



Message from CEO Chris Van Gorder

Scripps physicians and staff once again demonstrated their commitment to our patients and one another during the recent wildfires. As a CEO, I was both impressed and gratified to witness your hard work and dedication. More than 1,000 employees were evacuated from their homes and at least 15 lost homes during this crisis. Many of these individuals continued to come to work to fulfill the Scripps mission of caring for our community. Scripps further extended our mission to deploy the Scripps Medical Response Team to Rancho Bernardo to provide basic medical care to firestorm survivors, caring for more than 300 patients at our mobile clinic in the first week. I am proud to be part of an organization that excels at taking care of our patients and our community.



Scripps Support: By the Numbers

- ▶ **Monday, Oct. 22:** Scripps Health staffs 11 Scripps emergency command centers, 24 hours a day, for five days.
- ▶ **Tuesday, Oct. 23:** 2,668 Scripps employees live in fire areas. 1,058 are evacuated.
- ▶ **Wednesday, Oct. 24:** Fire emergency assistance programs are offered by Scripps to alleviate the financial hardships of employees affected by the fires. In 2003, Scripps provided \$72,840 in support to employees affected by the Cedar fires.
- ▶ **Thursday, Oct. 25:** 67 Scripps Medical Response Team doctors, nurses and staff are deployed with the Mobile Medical Unit in Rancho Bernardo to care for the community.
- ▶ **Friday, Oct. 26:** 350 patients affected by the blazes are treated at Scripps hospital-based emergency departments and urgent care facilities.
- ▶ **Monday, Oct. 29:** 15 Scripps employees lose their homes to the fires.
- ▶ **Tuesday, Oct. 30:** 305 patients have been treated at the Scripps Mobile Medical Unit, which extends its stay to Nov. 4 at the request of the San Diego Fire Department.
- ▶ **Wednesday, Oct. 31:** 500 children registered for day care services at Scripps facilities from Oct. 23-30.



Emergency Support Services for Employees

Scripps staffers collaborated on very short notice to accommodate their fellow employees during the fire disaster. Within 24 hours, the following disaster support services were available for employees affected by the fire storm:

- Free on-site child care
(24-hour in hospital locations)
- Pet care, at most locations
- Emergency evacuation lodging
- Hotel and lodging referral services
- E-mail alerts regarding fire conditions
- Fire Emergency Assistance Programs, including grants and loans
- Firestorm leave
- Employee Assistance Program (EAP) contacts and advice
- Human Resources site contacts
(phone and e-mails)
- LifeCare referral service benefit

Scripps has several programs to help employees who are facing financial hardships due to emergency evacuation from their home or damage/loss of their home from the 2007 San Diego fires. Employees requiring financial or leave assistance should contact their site Human Resources (HR) department as soon as possible. All assistance programs are subject to approval by Scripps. Employees may be eligible for multiple programs.

More details and forms for the following programs are available on both www.Scripps.org and ScrippsNet:

2007 Fire Emergency Assistance Programs

Emergency Disaster Grants

Current Scripps employees (full-time, part-time and casual) who were evacuated from their home or incurred loss or damage to their homes in the 2007 San Diego fires are eligible for assistance. To apply, employees must complete the Disaster Relief Application with documentation and submit all documents directly to the site HR department. The HR Director or designee may contact the employee about the current hardship and what level of assistance is necessary.

Emergency Loan

Full-time and part-time employees who have limited PTO balances and are not able to apply for PTO cash-out may request an emergency loan of up to \$2,000. The loan requires repayment through payroll deduction within 12 months. Full-time and part-time employees who have a loss of primary residence, or after evacuation primary residence was uninhabitable, are eligible for an emergency loan after a PTO cash-out. To apply, employees must complete the Disaster Relief Application with documentation and submit all documents directly to the site HR department.

2007 Firestorm Leave

Current Scripps employees (full-time, part-time and casual) who have lost a primary residence, or after evacuation primary residence was uninhabitable, may request paid leave time beginning 10/21/07 through 11/17/07. This paid leave time is in addition to any existing accruals and is intended to replace time away from work. This time is to replace scheduled hours and is not eligible for cash out. To apply, employees must complete the Time-Off Relief Application and submit it directly to the site HR department.

Existing Scripps Hardship Programs

PTO Hardship Cash-Out

Eligible employees may also request a hardship payout of accrued, unused PTO. Please see the PTO Program Policy #307 and form available on ScrippsNet.

For the Oct. 2007 emergency only: employees who were evacuated or lost homes and do not have adequate PTO hours may use up to 40 hours of future PTO accrual for time missed from work (pro-rated for part-time employees). Please contact your site HR department for approval. PTO cash-out is subject to regular taxes.

Pay Advance

Refer to Pay Advance Policy #803. For the Oct. 2007 emergency only: employees may request up to two full paychecks that must be repaid through payroll deduction. Employees should contact Payroll for payment arrangements. The pay advance is taxable at the regular rate.

HOPE Fund

The HOPE fund is a crisis fund that is supported by Scripps employees for Scripps employees.

Contributions of Paid Time Off (PTO) or cash are managed by the Scripps Health Foundation. For current information about how to help employees affected by the 2007 fire storm, click the HOPE icon on ScrippsNet. Employees requesting assistance should contact their site HR department for guidelines and application forms.





Scripps Mobile Medical Unit Deployed to Rancho Bernardo

Scripps deployed its Mobile Medical Unit and Medical Response Team to Rancho Bernardo Community Park Thursday, October 25 and initially anticipated being open for one week. But with a growing stream of patients being referred to the center, the San Diego Fire Department asked Scripps to extend its operations through Sunday, Nov. 4. As of Oct. 30, the Scripps Mobile Medical Unit treated 305 patients in Rancho Bernardo.

The volunteer Scripps team of physicians and nurses has been working under the auspices of the San Diego Fire Department, along with other service providers such as FEMA and the American Red Cross, as part of a city-spon-

sored Local Assistance Center for fire victims.

The medical team provides first aid and basic medical services such as treatment of minor cuts, assessment respiratory problems, over-the-counter medication and prescrip-



Scripps Chief Medical Officer Brent Eastman, M.D. briefs President Bush at the Scripps Mobile Medical Unit in Rancho Bernardo.

Scripps Kids Enjoy On-Site Childcare



Amanda and Sean Stevenson enjoy arts and crafts in the temporary day care center at the Scripps corporate office.

Temporary emergency child care was available for children of Scripps employees at all hospital sites and Scripps Health Administrative Services during the disaster. Scripps employees provided care for more than 500 children while San Diego schools and daycare centers were closed for a week. The kids enjoyed movies, snacks, crafts and games while their parents enjoyed peace of mind as they helped Scripps keep its 24/7 operation running solid during the disaster.

tions. Patients presenting with more serious medical issues are referred to nearby emergency rooms. The Scripps EAP staff of mental health professionals also helped patients with stress and grief issues.

In the aftermath of the events of Sept. 11, 2001, Scripps Health established an office of disaster preparedness, which deploys the Scripps Medical Response Team in times of medical emergency.

In 2005, 60 Scripps Medical Response Team members spent three weeks in Houston providing medical services to Hurricane Katrina evacuees, treating approximately 5,000 patients. Scripps' support marked the first time the federal government asked a private health care organization for long-term support for a nationally organized disaster relief plan.