



*Aurora Health Care  
Employee  
Homeownership  
Program*

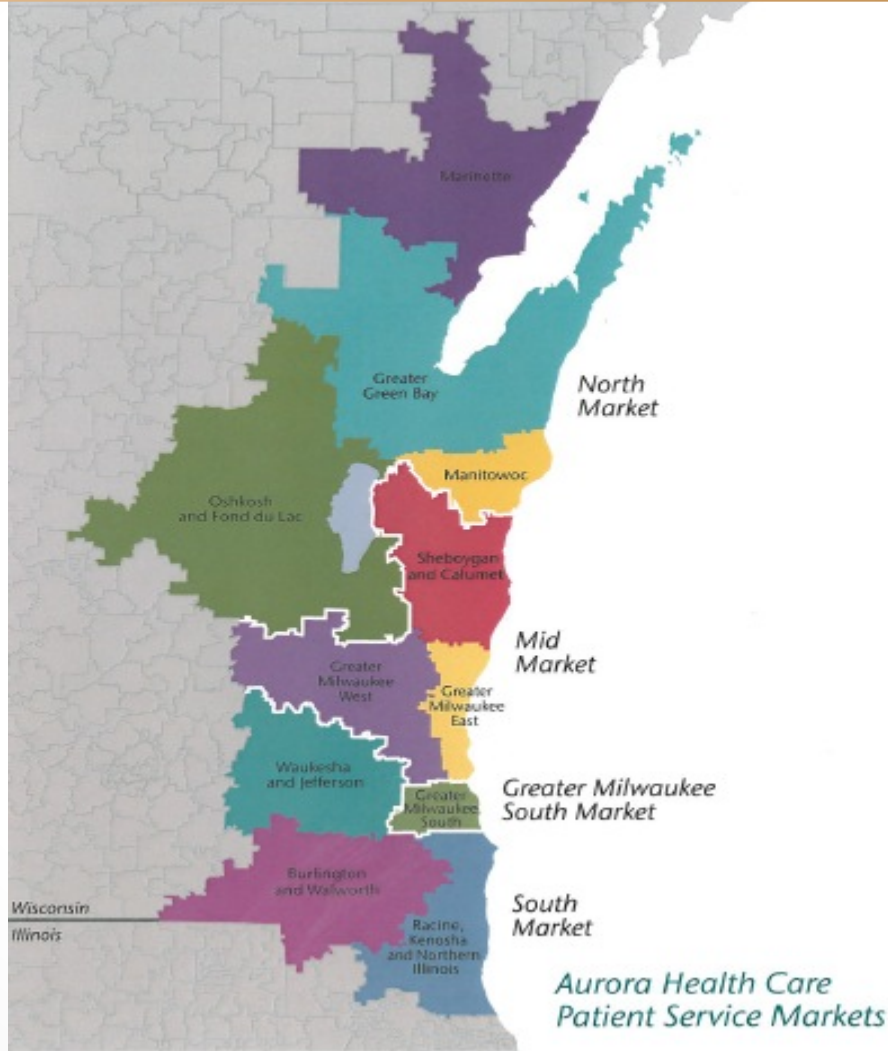


***Our Program***

***Our Investment***

***The Impact***

# Aurora Health Care





# *Our Program*

## *Our Investment*

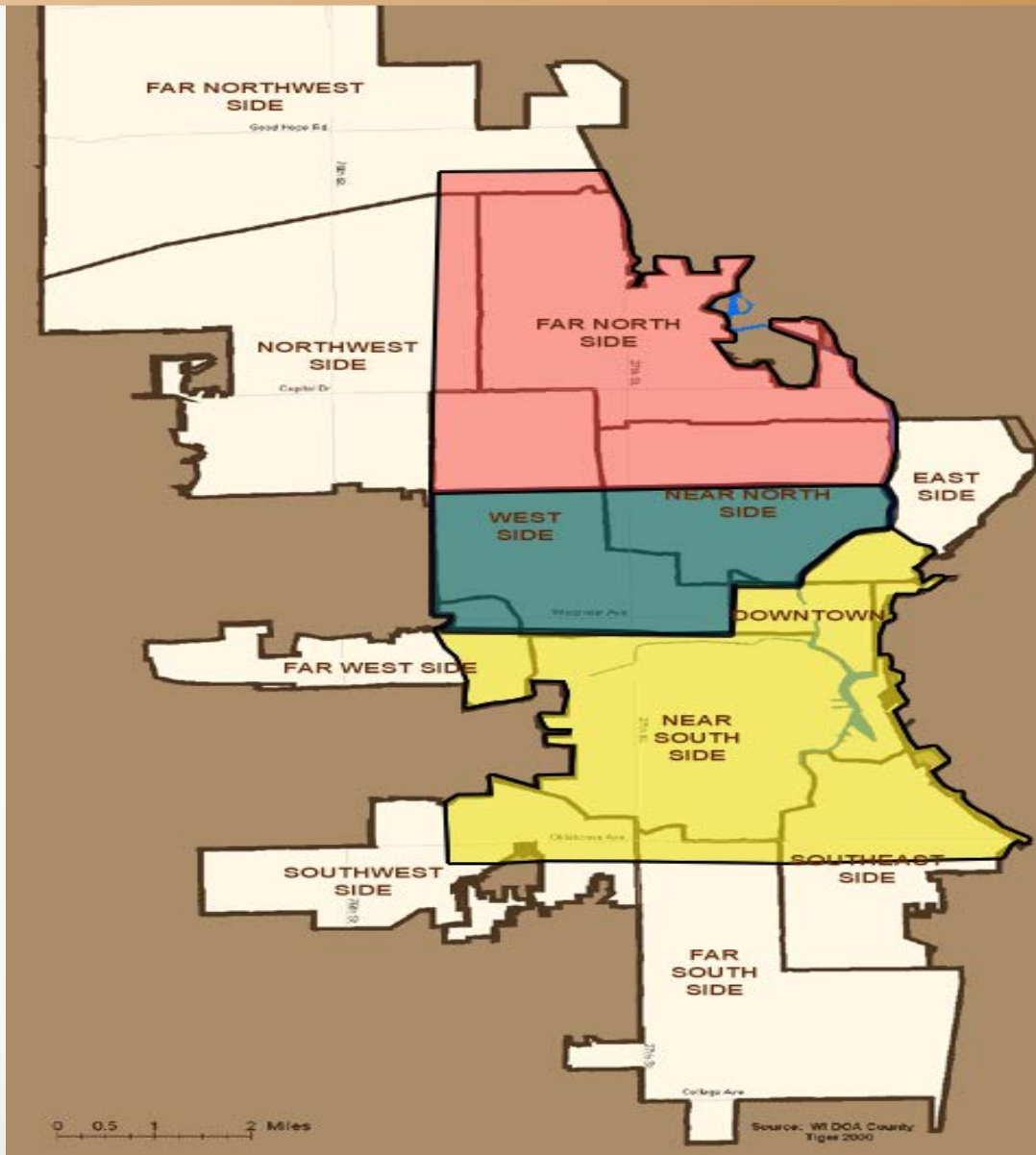
## *The Benefits*

# *Our Program*



*Walk  
To  
Work*

# Our Program



2007

2004

2002

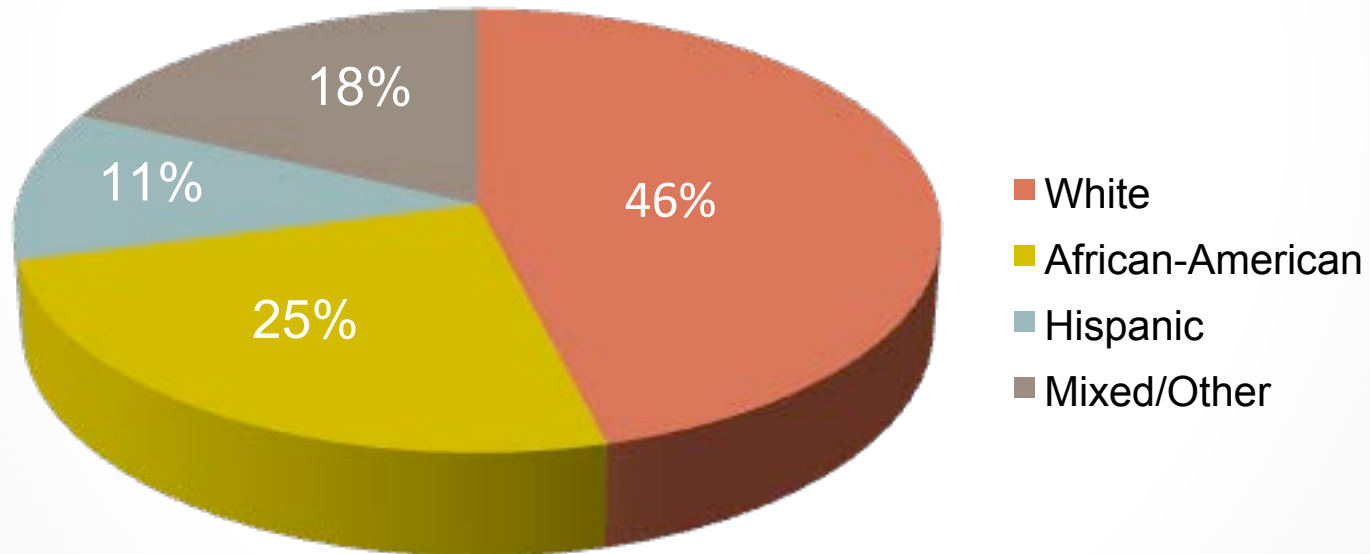
1993

# *Our Program*



# Our Program

## Caregiver Profile

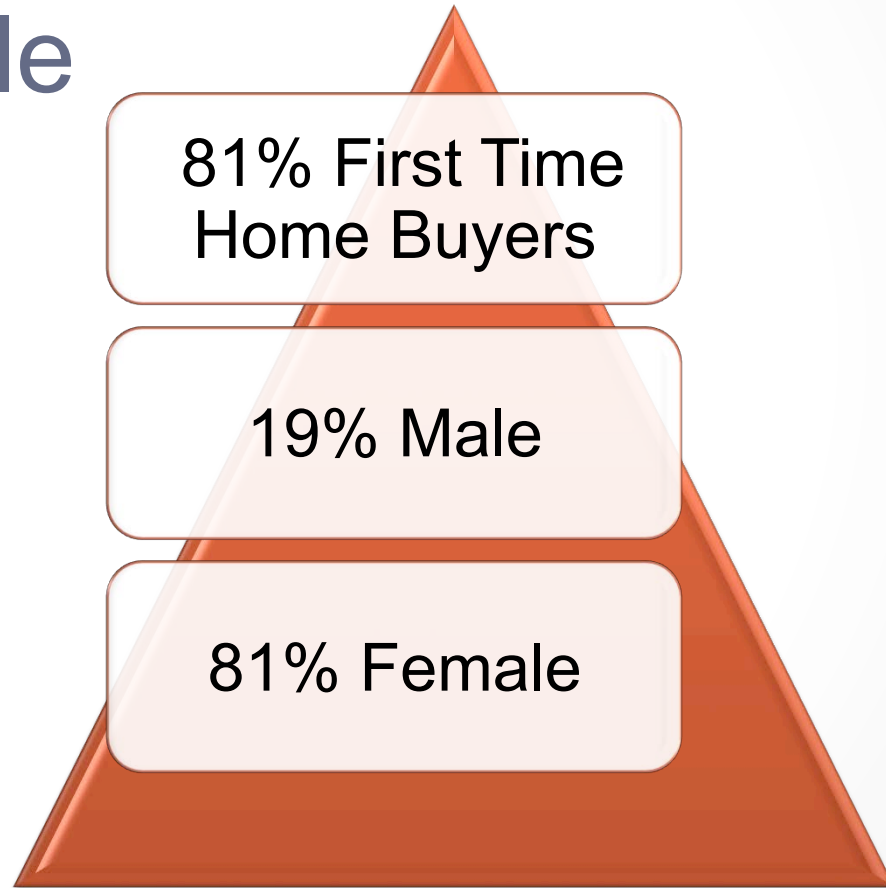


*Includes purchases from 1996-2011*





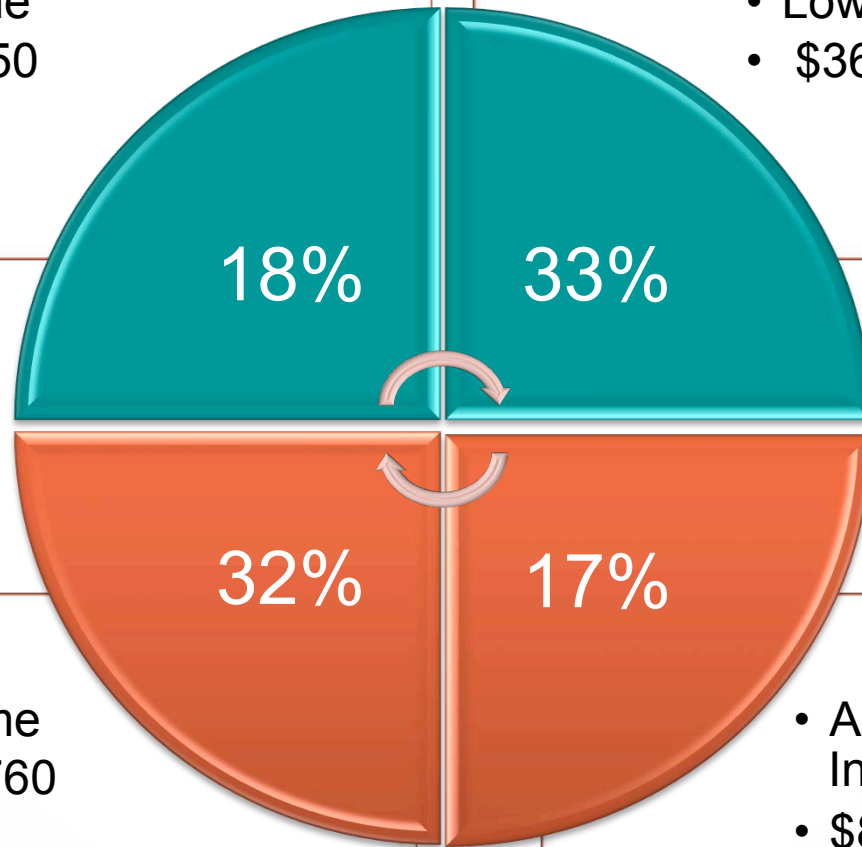
# Caregiver Profile



# Our Program

- Very Low Income
- \$21,700 - \$36,150

- Low Income
- \$36,150-\$57,850



**Median  
Income:  
\$46,529**

- Moderate Income
- \$57,850 - \$86,760

- Above Moderate Income
- \$86,760 & above

# *Our Partner*



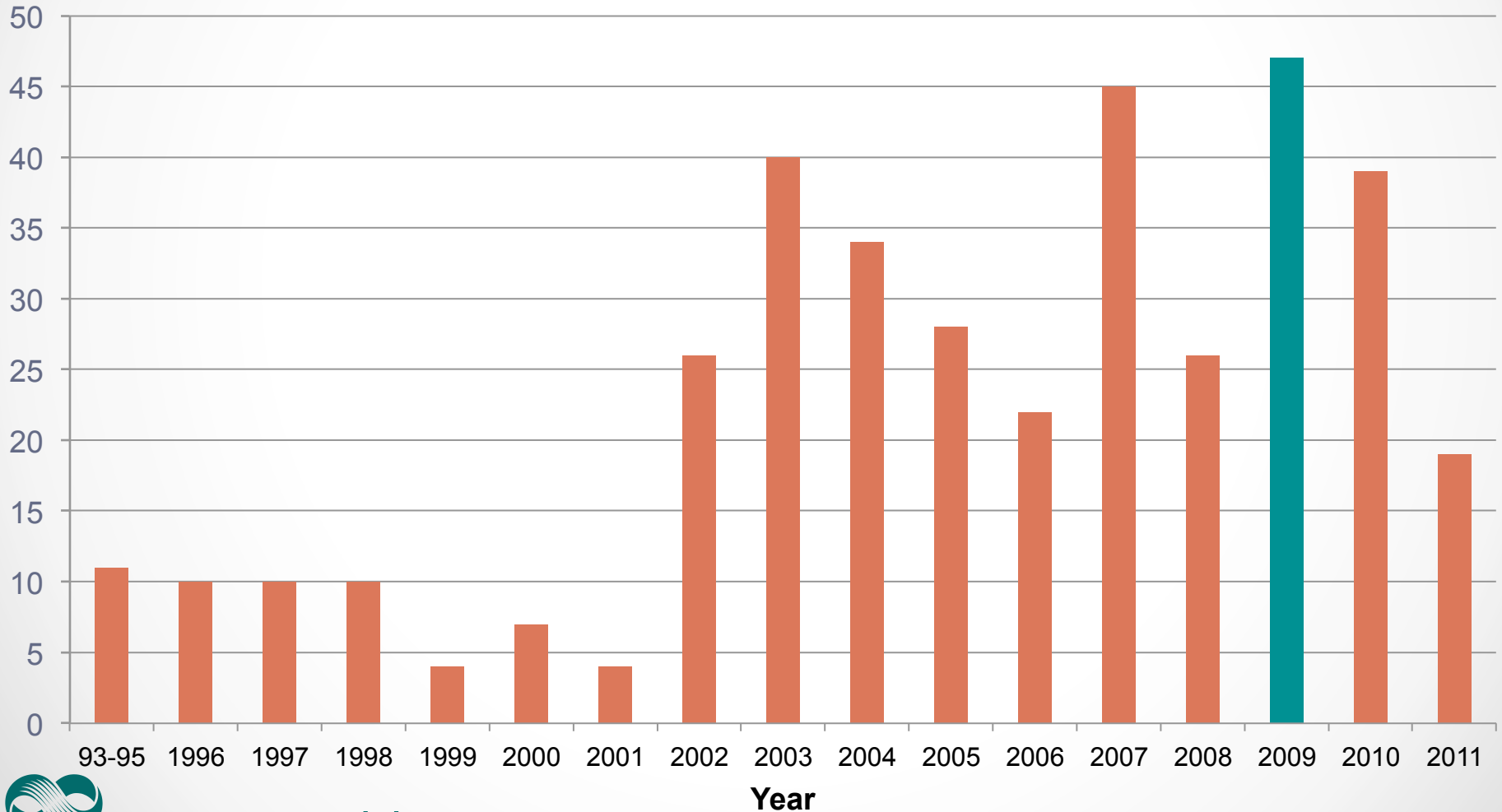


*Our Program*

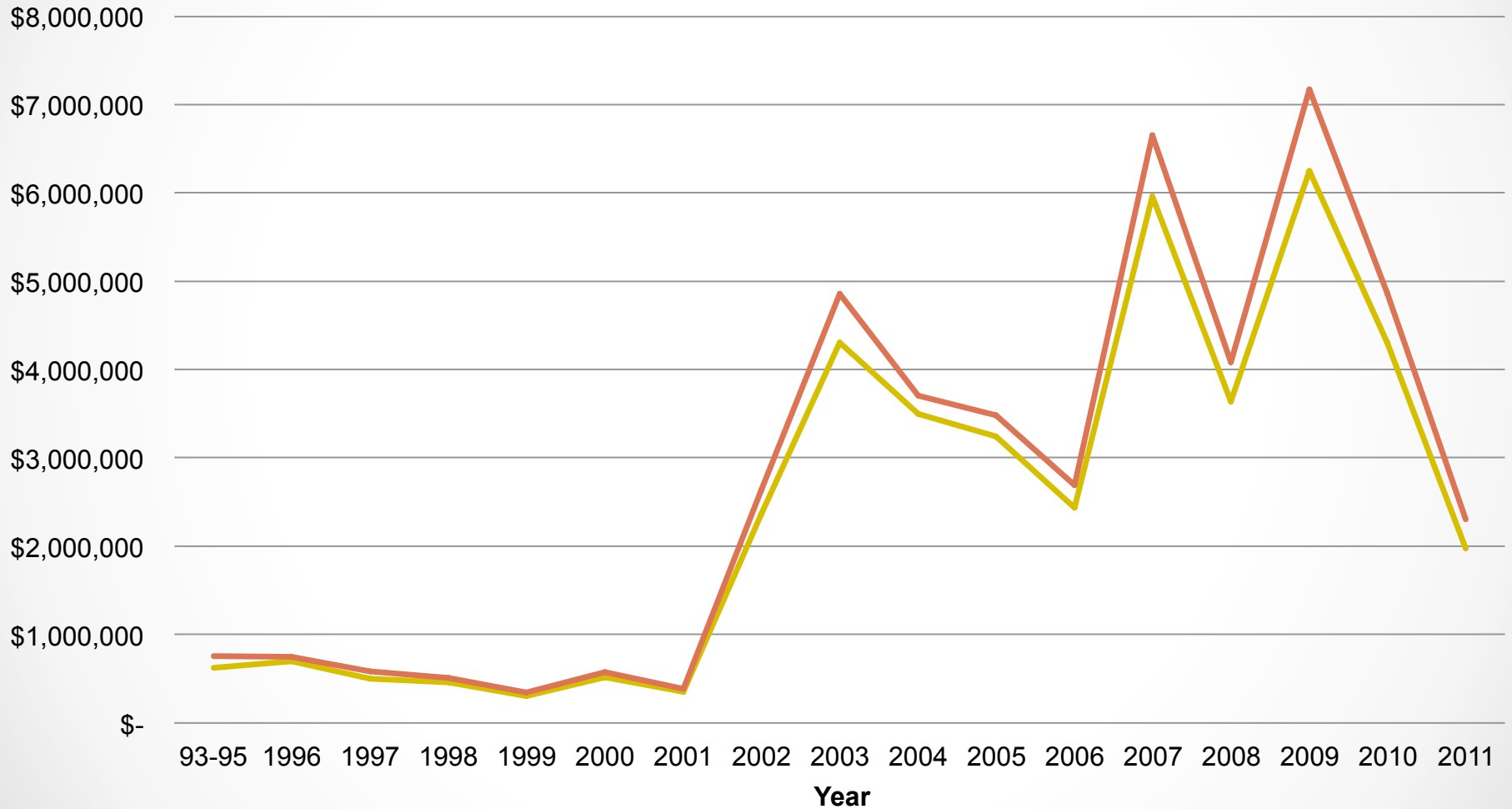
***Our Investment***

*The Impact*

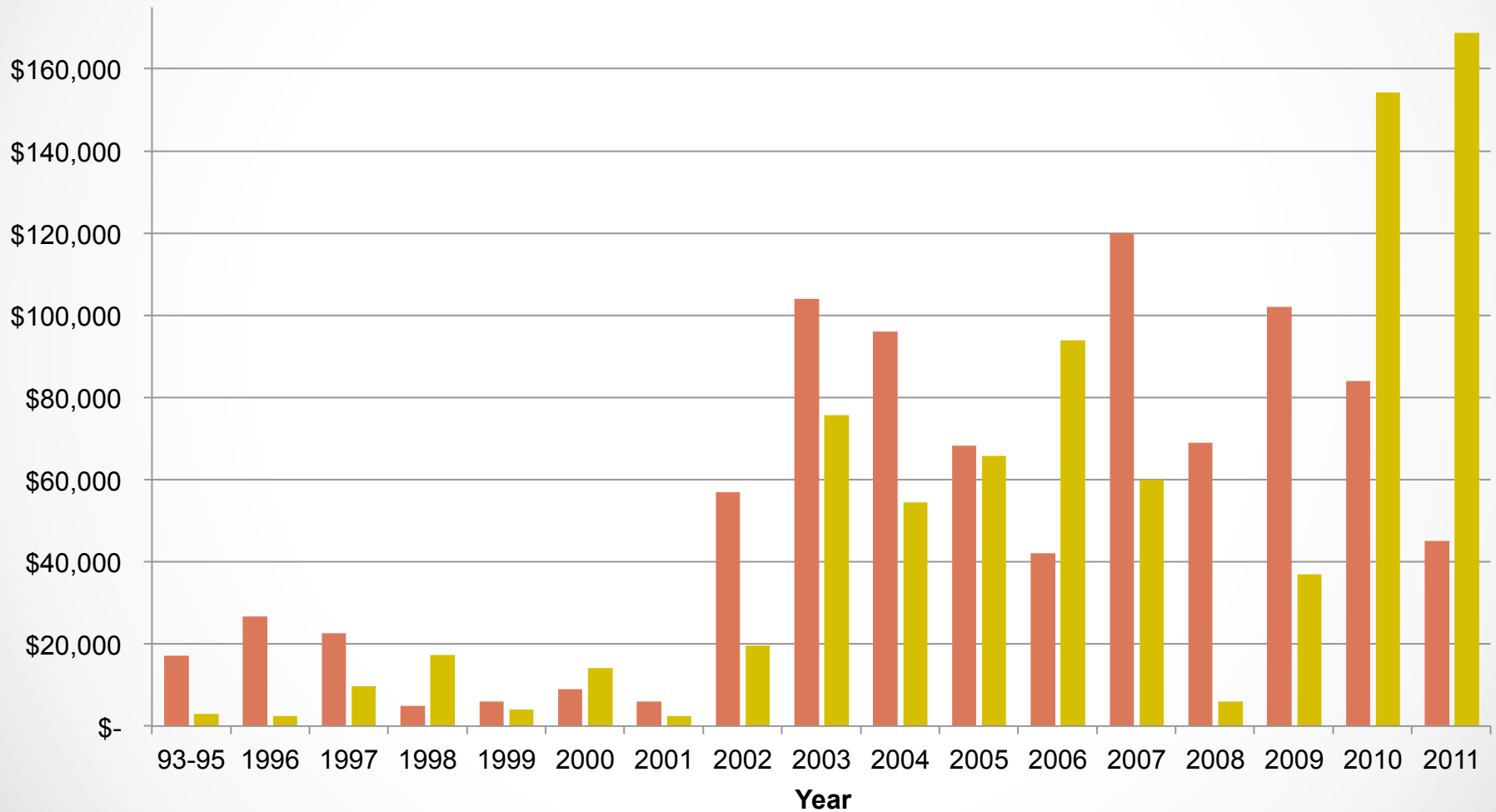
# Annual Purchases



# Economic Investment



# Subsidies Leveraged





*Our Program*

*Our Investment*

***The Impact***

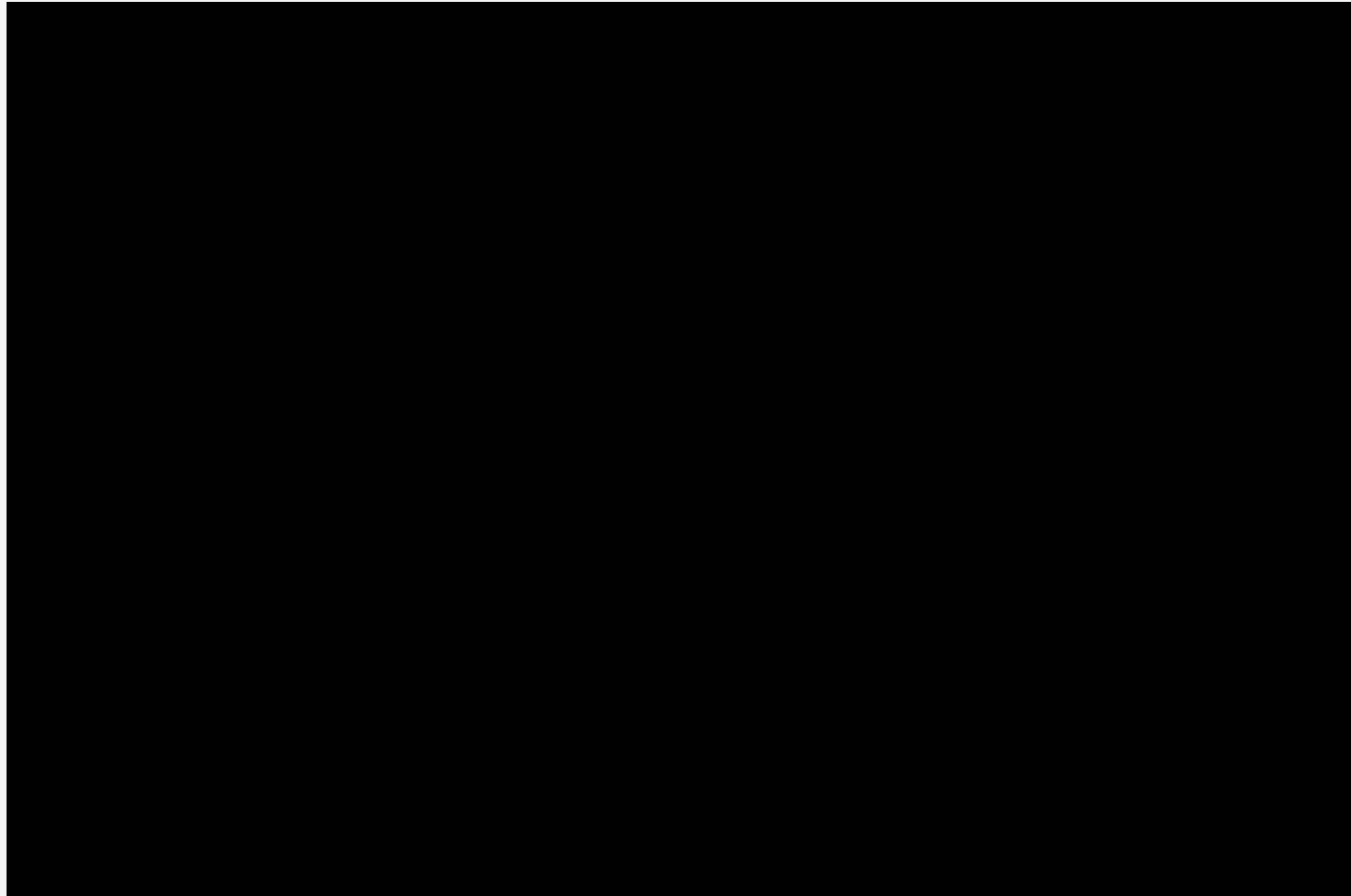


# Employer Impact

	Aurora Employees	EAH Participants
Retention	< 10 years	14.7 years
Performance	64% “Fully Competent Level”	75% “Exceptional Level”
Turnover	12.8%	5.3%
Staff Level*	46%	47.6%
Professional Level*	48.3%	48.6%

Source: Center for Housing Policy. Quantifying the Value Proposition of Employer-Assisted Housing: A Case Study of Aurora Health Care, L.M. Ross, May 2008.

# *Caregiver Impact*



# *Community Impact*

**\$46.3 M**



# Overall Impact

## Caregivers

- Financial & homeownership guidance
- Access to affordable, low-cost financing
- Personal and financial stability
- Resources for downpayment and renovation

## Aurora

- Better performing employees
- Improved retention and reduced turnover
- Decrease in cost due to turnover
- Increased workforce stability, productivity & morale

## Community

- Commitment to the community employees live and work in
- Increased neighborhood stability
- Tax revenues from home owners
- Potential for increased home value

# *Aurora Employer Assisted Home Ownership*

