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PRESS RELEASE

Cedar Valley Hospice wins 3rd Global Gallup Award

Waterloo, March 31, 2021: Cedar Valley Hospice has received the 2022 Global Gallup Exceptional Workplace Award (GEWA). This award recognizes the most engaged workplace cultures in the world. This is the third year the non-profit organization has been named a GEWA winner.

After another year of unpredictability in the workplace, Gallup found that Cedar Valley Hospice continued to engage and develop its people amid the disruption. Gallup further commended the organization for their resiliency, determination and commitment to making people a priority.

"In 2021, Cedar Valley Hospice continued to build on our commitment to providing a quality onboarding and training experience to new staff," said Cedar Valley Hospice Director of Human Resources Katie Unland. "A Mentorship Program was developed and born through feedback from our employees and new hires. By selecting a group of specially trained mentors in each clinical area, we are achieving higher quality, more consistent and more organized training for all new clinical employees."

The GEWA winners' ratio of engaged employees to actively disengaged employees is 13 times higher than the global average. Worldwide, only 20% of employees are engaged — that is, committed to their work and connected to their workplace — and just 34% of employees in the U.S. workforce are engaged. Winners of the GEWA have 70% percent of its employees engaged.

Since first winning the award in 2020, Cedar Valley Hospice has rose to the challenge. Throughout the pandemic, clinical staff and management worked together during one of the organization's busiest spans in history to ensure staff and patient safety and to avoid burnout. From motivational wellness challenges, and outings for individual teams to hazard pay during the pandemic, Cedar Valley Hospice makes continual strides to ensure their employees feel valued. Today, walk into their office break rooms and you'd find a plethora of healthy snacks available for staff to grab and go during busy times or for an energy boost.

Meanwhile, its employee engagement committee, led by staff and guided by the Human Resources Director, continues to facilitate internal camaraderie. At Cedar Valley Hospice, it is not uncommon for employees to receive pizza on a difficult day, be invited to play office BINGO, participate in Elf on the Shelf during the holidays or post funny or inspirational messages on its Team Facebook page.

"Every day we make a conscious effort to put our mission first – to enrich lives with knowledge, respect and compassionate care – for our patients, clients, families and staff," said Cedar Valley Hospice Executive Director Michaela Vandersee. "The happiness of Cedar Valley Hospice staff is a priority and has a direct, positive impact on those we serve."

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Established in 1979, Cedar Valley Hospice is the expert provider of hospice care in Northeast Iowa. As a non-profit, we uphold the highest standards for our employees who help families manage advanced illnesses and symptoms 24 hours a day. We provide care for all – regardless of age, diagnosis or ability to pay. Other services include: the area's only Hospice Home, palliative care, adult and children's grief programs, and case management for people living with HIV. Anyone can make a referral. It's never too early to call and find out what resources are available to you. For more information, visit cvhospice.org or call 800.626.2360.

PHOTO CAPTIONS

- Engagement photo montage (captions within image)
- GALLUP LOGO is also attached in color and in BW.