



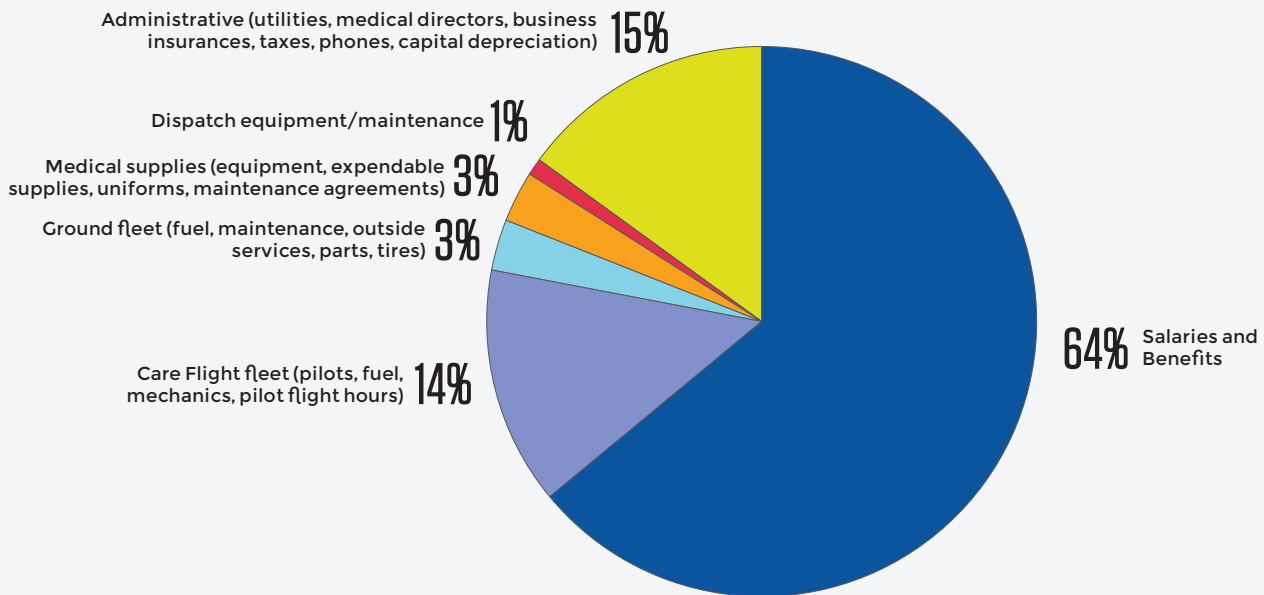
# TWU DOESN'T UNDERSTAND OUR BUSINESS

REMSA is a nonprofit organization. **All of the money we make is invested back into caring for our patients and providing a competitive total compensation package to our employees.**

Union supporters and representatives want you to believe REMSA makes millions of dollars in “profits.” But that’s simply not true. **If TWU doesn’t understand our business, how will it represent you?**

As a non-profit, we are required by law to make our finances available to anyone who wants to see them. Here are the facts about how we spend our money:

## REMSA'S Organizational Expenses FYE 2020 - FYTD February 2026



There is no slice in this pie for “profit” because we aren’t allowed to make a profit. We are proud of our record of financial sustainability. It allows us to care for our patients and provide good jobs with great rewards.

## TWU JUST DOESN'T GET IT



For more information, visit

[www.remsahealth.com/know-the-facts](http://www.remsahealth.com/know-the-facts)

### Does REMSA turn a profit?

REMSA is legally required to invest any profit into the organization's mission. REMSA cannot distribute profits to owners, founders, or any other parties. We invest any revenue above expenses in community programs, new equipment, salaries, and generous health and retirement benefits. Some years, our revenue is more than our expenses. In other years, our expenses are greater than our revenue, and we incur losses. We also do our best to save for a rainy day, like the COVID crisis. This helps us avoid things like pay cuts or furloughs when times are challenging.

### How much cash does REMSA have on hand?

We have slightly more than 3 months of cash reserves, or "cash-on-hand," to cover expenses. It's critical to have sufficient cash reserves in our business because we provide safety-net services and rely on private and government insurance reimbursements that fluctuate, are hard to collect, and often don't fully cover costs. If we didn't have reserves, we could run into funding issues, which could jeopardize our ability to provide patient care. These financial reserves also allowed us to avoid furloughs, pay cuts, or other measures throughout the COVID-19 crisis.

### Can union organizers and supporters guarantee improvements in wages, benefits, or working conditions?

No. However, union organizers can and will make "promises" to employees to obtain their signatures on union authorization cards or their vote. In negotiations, management has no obligation to agree to any specific union request. Any changes to wages, benefits, or working conditions would have to be negotiated with and agreed to by REMSA, and over the last 5 years, we have already spent 64% of our revenue on wages and benefits. Please understand that REMSA is not a big nationwide health care conglomerate with very deep pockets. When it comes to union negotiations, employees may get less than, more than, or the same as they currently have.



For more information, visit

[www.remsahealth.com/know-the-facts](http://www.remsahealth.com/know-the-facts)