<table>
<thead>
<tr>
<th>Organization</th>
<th>Location</th>
<th>Key Success Factors</th>
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</table>
| Scripps Health                     | San Diego, California     | • Talent forecasting and development  
• Innovative RN Clinical Mentoring program  
• Aligning compensation and benefits to support retention objectives |
| MITRE Corporation                  | McLean, Virginia          | • Adopting a “Life-Cycle” approach to benefit design  
• Creating a Human Resources division to integrate quality of work life programs  
• Creating innovative phased-retirement programs |
| Bon Secours Health System          | Richmond, Virginia        | • Building a culture of aging  
• Making the business case for retention  
• Focusing on macro- and micro-level metrics to track retention |
| LL Bean                            | Freeport, Maine           | • An “Outdoors Culture” focusing on employee health, safety and wellness  
• Flexible work scheduling and retirement options |
| Monongalia Hospital                | Morgantown, West Virginia | • Building a hospital-wide culture that values and empowers nursing  
• Utilizing technology to leverage nursing skills  
• Actively involving experienced RNs in hospital master planning and design |
| First Horizon National Corporation | Memphis, Tennessee        | • Building a culture of staff inclusiveness and empowerment  
• Flexible work environment and phased retirement |
| Carondelet Health System           | Tucson, Arizona           | • Funding BSN and MSN education programs to retain staff nurses  
• Establishing seasonal “Snow Bird” programs for RNs  
• Aligning compensation and benefits to support retention.  
• Creating an HR division focused on workforce strategy |