



**Partnership in  
Purpose**

ONE TEAM, ONE FUTURE

# **A Summary: Baseline Rezolut Cultural Survey**

# Cultural Baseline Survey:

## **The purpose:**

- Gather employee perspectives on the legacy Rezolut culture
  - Identify what is working well and opportunities for enhancement
  - Input will help influence integration priorities, patient, and employee experiences

## **The approach:**

- This is a baseline survey
  - We will roll legacy Rezolut into our quarterly Envision employee surveys
- This baseline survey leveraged previous survey questions from:
  - Rezolut employee surveys
  - Envision employee surveys
  - Integration-specific questions
- We will continue to assess & compare employee feedback throughout the year

# Enhanced Cultural Baseline Survey

## Questions

Released 2/13  
Closed 2/27  
Data Review March - May

### Rezolut Survey

1. I feel appreciated for my contributions
2. I have the training & resources needed to succeed in my role
3. My management team provides clear guidance & supports me in achieving my goals
4. I see myself working at Rezolut / Envision 6 months from now

### Envision Survey

5. How likely would you recommend Rezolut / Envision as an employer of choice? (0-10; eNPS)
6. The leaders at Rezolut / Envision have communicated a vision that motivates me
7. In this company, it is expected that employees will always do what is right for our patients
8. My direct supervisor can be trusted

### Integration

9. Communication about the integration has been timely, transparent and useful
10. I feel comfortable raising concerns or asking questions about the integration
11. I am energized for working for our combined organization

### Open Ended

12. What is the single most impactful change we can make to improve the patient experience? (Comment)
13. What is the single most impactful change we can make to improve the employee experience? (Comment)

Strongly Agree – Agree – Neutral – Disagree – Strongly Disagree

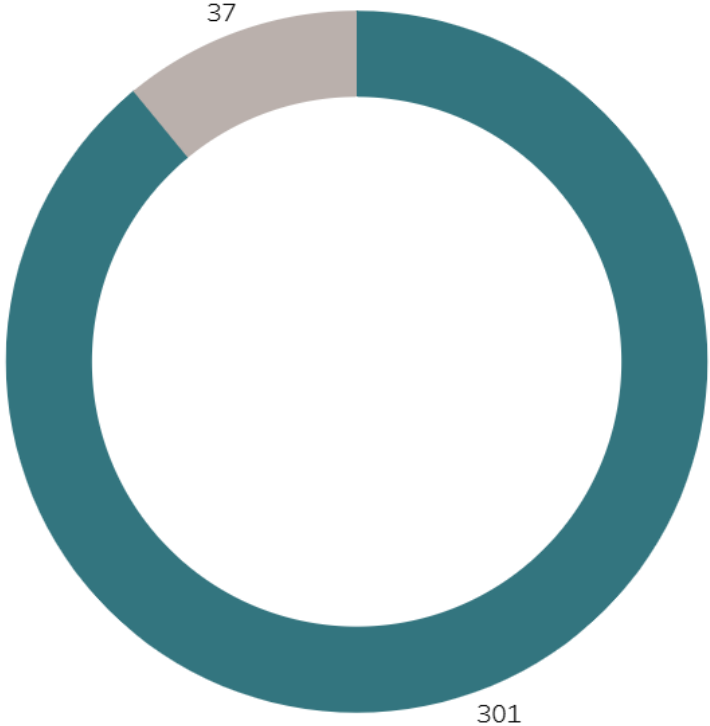
# Takeaways



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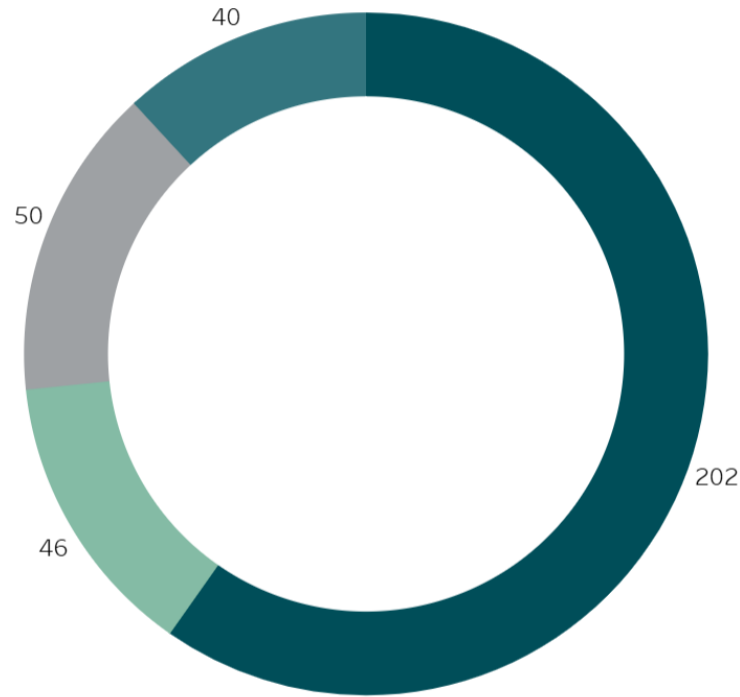
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# TOTAL RESPONSE RATE



■ Complete 89.05%  
■ Incomplete 10.95%

# RESPONSES BY TENURE



■ 1 - 5 years	59.76%
■ 5 - 10 years	13.61%
■ Less than 1 year	14.79%
■ More than 10 years	11.83%

## Opportunities:

- **Improve Communication – frequency, transparency**
  - More visibility into business
    - changes taking place, policies
    - performance & direction of the business
  - Seek two-way communication
    - share ideas to improve operations and patient care
  - Request timely response to concerns
    - follow-up, follow through



# Key Takeaways

## Opportunities:

- **Employee Experience**
  - Engage employees
  - Recognize, show gratitude
  - Host regular celebrations, teambuilding
  - Train and develop
  - Provide timely feedback, one on ones, & performance evaluations
  - Improve benefits
    - insurance options, 401k match, better PTO, dedicated sick time
  - Review compensation
    - marketplace evaluation, recognize tenure, bonuses



# Key Takeaways

## Opportunities:

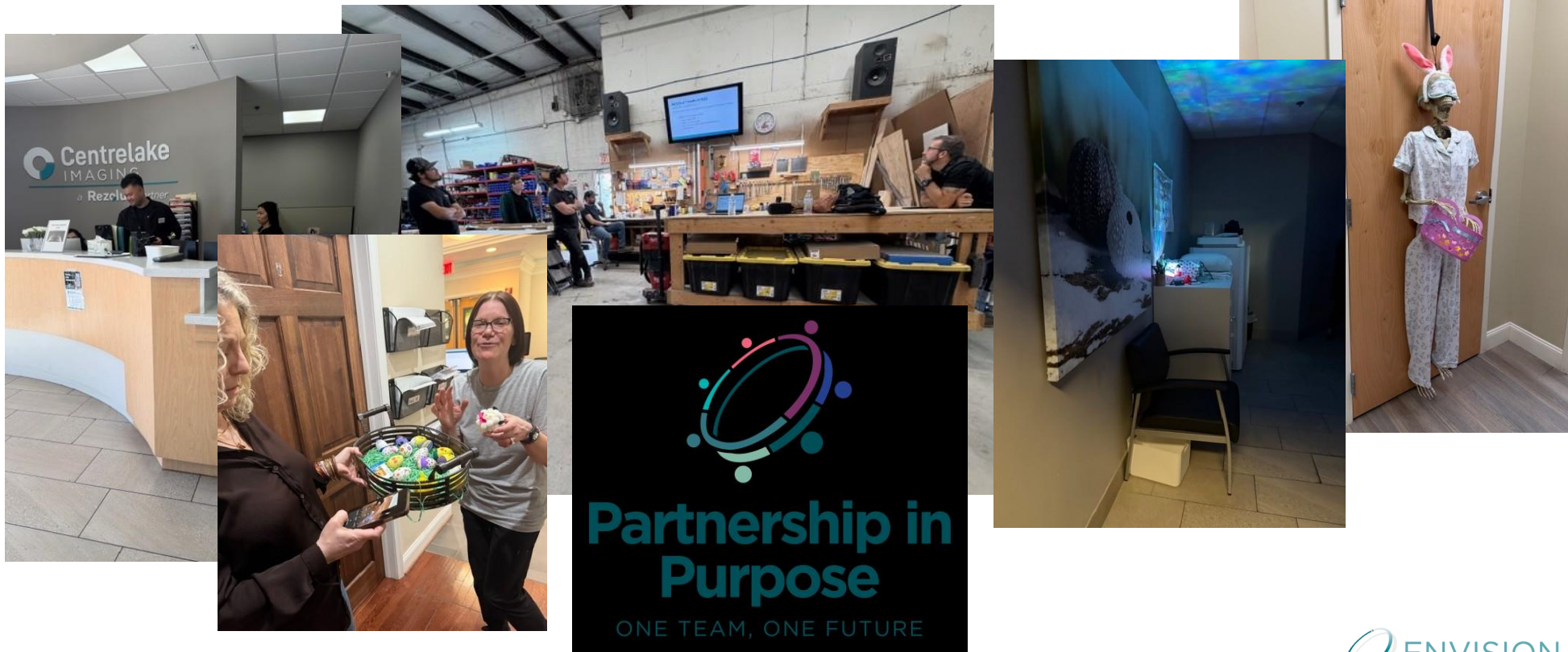
- **Patient Experience & Operations**
  - Reads can be slow – impacts patient experience, referring physicians' relations
  - Facilities - Update equipment, centers
  - Check-ins, scheduling issues – authorizations / incomplete orders
  - Schedules feel rushed – double-bookings, walk-ins
  - Request safety audits – seek MR-safe wheelchairs, critical updates, repairs
  - Address frequent turnovers (need to see data)



# Key Takeaways

## Positives:

- Overall excitement to be a part of Envision Radiology
- Pride in our unified purpose
- Teams echo commitment to providing the best in patient care
- They love their jobs, their roles, their team



# We are Listening

Themes	Themes Defined	Enhancements Underway
<b>More Communication</b>	Seek regular business updates, timely responses	Pushing updates via the Integration Station, targeted communications via email
<b>Improved Recognition</b>	Recognition and celebration requested	Launching employee spotlights Q2 celebrates Employee Ownership, quarterly employee engagement, including service teambuilding
<b>Better Benefits</b>	Seeking less expensive insurance, 401k match	Benefits are a focus of the integration plan, seeking the best options for everyone. More to come in the fall!
<b>Enhanced Facilities</b>	Aging machines, equipment maintenance, upgrades to software and hardware, center renovations	Visits are underway, strategic plans are being built to drive improvements over time.
<b>Staffing</b>	Address turnover, review shifts and breaks, need more techs	Released “Technologist Referral Sweepstakes”, immediately engaged Envision recruiting team to support hard-to-find roles, more social media, job platform outreach.
<b>Salary Evaluation</b>	Equitable compensation, request market review	Conducting a wage band and job alignment review to inform a broader 3–5-year compensation strategy.
<b>HR Support</b>	Response to inquiries and escalations	Envision HR engaging to assist on employee inquiries, hired California HR Generalist
<b>Leadership Training</b>	Communication, recognition, change management, regular performance reviews	Engaging legacy Rezolut leaders in Envision leadership training – Envision University, Integration sessions, and Traction training.
<b>Systems &amp; Processes</b>	Better workflow, IT support, support to collect patient feedback, improved intake process, bookings, schedule reviews	IT & Operations reviewing systems and processes. RIS, workflow, tool and process improvements are all being reviewed with targeted enhancements to be identified for 2027.

# Output By Question

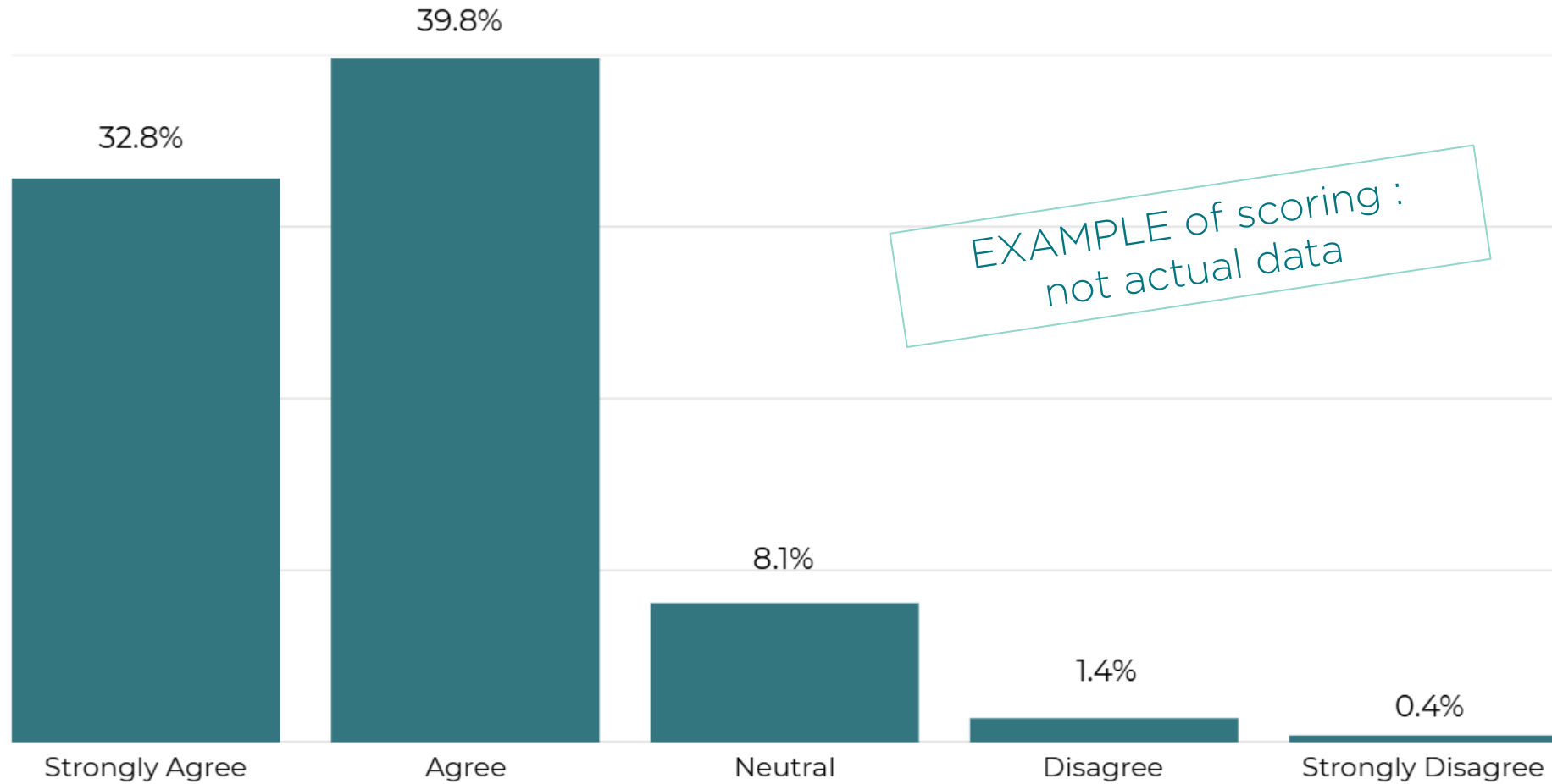


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# SCORING EXPLAINED

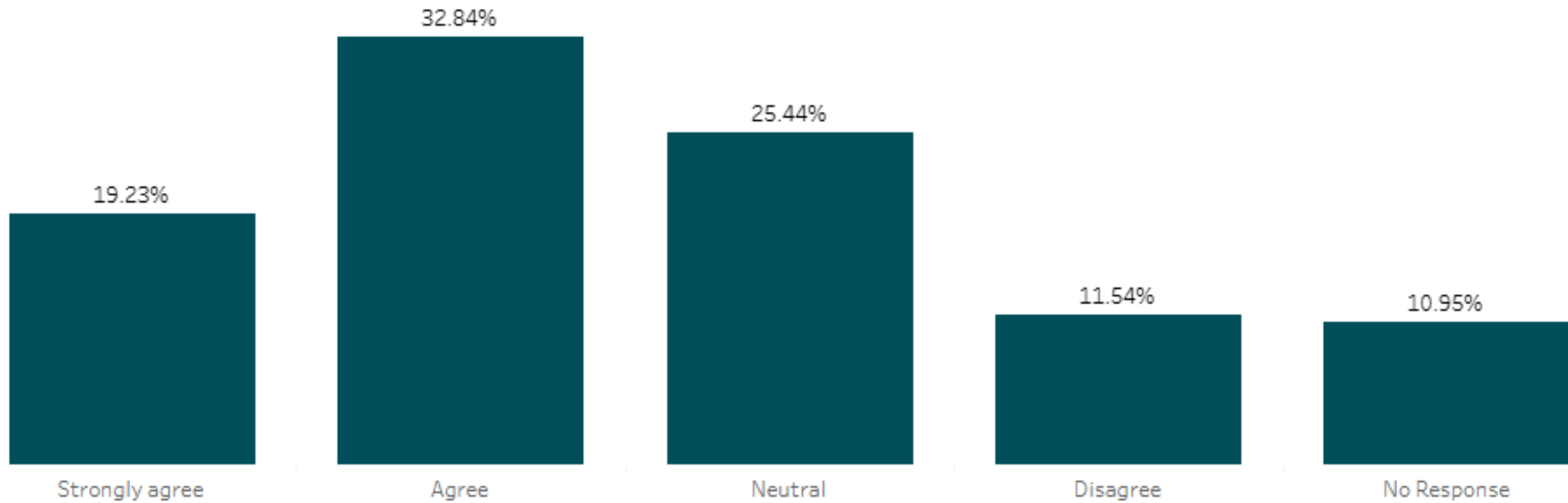
Q1. I am challenged and excited by the work I do here.



# Individual Question Scores

1

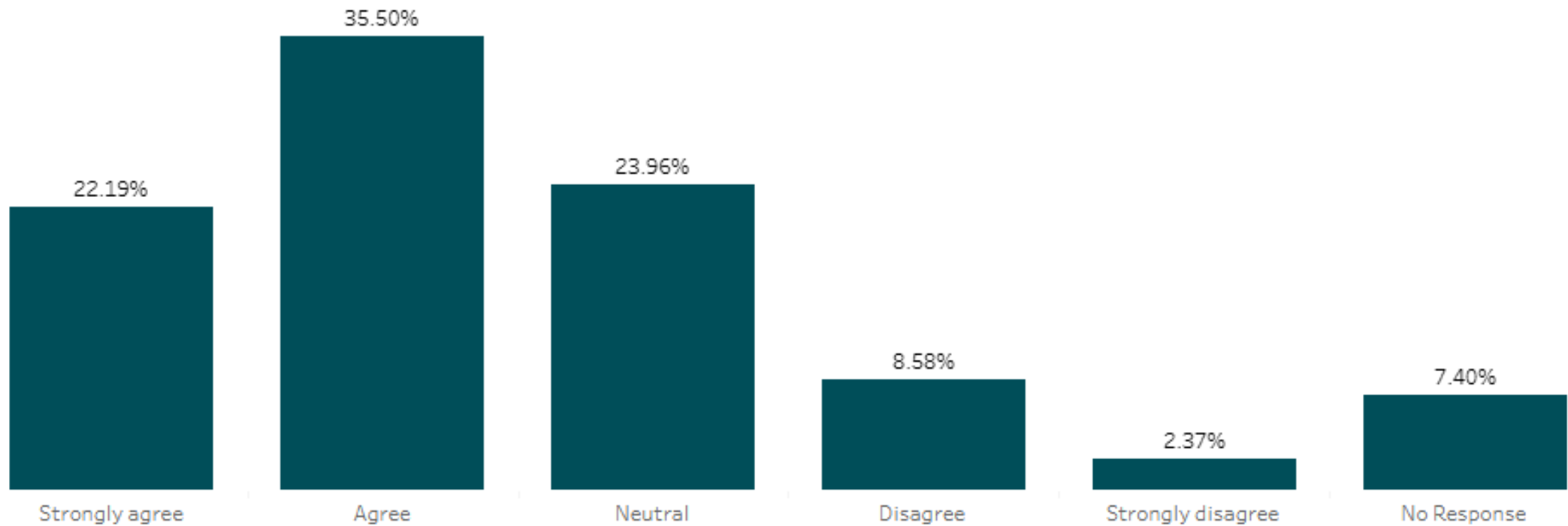
I feel appreciated for my contributions



# Individual Question Scores

2

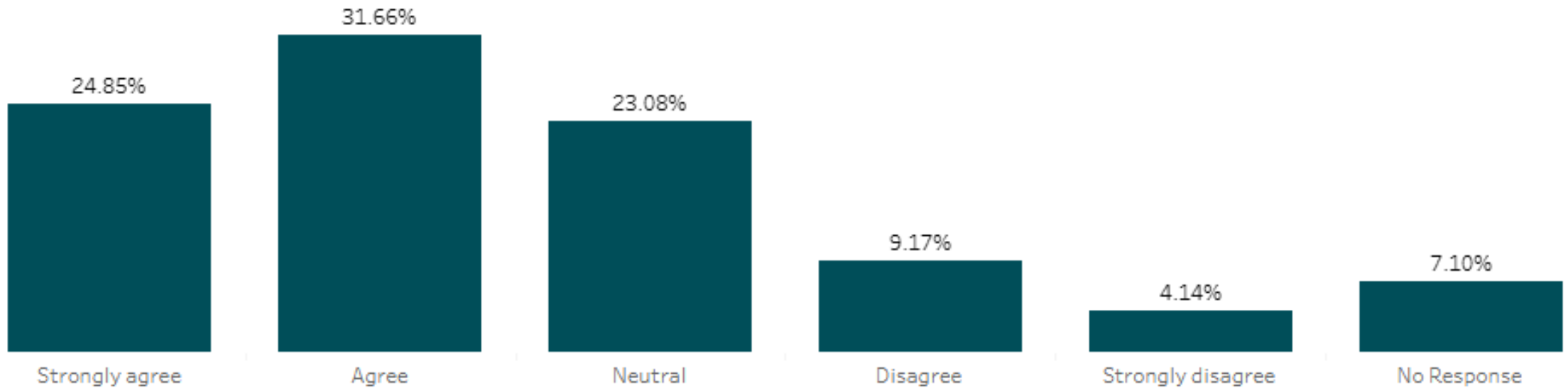
I have the training & resources needed to succeed in my role.



# Individual Question Scores

3

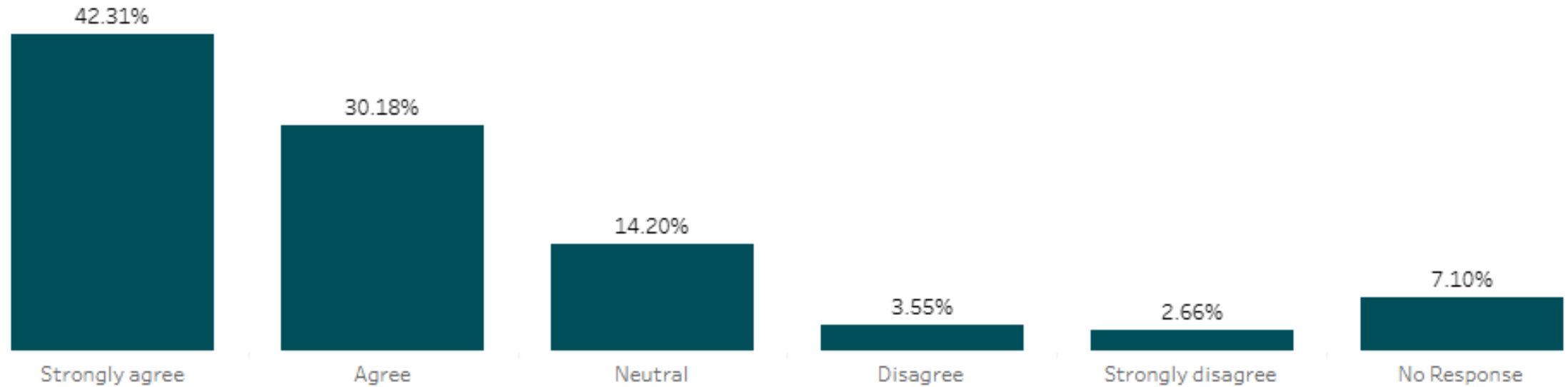
My management team provides clear guidance & supports me in achieving my goals



# Individual Question Scores

4

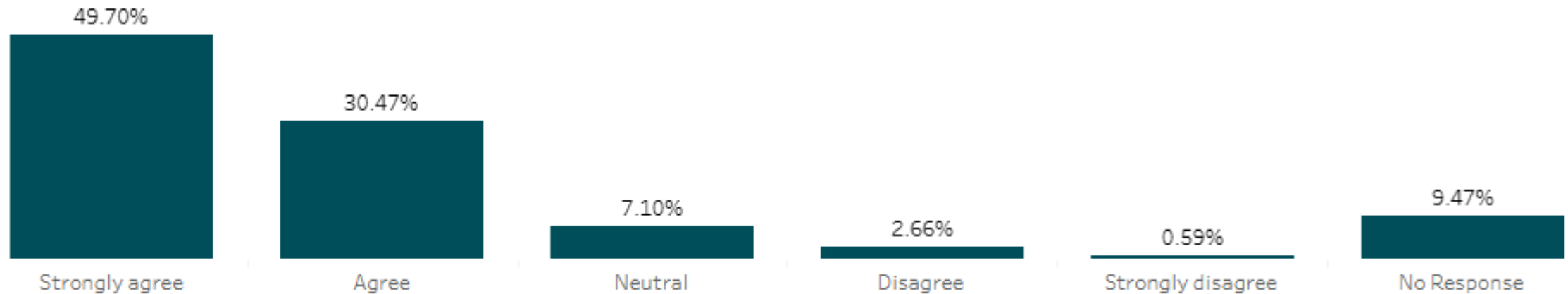
I see myself working at Rezolut / Envision 6 months from now



# Individual Question Scores

5

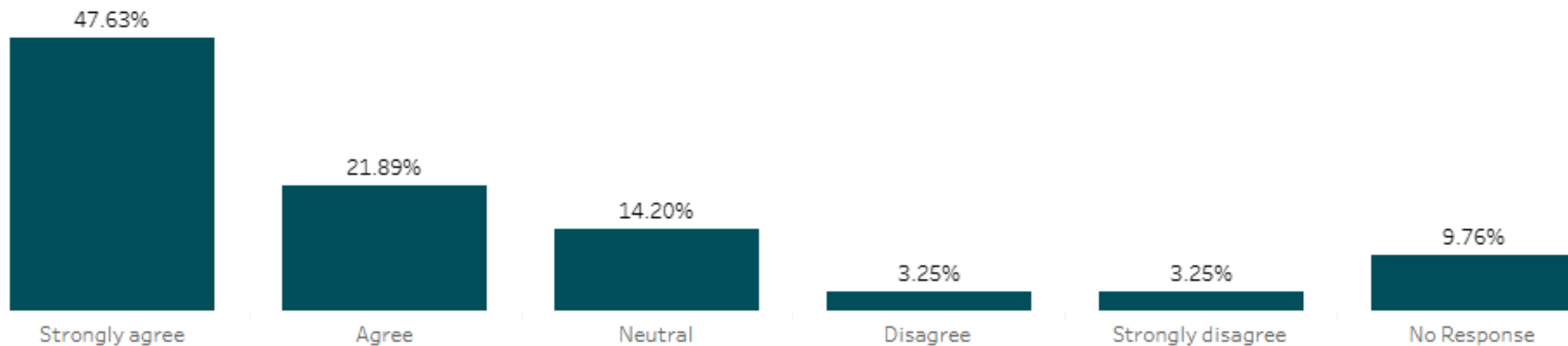
In this company, it is expected that employees will do what is right for our patients.



# Individual Question Scores

6

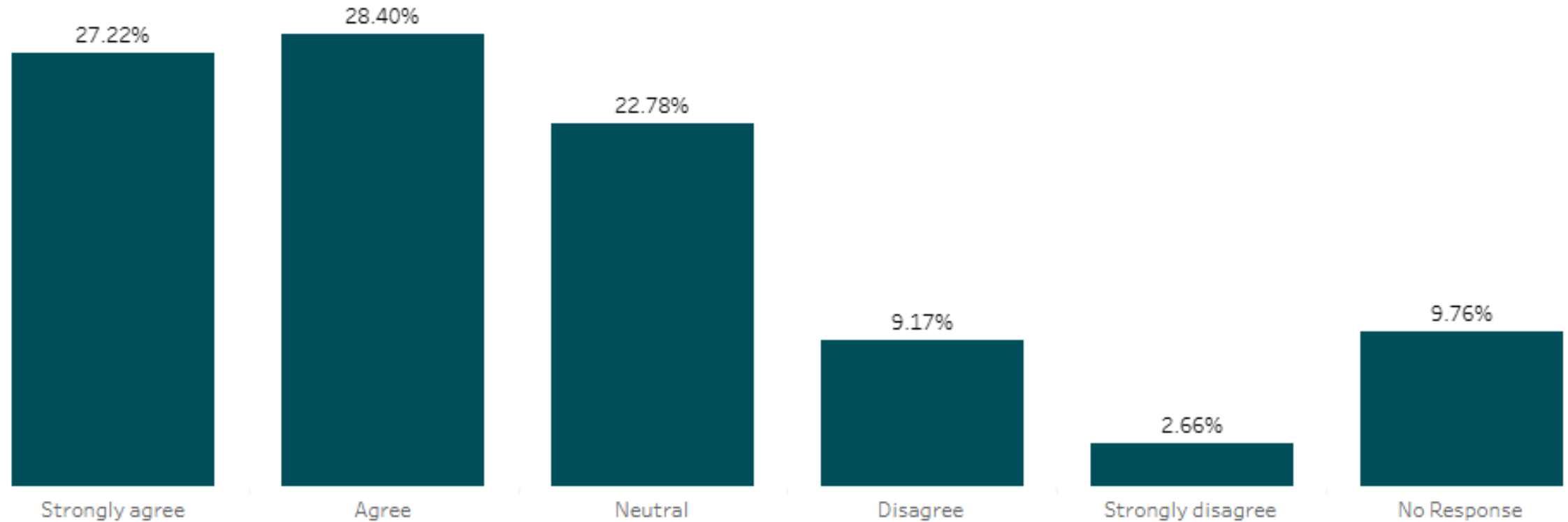
My direct supervisor can be trusted



# Individual Question Scores

7

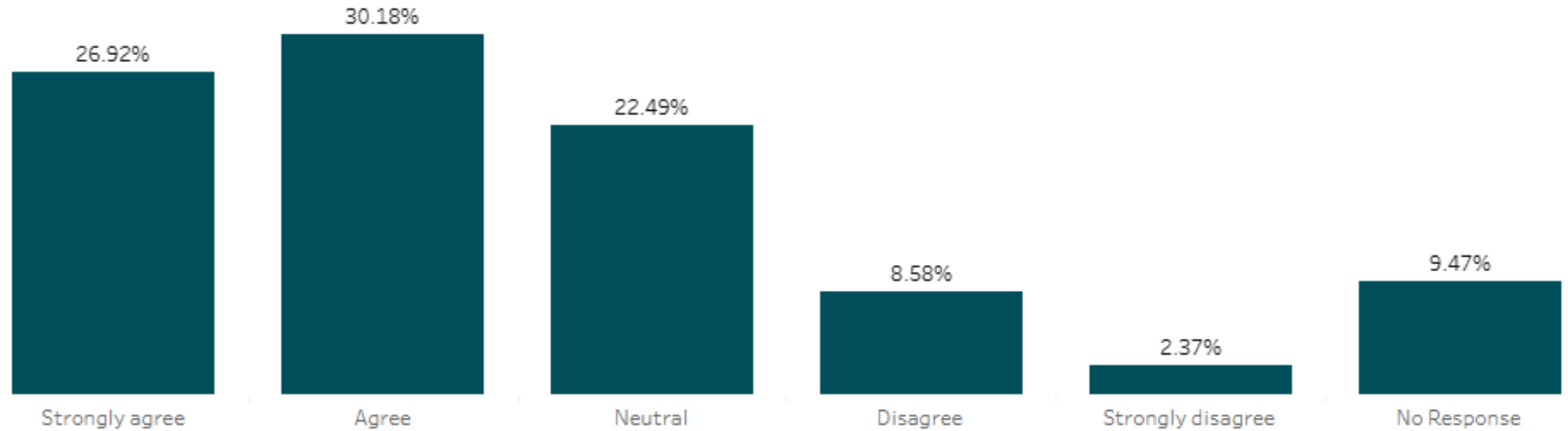
The leaders at Rezolut / Envision have communicated a vision that motivates me



# Individual Question Scores

8

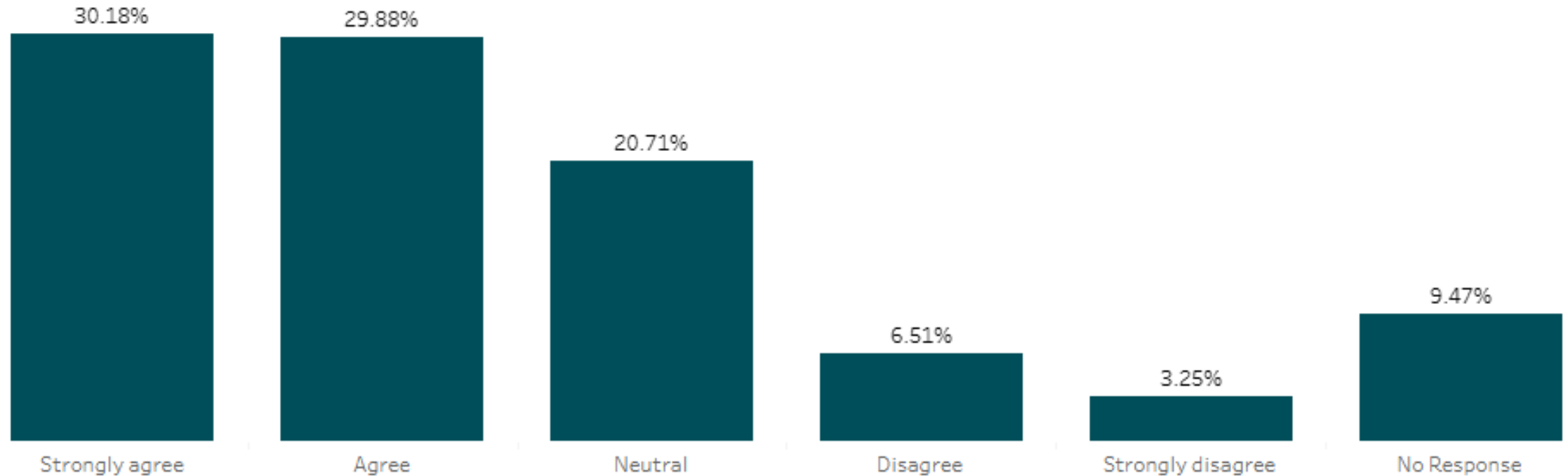
Communication about the integration has been timely, transparent, and useful.



# Individual Question Scores

9

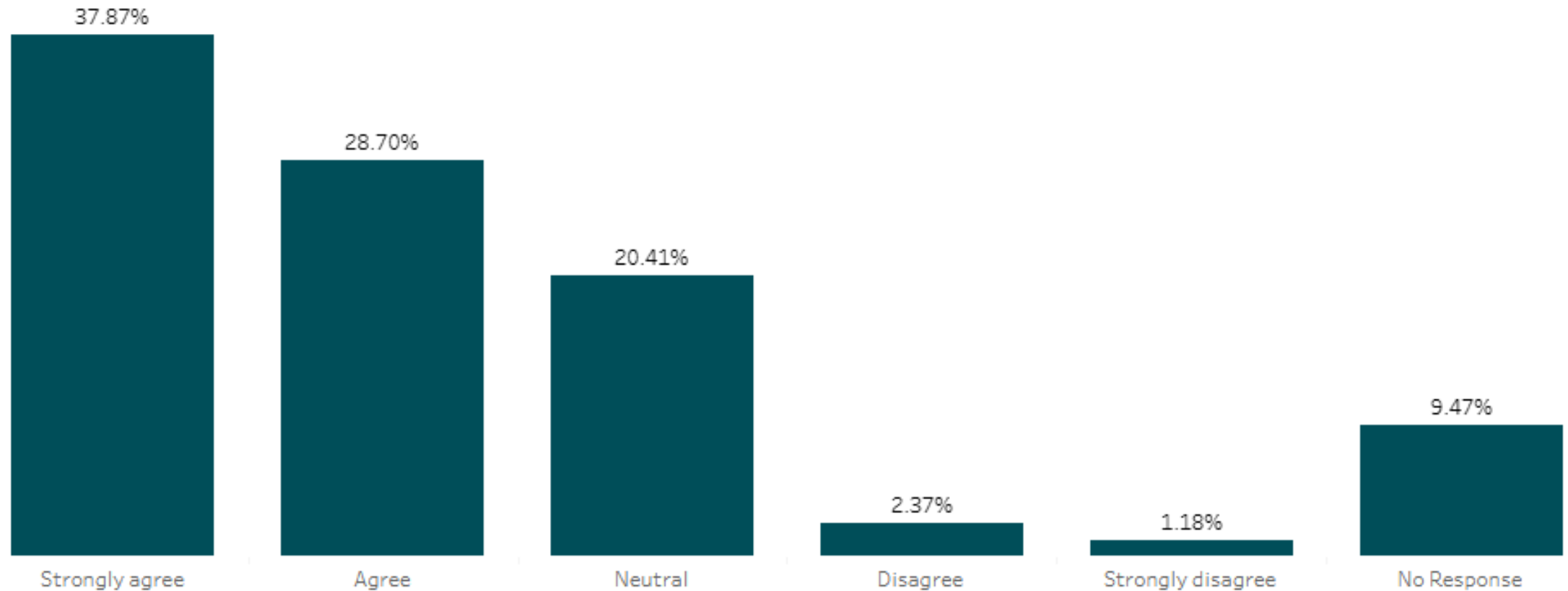
I feel comfortable raising concerns or asking questions about the integration.



# Individual Question Scores

10

I am energized to work for our combined organization



# Quotes to Spotlight

“Do not change the entire wheel. What works for one, might not work for another. Understand the different spokes on the wheel, so we can all roll together.”



“Culture is an active investment where we must prioritize transparent engagement, modernized workplace environments, and consistent recognition and professional development for every team member.”

# Thank You



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