

## MISSION, VISION AND VALUES

### Mission

We compassionately care for people.

### Vision

Erlanger is a nationally-acclaimed health system anchored by a leading academic medical center. As such, we will deliver the highest quality, to diverse populations, at the lowest cost, through personalized patient experiences across all patient access points. Through innovation and growth we will sustain our success and spark economic development across the Chattanooga region.

### Our Core Values

Our values define who we are and how we act as stakeholders, individually and collectively. We live these values in all that we do. Values are inconsequential unless they drive our behavior, decisions, and priorities. Values in action create a culture, and an organization's culture determines its success.

## ERLANGER

### *Excellence*

We distinguish ourselves and the services we provide by our commitment to excellence, demonstrating our results in measurable ways.

### *Respect*

We pay attention to others, listening carefully, and responding in ways that demonstrate our understanding and concern.

### *Leadership*

We differentiate ourselves by our actions, earning respect from those we lead through innovation and performance.

### *Accountability*

We are responsible for our words and our actions. We strive to fulfill all of our promises and to meet the expectations of those who trust us for their care.

### *Nurturing*

We encourage growth and development for our staff, students, faculty and everyone we serve.

### *Generosity*

We are giving people. We give our time, talent and resources to benefit others.

### *Ethics*

We earn the trust by holding ourselves to the highest standards of integrity and professional conduct.

### *Recognition*

We value achievement and acknowledge and celebrate the accomplishments of our team and recognize the contributions of those who support our mission.

(C) **Retirement Plan(s) Subcommittee.**

- (1) **Composition:** The Retirement Plan Subcommittee shall be composed of the following members: The Chairman of the Budget and Finance Committee, the Chief Financial Officer, the Vice-President for Human Resources and the Chief Administrative Officer. All of these Committee members shall be entitled to vote on matters brought before the Committee even though they are *ex officio* members of the Committee.