139%
Virginia Gay Hospital	0%	0.00	0.00	0%	0.00	0.00	0%	0.00	0.00	0%	36.75	6.00	16%	32.75	6.00	18%
Vista Woods Care Center	0%	1.00	0.00	0%	10.00	4.00	40%	0.00	0.00	0%	75.25	29.00	39%	50.33	21.00	42%
Wapello Nursing & Rehab Center	0%	0.00	0.00	0%	6.50	8.00	123%	0.00	0.00	0%	49.33	29.00	59%	32.83	20.00	61%
Washington County Hospital & Clinics	0%	0.00	0.00	0%	7.00	0.00	0%	0.00	0.00	0%	55.01	12.00	22%	37.84	12.00	32%
Wellington Place	0%	0.00	0.00	0%	14.92	2.00	13%	11.08	11.00	99%	96.92	57.00	59%	51.67	41.00	79%
Wesley Acres	0%	0.00	0.00	0%	39.25	19.00	48%	41.92	8.00	19%	178.42	73.00	41%	58.00	37.00	64%
West Bend Care Center	0%	0.00	0.00	0%	8.83	8.00	91%	3.83	0.00	0%	54.33	23.00	42%	31.58	14.00	44%
West Bridge Care & Rehab	55%	1.00	1.00	100%	5.75	11.00	191%	2.00	0.00	0%	57.75	38.00	66%	41.17	19.00	46%
West Point Care Center	0%	0.00	0.00	0%	11.42	13.00	114%	0.00	0.00	0%	62.33	45.00	72%	37.67	30.00	80%
West Ridge Nursing & Rehab Center	0%	0.00	0.00	0%	11.33	6.00	53%	0.00	0.00	0%	78.42	30.00	38%	52.25	20.00	38%
Westbrook Acres	0%	0.00	0.00	0%	10.33	4.00	39%	1.00	0.00	0%	65.08	30.00	46%	40.08	22.00	55%
Western Home Communities	0%	1.00	0.00	0%	0.00	0.00	0%	9.92	3.00	30%	187.33	59.00	31%	99.67	45.00	45%
Westhaven Community	0%	0.00	0.00	0%	27.50	17.00	62%	1.00	0.00	0%	136.00	69.00	51%	78.67	39.00	50%
Westmonth Healthcare Community	0%	0.00	0.00	0%	3.75	2.00	53%	0.00	0.00	0%	32.33	13.00	40%	24.67	6.00	24%
Westridge Quality Care & Rehab	0%	0.00	0.00	0%	13.83	6.00	43%	11.33	4.00	35%	92.67	38.00	41%	56.42	26.00	46%
Westview Acres Care Center	0%	0.00	0.00	0%	13.00	0.00	0%	1.00	0.00	0%	62.33	7.00	11%	37.67	4.00	11%
Westview Care Center	0%	0.00	0.00	0%	13.92	8.00	57%	3.58	0.00	0%	81.00	24.00	30%	50.08	15.00	30%
Westview of Indianola Care Center	0%	0.00	0.00	0%	12.67	4.00	32%	6.75	1.00	15%	100.75	18.00	18%	67.75	10.00	15%
Westwood Nursing & Rehab Center	0%	0.00	0.00	0%	10.92	6.00	55%	0.00	0.00	0%	80.33	30.00	37%	52.75	20.00	38%
Wheatland Manor	0%	0.00	0.00	0%	9.75	2.00	21%	0.00	0.00	0%	46.83	16.00	34%	26.00	13.00	50%
Willow Dale Wellness Village	0%	0.00	0.00	0%	9.08	2.00	22%	2.83	1.00	35%	53.33	20.00	38%	31.67	15.00	47%
Willow Garden Care Center	80%	0.00	0.00	0%	12.50	15.00	120%	2.17	0.00	0%	79.67	72.00	90%	44.17	50.00	113%
Windmill Manor	0%	0.00	0.00	0%	12.58	14.00	111%	0.00	0.00	0%	102.58	100.00	97%	66.00	60.00	91%
Windsor Nursing & Rehab Center	0%	0.00	0.00	0%	10.75	15.00	140%	0.00	0.00	0%	53.50	68.00	127%	31.75	45.00	142%
Winslow House Care Center	0%	1.00	0.00	0%	7.83	3.00	38%	0.00	0.00	0%	48.58	16.00	33%	28.83	9.00	31%
Woodland Terrace	0%	0.00	0.00	0%	36.92	39.00	106%	0.00	0.00	0%	213.92	136.00	64%	123.83	83.00	67%
Zearing Health Care Center	0%	0.00	0.00	0%	2.50	1.00	40%	0.00	0.00	0%	30.50	9.00	30%	18.75	6.00	32%
Number of Providers Reporting Data	411			411			411			411			411			411
Number of Providers with Zero Percent Turnover	387			409			37			279			5			6
Minimum	0%			0%			0%			0%			0%			0%
Maximum	240%			100%			500%			300%			162%			169%
Average	6%			0%			61%			20%			48%			52%

A blank entry means that the nursing facility did not have :

No Turnover Information Reported
All-American Care - Muscatine
All-American Care - Washington
Baxter Heath Care Center
Careage of Newton

Appendix A: Employee Turnover Rate by Job Classification For Nursing Facilities

Data Source: Schedule I-1 forms received with fiscal year ends occurring during calendar year 2014

Provider Name	Medical Records Services	Medical Director Average for The Year	Medical Director Total Terminations	Medical Director	Dietary Service Average for The Year	Dietary Service Total Terminations	Dietary Service	Other Staff Average for The Year	Other Staff Total Terminations	Other Staff	Total	Total Terminations	Total	Nursing Only	Nursing Only Terminations	Nursing Only
Childserve Habilitation Center																
Clarinda Mental Health Institute																
Countryside Estates																
Hallmark Care Center - Sioux City																
Heritage Manor Care Center																
Knoxville Rehab Center																
Manning Regional Healthcare Center																
Ogden Manor																
Pleasant Care Living Center																
Riverside North																
Riverside South																

Job Classification	Number of Providers	Number of providers with Zero Turnover	Minimum Turnover Rate	Maximum Turnover Rate	Average Turnover Rate
Administrator	411	335	0%	400%	23%
Business Office	411	283	0%	600%	23%
Laundry	411	261	0%	1200%	33%
Housekeeping	411	141	0%	1200%	42%
Maintenance	411	268	0%	218%	24%
Director of Nursing	411	319	0%	353%	24%
Registered Nurse	411	48	0%	240%	48%
Licensed Practical Nurse	411	64	0%	364%	43%
CNA	411	8	0%	223%	58%
Activities	411	242	0%	200%	27%
Social Services	411	339	0%	900%	19%
Medical Records	411	387	0%	240%	6%
Medical Director	411	409	0%	100%	0%
Dietary	411	37	0%	500%	61%
Other Staff	411	279	0%	300%	20%
Total Facility	411	5	0%	162%	48%
Total Nursing	411	6	0%	169%	52%

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	
	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report	2014 Report	2015 Report
Administrator	425	411	348	335	82%	82%	0%	0%	600%	400%	23%	23%
Business Office	425	411	299	283	70%	69%	0%	0%	212%	600%	18%	23%
Laundry	425	411	275	261	65%	64%	0%	0%	400%	1200%	26%	33%
Housekeeping	425	411	137	141	32%	34%	0%	0%	600%	1200%	39%	42%
Maintenance	425	411	291	268	68%	65%	0%	0%	1200%	218%	28%	24%
Director of Nursing	425	411	322	319	76%	78%	0%	0%	1100%	353%	30%	24%
Registered Nurse	425	411	62	48	15%	12%	0%	0%	270%	240%	49%	48%
Licensed Practical Nurse	425	411	81	64	19%	16%	0%	0%	351%	364%	39%	43%
CNA	425	411	5	8	1%	2%	0%	0%	207%	223%	57%	58%
Activities	425	411	261	242	61%	59%	0%	0%	1000%	200%	30%	27%
Social Services	425	411	356	339	84%	82%	0%	0%	300%	900%	16%	19%
Medical Records	425	411	406	387	96%	94%	0%	0%	300%	240%	5%	6%
Medical Director	425	411	422	409	99%	100%	0%	0%	120%	100%	1%	0%
Dietary	425	411	35	37	8%	9%	0%	0%	369%	500%	52%	61%
Other Staff	425	411	286	279	67%	68%	0%	0%	1200%	300%	27%	20%
Total Facility	425	411	0	5	0%	1%	2%	0%	157%	162%	47%	48%
Total Nursing	425	411	1	6	0%	1%	0%	0%	176%	169%	51%	52%