



The Ripple Effect of Care

2021 COMMUNITY IMPACT REPORT



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Message



FROM UMA PRESIDENT THOMAS RAMETTA



Tom Rametta

Thomas Rametta
President

At UMA, we believe that life is more rewarding when we care for others. We come out stronger. Therefore, it's no surprise that community engagement is such a vital component of who we are.

Community engagement is about extending our heart — our people and culture — beyond our institution to help fulfill our mission of equipping and empowering learners to excel in healthcare careers and to affect positive change in the world we all share. That means acting as a dynamic contributor in the communities to which UMA's students, team members, alumni, partners, and peers are most connected.

UMA's community engagement ranges from participating in our local chambers of commerce and economic development groups; to supporting non-profits like Feeding Tampa Bay, St. Joseph's Children's Hospital, BEST Academy, and CareerSource; to participating in major national volunteer and fundraising campaigns like the American Heart Association's Go Red for Women campaign and the American Cancer Society's annual Making Strides Against Breast Cancer walk.

In 2021 alone, UMA has been an active partner to 30 community and non-profit organizations that are working to advance education, improve healthcare, foster workforce development, and drive social transformation — particularly in the areas of diversity, equity and inclusion and basic needs security. UMA team members also hold more than 25 board or committee positions in those organizations, giving us a seat at the table to help build relationships and shape important conversations in these areas that align with our own mission, vision and values.

In addition to the community initiatives that we support as an organization, UMA offers team members an opportunity to extend care to causes of their choosing. Through the Volunteer Time Off (VTO) program we introduced in 2020, every UMA team member has eight hours of VTO per year. In 2021, between individual VTO and time serving the community partners and campaigns we participate in as an organization, UMA team members contributed more than 7,700 volunteer hours to causes in our communities.

The efforts detailed in this document are the essence of the Ripple Effect of Care — the idea that when you take care of others, society takes care of you. This new annual report reflects how UMA's spirit of care is rippling into the community and helping to ignite a care revolution.



CREATING THE *Ripple Effect*

UMA is ready to start a care revolution. Some say our society has become self-obsessed, that people don't care for others like they should. But we believe that doesn't have to be the case because life is more rewarding when we care for others. In fact, when we take care of others, they are then more able to pass that care along and, ultimately, everyone benefits. It's a ripple effect of care and it starts with our people, our culture, and our mission.

IT'S
TIME
TO BE
KIND



Our Culture of Care

Our people are the heart of UMA. Our team members and faculty have a real sense of purpose about what they do, truly desiring to change things for the better. With more than 29 years of experience serving individuals who want to pursue a healthcare career through education, UMA has a track record of doing things differently, with an eye toward innovation and accessibility. UMA team members are engaged in a shared vision. We are interested in understanding how we work together to progress; how our individual talents can help serve the present and future needs of our learners, graduates, and healthcare partners; and how our mission impacts each other and our world.

Care is a cornerstone of UMA's culture. In fact, it's the foundation of everything we do. Many UMA graduates go on to pursue work in a field that cares for others, so care begins with us. Every member of Team UMA contributes to the Ripple Effect of Care, from those who work in Admissions, Student Finance, Learner Services, Career Services, and every function in between.

We believe that care is contagious and radiates outward. It creates a virtuous circle because when you take care of someone, life often takes care of you. We like to say that "Care Pays Back." That is the platform that our culture of care is built upon. UMA cares for its team members who, in turn, care for our students and graduates. Our learners pursue careers with our employer partners, helping to care for others as healthcare professionals, and so on. This ripple effect extends into the communities we all share, helping to enrich our own lives and the lives of our loved ones.

Mission-Driven Focus

UMA takes a holistic view toward helping our students, graduates, partners, and team members succeed. We extend care into the communities in which our people, learners, and partners live and work, and we leverage our influence within those communities to help affect positive change. We are particularly committed to causes in the following categories that align directly with our mission of equipping and empowering learners to excel in healthcare careers:

Healthcare – Healthcare is at the core of our mission and vital to the success of individuals and communities alike. In addition to preparing learners to do vital work at the heart of healthcare, UMA contributes philanthropically and through leadership and volunteerism to health-related causes and organizations, particularly those that heavily impact women, racial minorities, and groups that struggle with healthcare accessibility.

Education – Learning uplifts, empowers, and has the potential to create generational change. UMA's commitment to education goes beyond simply making courses and credentials available. It involves actively working to make education more accessible to all. In addition to continuously advancing its own curriculum and teaching models, UMA partners with organizations and contributes to foundations and causes that help make education more accessible to a wide range of learners.

Social Transformation – Health, well-being, learning, and growth cannot be achieved without first having the basic needs of food, shelter, and safety and without having equitable access to opportunities. In addition to contributing to healthcare and educational causes in its communities, UMA lends leadership, resources, and support to organizations that help drive social transformation, particularly in the areas of basic needs security and diversity, equity, and inclusion (DEI).

Diversity, Equity, and Inclusion

It's important that UMA reflect the amazing diversity of our student population as well as our team members, our communities, and our country. That's why we are committed to cultivating an environment that welcomes and values all backgrounds, perspectives, and life experiences.

In 2018, under the leadership of Associate Vice President (AVP) of Operational Improvement Brian Fitzpatrick, UMA founded a Diversity and Inclusion Council composed of team members from across the organization to guide this ongoing effort. Since then, the Council has launched Employee Resource Groups (ERGs) for Black professionals, women, and members of the LGBTQ+ community. They have led unconscious bias training across the organization, along with numerous cultural learning programs for team members throughout each year, and they have hosted community conversations on important, timely issues. The Council has also established a mentorship program, which is entering its third year of pairing team members with senior leaders to cultivate ties and professional development opportunities.

In 2020, the Council updated its name to include an emphasis on equity, and UMA later welcomed its first Director of Diversity, Equity and Inclusion — a new role established in 2021 to deepen UMA's DEI efforts.

DEI guests and speakers in 2021 included Dr. Bernard LaFayette, co-founder of the Student Nonviolent Coordination Committee (SNCC), Freedom Rider, and Civil Rights pioneer, and Dr. George Wright, Distinguished Research Professor and Senior Advisor to the President of the University of Kentucky. Also in 2021, one of the Council's founding executives, Executive Vice President (EVP), Chief Legal & People Officer Nicole Anzuoni, was recognized by the Tampa Bay Business Journal as an Outstanding Voice for the LGBTQ+ community (AVP Brian Fitzpatrick was recognized the prior year as an Outstanding Ally), and UMA's Communications Team presented to the Florida and National Diversity Councils on the topic of "Communicating with Care" to foster DEI.

In UMA's most recent comprehensive Employee Engagement Survey, 92 percent of respondents considered UMA to be a diverse and inclusive culture, and 90 percent said the institution has created an environment where people of diverse backgrounds can succeed. UMA's recognition and support of diversity and inclusion impact 81 percent of respondents' decisions to stay with UMA.

Nurturing a culture of DEI is not only good for the health of our organization, but it also is the starting point for helping to build a society that more fully respects and supports others. At UMA, we believe the community we build within can help shape the world we all share.

Volunteerism

As an institution, Ultimate Medical Academy contributes to and partners with a range of non-profits, chambers of commerce, economic development councils, and other organizations that serve its communities. We know there are countless others doing good work toward important causes that are near and dear to the hearts of our team members.

To help extend care even further into our communities, in 2020, UMA introduced Volunteer Time Off (VTO), giving every team member up to eight hours of paid time off to contribute to causes of their choosing. In 2021, UMA team members contributed more than 5,865 VTO hours to community efforts in 12 U.S. states.



VTO Vignette: Stopping the Spread at a COVID-19 Vaccination Site

Erik Nelson, Senior Director of National Partnerships on UMA's Career Services team, used his 2021 VTO to help people get vaccinated against COVID-19. Erik, who is based in Phoenix, Arizona, volunteered at the Phoenix Municipal Stadium vaccination site where he helped people fill out vaccine cards and schedule follow-up appointments. Erik said he was happy to be a part of history. During his experience, he said everyone seemed to be in a great mood and some people were driven to tears by the relief they felt after getting vaccinated. While helping others protect their health, Erik was also able to get the vaccine.



VTO Vignette: Inspiring Learning Through Literature

Director of Communications & Public Relations Crystal Lauderdale used her 2021 VTO to join other members of Leadership Tampa Alumni (LTA) in supporting Goodwill's BookWorks program, which helps to get books into the hands and homes of children who otherwise may not have the opportunity to have books of their own. In June 2021, the volunteers from LTA visited the BookWorks office in Clearwater, Florida, to help sort donations and record video book readings. BookWorks volunteers typically visit area classrooms to deliver book donations and read to children but, during the pandemic, in-person readings had to be discontinued. The video recordings helped bring storytime to kids virtually.



VTO Vignette: Empowering Refugee Women and Families

Student Affairs Administrators Lexi Akrami, Tatiana Esteves, and Katrina Fleming, as well as Senior Instructor II Huma Haque, helped sort clothing and household items for refugees coming to live in the Tampa Bay area. They volunteered with Radiant Hands Inc., a nonprofit organization. The team members said that it felt amazing to be able to help people in need and lend a hand to an organization that is doing important work. Not only did the team members have a great day giving back, but they also were able to enjoy each other's company in person for the first time in more than 18 months due to the COVID-19 pandemic.

2021

Community Impact

Ultimate Medical Academy focuses its community efforts on healthcare, education and social transformation — particularly around basic needs security and DEI — because these areas align with its mission and culture and because UMA believes they present the greatest opportunity to uplift our society. In 2021, these areas of need were especially prevalent.

Over the past two years, the COVID-19 pandemic has reshaped life across industries and around the globe. It has strained healthcare systems while also contributing to a decline in regular screenings, procedures and preventative health measures. It has made learning more difficult for many K-12 students, particularly in low-income communities where technological access and the ability for parents to supervise e-learning while working remotely is more limited. For many adult learners, the economic uncertainty associated with the pandemic delayed their ability to start new academic programs. Nationwide, millions of individuals and families faced basic needs and food insecurity — some for the first time in their lives. As needs for support were rising, health and safety concerns — as well as economic uncertainty — made fundraising and volunteer efforts more difficult.

In 2021, UMA — its team members, students, graduates, and healthcare employer partners — found opportunities to support long-time community partners like the American Cancer Society as well as new community partners like the Corporation to Develop Communities (CDC) of Tampa. In some cases, by using communications technology in new ways to connect and engage across distance, UMA was able to have an even greater impact than it has in past years.



Impact at a Glance



30

community partner organizations supported

25

board or committee positions held

12

states in which UMA team members volunteered

31,232,138

steps taken (~15,000 mi.) in the first-ever UMA Go Red Step Challenge

7,733

volunteer hours contributed[^]

\$31,035

donated by team members as part of UMA's holiday giving in 2020 and 2021

\$508,989

contributed to community causes^{^^}



[^] Includes VTO (5,865) as well as estimated leadership hours contributed on boards and committees; coordination and administration; and creative and planning for partnership initiatives (1,868).

^{^^} Includes UMA's financial contributions to annual Community Engagement initiatives (\$196,469) and holiday giving (\$31,035), additional funds raised through signature campaigns (\$11,150 for Go Red for Women, \$342 for St. Joseph's Children's Hospital, and \$14,804 for Making Strides), as well as an estimated volunteer hour value based on an institutional blended hourly rate (\$255,189).

Healthcare

Ultimate Medical Academy's community healthcare initiatives not only help to raise much-needed funds for medical research and patient support — they also have an educational component, helping to raise awareness of top health risks, particularly for women and minorities. More than 70 percent of UMA's team members and more than 90 percent of its students are women, many of whom are also in racial and ethnic minority groups. In addition, many of UMA's employer partners lead or contribute to healthcare causes, creating opportunities to deepen our collective impact through collaboration.

In February 2021 — American Heart Month — UMA marked its third year of sponsoring the American Heart Association's (AHA) Go Red for Women campaign. Heart disease is the leading cause of death in the U.S. and the signs of heart disease in women can differ from the more widely known indicators in men. Go Red for Women is designed to increase women's heart health awareness and serve as a catalyst for change to improve the lives of women globally.

UMA's EVP and Chief Financial & Strategy Officer Alexandra Schaffrath serves on the Executive Cabinet for the American Heart Association of Tampa Bay's Go Red campaign and champions UMA's internal efforts around the cause. As a sponsor and participant in Go Red for Women, UMA provides educational material and tools for greater heart health to its team members, students, and graduates throughout the month of February while also helping the AHA extend its reach and impact to other groups.

In 2021, UMA launched its first-ever UMA Step Challenge, a month-long, app-based experience that encouraged cardiovascular exercise. Through the Pacer app, UMA team members could track their daily steps, compete for top positions, and work toward a collective goal. By the end of the challenge, Team UMA had collectively taken 31,232,128 steps — more than 15,000 miles!

In addition to providing educational resources and activities, UMA contributed \$20,000 to the cause in 2021 and helped raise an extra \$11,150 — more than double the amount it raised the previous year.

Summer of 2021 marked UMA's third year supporting the Christmas in July Toy Drive for St. Joseph's Children's Hospital, which treats more than 60,000 children in Tampa annually with a focus on healthcare accessibility and equity. UMA's support of this month-long, community-wide event began in 2019. That year, UMA was recognized as the largest organizational contributor in the Tampa Bay community.

In previous years, the Christmas in July Toy Drive allowed people to fill giant boxes with unwrapped toys for children, but the events were made virtual in 2020 and 2021 due to the COVID-19 pandemic. Team UMA kept up its part with 14 internal departments combining efforts to raise more than \$2,800. These donations help provide children and their families ways to cope — creative and entertaining bedside activities, therapies, and special events — when facing hospital stays and critical illness.

Spotlight: Eight Years of Making Strides Against Breast Cancer



Making Strides Against Breast Cancer is the largest network of breast cancer events in the nation and helps the American Cancer Society (ACS) in its mission toward a world without cancer by raising funds for research, 24/7 patient support, and lifesaving screenings. Over the past eight years, this annual event has become a UMA tradition and a point of pride for our team members.

UMA's participation in Making Strides began in 2013 with a small group organized in a grassroots effort among UMA team members. Since then, it has become a signature UMA event, engaging thousands of team members and their families across the country. Team members have recorded "Why I Walk" videos in honor of the friends, family members, and colleagues who inspire their support, and UMA's annual "Making Strides" T-shirts have become collectibles for long-time participants.

In 2019, UMA had the largest Making Strides team in the state of Florida. In 2020, faced with new requirements for social distancing due to COVID-19, UMA chose to use technology creatively to not only bring team members together for this common purpose but to also engage its students across the country. In doing so, UMA built the largest Making Strides team in the nation! That same year, UMA President Thomas Rametta participated in the ACS' Real Men Wear Pink (RMWP) campaign and became the most successful RMWP candidate in Tampa Bay history, raising more than \$34,000 independently of UMA's team contributions. Tom was recognized by the ACS for his efforts and received a message of gratitude and congratulations from professional wrestler Titus O'Neil, who is a champion of the cause. Wendy Johnson, Executive Director of the ACS' Tampa Bay Chapter, said to Tom, "We can't thank you and Ultimate Medical Academy enough for your contribution, engagement, and the excitement you've instilled in our entire team. You have inspired so much change in not only our city, but across the country."

In 2021, UMA combined its virtual efforts from the previous year with its Making Strides traditions to create a hybrid event in which team members could walk on their own or join others in person at Raymond James Stadium in Tampa. In total, UMA had more than 1,400 registered walkers and raised more than \$39,000. Additionally, for the first time, UMA's new PAW PRIDE Employee Resource Group (ERG) sponsored a DEI booth that helped encourage a return to cancer screenings in the wake of the pandemic.

Since UMA's participation in Making Strides first began, more than 6,200 members of the UMA community have participated, truly making strides for this important healthcare cause.



Education

Education is at the core of Ultimate Medical Academy's purpose. Through its academic and student support programs, UMA equips and empowers its learners to excel in healthcare careers. At the same time, through its community involvement, UMA is helping to shape the conversation about education in our country and make learning opportunities more accessible.

As a longstanding partner of the Boys & Girls Club of the Suncoast (BGCS), UMA helps inform BGCS youth about career opportunities in healthcare and connects them to UMA Clearwater students who serve as mentors and tutors through a Federal Work-Study program. The benefits are mutual — UMA students have an opportunity to get involved and share the professional skillsets they're developing, and BGCS youth receive mentoring and insights from someone who values higher education and is actively pursuing their own academic dreams.

In addition to this partnership, UMA has been a sponsor of the BGCS Annual Gala for the past several years and received the BGCS' esteemed Community Partner Award in 2019.

Helping to support post-secondary learners in Florida, where its Clearwater Campus is located and its Online Campus is based, UMA contributes to the Florida Association of Postsecondary Schools and Colleges (FAPSC) Foundation. This non-profit was established in 2019 to provide tuition assistance to qualified individuals wanting to pursue their education and careers through FAPSC member schools. UMA Chief Compliance Officer Sue Edwards serves on the FAPSC board and is a founding member of the FAPSC Foundation. In 2021, UMA contributed \$10,000 to the FAPSC Foundation to help fund 10 scholarships. Of the 96 applicants that applied statewide, two UMA Clearwater students were among the recipients!

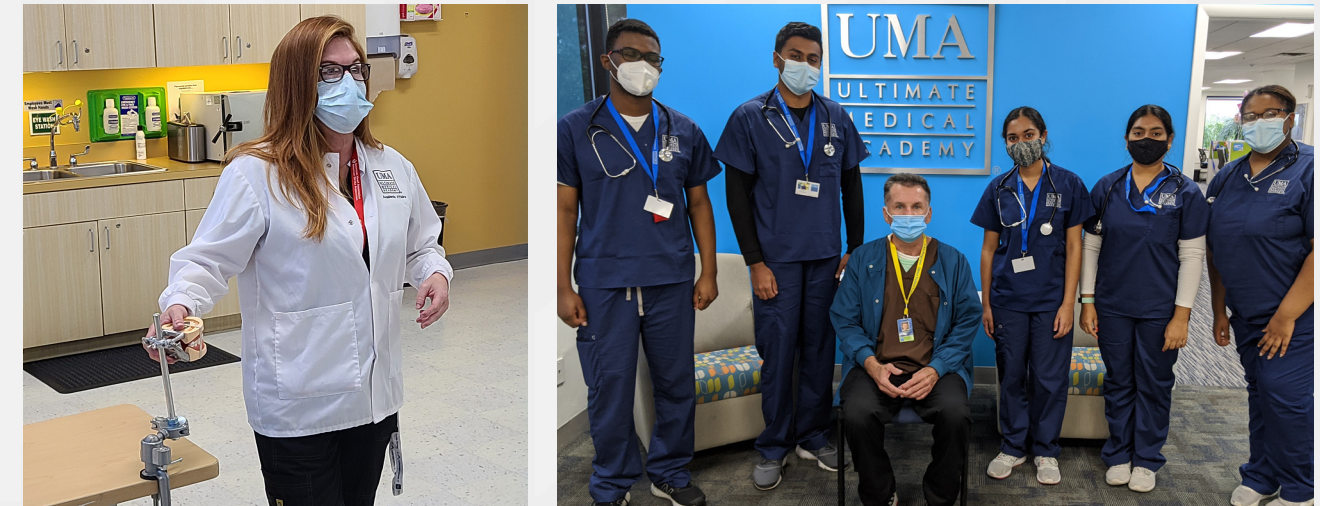
Job readiness is a vital component of higher education. UMA not only helps to prepare its own students and graduates to enter the workforce as healthcare professionals, but it also lends its career readiness expertise to support organizations in the community that are focused on workforce development and connecting individuals to much-needed jobs.

UMA EVP Geordie Hyland serves on the board of CareerSource Tampa Bay, and AVP & Clearwater Campus Director Dr. Rebecca Sarlo serves on the board of CareerSource Pinellas. Both CareerSource organizations have the mission of expanding career opportunities for individuals and enabling the success of all workers through comprehensive workforce solutions that meet the need of the business community. For professional and entry-level job seekers alike, CareerSource provides a full range of career planning solutions and, for employers, CareerSource serves as an important talent pipeline.

Extending its career readiness expertise further into the community, in 2021, UMA launched an all-new partnership with the Corporation to Develop Communities (CDC) of Tampa. The CDC of Tampa creates opportunities for people to build prosperous futures and vibrant communities by deploying comprehensive community development strategies that connect workforce development, housing, and real estate with education, resident leadership, and community safety to drive economic prosperity.

In May 2021, UMA Senior Vice President (SVP) April Neumann and Senior Director of Workforce Solutions Brandi Yates led the creation of video lessons on topics like "Interview Skills & Job Search Strategies" and "Creating a Powerful Resume" that the CDC of Tampa then incorporated into its curriculum. UMA also began efforts to make the Nursing Assistant program offered at its Clearwater Campus accessible to employees of the CDC of Tampa. The extended program for the CDC of Tampa launched in early 2022, helping more people become qualified to fill much-needed healthcare roles within the region.

Spotlight: Introducing Youth to Opportunities in Healthcare through BEST Academy



The Brain Expansions Scholastic Training (BEST) Academy is a Florida-based 501(c)(3) organization that provides education and resources to support youth in underserved communities who are interested in working in the healthcare industry.

Ultimate Medical Academy began its partnership with BEST Academy in 2019 and Associate Director of Education Strategic Initiatives Leia Bell has served on the BEST Academy Advisory Board since 2020.

In June 2021, UMA hosted BEST Academy students for a workshop to learn life-saving skills like "Stop the Bleed" and cardiopulmonary resuscitation (CPR) at its Clearwater Campus. Workshop participants ranged in ages from teens to young adults and were enrolled in BEST Academy's summer program geared toward those with plans to pursue healthcare careers.

Through the workshop, participants were able to sample what working in healthcare is really like by applying their newly acquired skills in hands-on practice scenarios. UMA Ambassadors and students posed as victims of a mock disaster — in this case, a hurricane — and BEST Academy workshop participants practiced assessing "patient" needs and determining how to treat them. During the exercise, participants received real-time guidance from Program Director Shelina Macarthur.

Later in the summer, BEST Academy sponsored seven students to complete UMA's accelerated Nursing Assistant program, which included four weeks of instruction and two weeks of an externship. These students graduated from UMA with 45 hours of clinical experience, giving them an advantage should they choose to pursue continuing education. As UMA graduates, they also have access to all Alumni Support Services. Already, several of the participants have started their new healthcare careers!

Social Transformation

At UMA, we take a holistic approach to supporting our learners, recognizing that individuals must have health, well-being, and support to learn, grow, and commit themselves to a career caring for others. Likewise, we recognize that the people in our communities must have their basic needs met and have equal and equitable opportunities to thrive and contribute their best. For that reason, UMA partners with organizations that help provide basic needs security and work to advance DEI in our communities.

Since 2019, UMA has partnered with Feeding Tampa Bay (FTB), a member of the Feeding America Network that fights hunger by providing food and raising awareness about food insecurity. UMA's partnership began with an initial donation of \$10,000 and a team volunteer event at the FTB warehouse. In 2020 and 2021, as food insecurity escalated rapidly spurred by the COVID-19 pandemic, UMA increased its contributions to \$16,000 and \$25,000, respectively, each year with an additional \$5,000 pledged in 2021 to support specific projects. UMA also donated 1,000 masks to FTB as its team members needed personal protective equipment (PPE) to ensure their health and safety while continuing to serve their vital mission during the pandemic.

UMA also supports Hope Villages of America, which helps to fight hunger, homelessness, and domestic violence. Hope Villages provides people who are struggling with these challenges a dignified path to self-sufficiency. In 2021, UMA aided in the organization's mission through volunteer hours, as well as sponsoring its Annual Celebrity Golf Tournament.

Just as food, shelter, and safety contribute to physical well-being, a strong support network can lift someone's spirits and help them achieve success. That's why UMA is committed to providing integrated support services for our learners and why many of our team members lend individual support to youth in our community as participants in Big Brothers Big Sisters (BBBS) of Tampa Bay. BBBS creates one-to-one mentoring relationships between adults and young people, helping to provide "Littles" with encouragement, support, and resiliency. Since 2016, UMA has partnered with BBBS to connect and train interested team members to serve as "Bigs" and, for the last four years, UMA has been a premier sponsor of the BBBS Tampa Bay Annual Gala.

In addition to having caring support and basic needs security, all people need equal and equitable opportunities to thrive. DEI is not only central to UMA's mission and vision, it is also an integral part of UMA's community efforts.

The Florida Diversity Council (FLDC) is committed to transforming Florida's workplaces into environments where people are valued for their uniqueness and are confident in being their true selves. UMA is an active partner and sponsor of the FLDC and National Diversity Council (NDC) and holds two leadership positions at the state and local levels. In 2021, UMA sponsored two events hosted by both the FLDC and NDC, and it was also a founding member of the NDC's Emerging Leaders Program, which launched that year.

In addition to supporting these organizations at the state and national levels, UMA also champions DEI locally. In 2021, UMA sponsored and attended St. Petersburg, Florida's Pride in Grand Central event, which celebrates and supports members of the LGBTQ+ community. In the summer of 2021, UMA launched its LGBTQ+ employee resource group (ERG) called PAW PRIDE, and members of that group led UMA's in-person representation at the event.

Spotlight: Championing Diversity at the State and National Levels



Advancing DEI is not a passive venture. To make the biggest difference, we must not only "walk the walk" internally but also contribute to local and national conversations and efforts.

As a member of the FLDC and NDC since 2018, UMA has three NDC Certified Diversity Professionals on its team. Two UMA team members hold leadership positions, with AVP of Operational Improvement Brian Fitzpatrick serving as a member of the FLDC Board and founding member of the NDC Emerging Leaders Program, and Director of Diversity, Equity & Inclusion Sabrina Griffith Jackson serving as current President of the FLDC's Tampa Bay Chapter.

Over the past few years, UMA has sponsored educational and professional development events hosted by the FLDC and NDC. In 2021, these included the "Women in Leadership Symposium" and "The Business of DEI" events. At the latter, UMA Director of Communications & Public Relations Crystal Lauderdale and Senior Communications Manager Kyle Hopewell presented "Communicating with Care," in which they shared UMA's internal and external communications philosophy and talked about the organization's approach to communicating in 2020 and 2021 about the murder of George Floyd and the events that followed.

In 2021 alone, 66 UMA team members were actively engaged with the FLDC and NDC, and UMA contributed nearly \$19,000 toward memberships and sponsorships.

Also in 2021, UMA participated in the NDC's new Emerging Leaders Internship Program. As a founding member, UMA helped outline the program, including identifying campus and organization partners, structuring internship guidelines, and forecasting future implementation. Through the Emerging Leaders Program, UMA hosted intern Rodrigo Castillo, who is from Peru and came to the U.S. to attend college. During his internship, Rodrigo was able to gain practical work experience and also get involved with UMA's Diversity, Equity & Inclusion Council.



A Seat at the Table

Affecting positive change takes teamwork. In addition to supporting our communities through philanthropy and volunteerism, UMA strives to play an active and collaborative role with other leaders and influencers in our communities by participating in chambers of commerce and economic development groups. These activities offer a chance to shape important conversations and drive positive change in areas that match our unique expertise.

Central Pinellas Chamber of Commerce

The mission of the Central Pinellas Chamber of Commerce is to champion the growth and prosperity of the business region through proven leadership and effective membership programs, resources, and education.

UMA holds three committee seats with the Central Pinellas Chamber of Commerce:

- > Leia Bell, Associate Director of Education Strategic Initiatives – Economic Development Committee Member
- > Linda Kennedy, Program Director – Women’s Leadership Committee Member
- > Tammy Gorman, Program Director – Women’s Leadership Committee Member

Our membership makes us part of the conversation about workforce and economic development in the community to which our main campus (Clearwater) belongs and where our Clearwater students and partners live and work. Over time, participation has led to important connections and partnerships, like our articulation partnership with Pinellas Technical College in 2020 which enables UMA students to continue their education in nursing.

Tampa Bay Chamber of Commerce

The Tampa Bay Chamber of Commerce is actively working toward the vision of an engaged and inclusive community driven by business prosperity. Its members include Tampa's largest and most influential healthcare, education, and business institutions.

Our involvement with the Chamber gives us opportunities to weigh in on workforce development, community outreach, economic development, the Chamber's legislative agenda, and other important community issues. Our membership also provides numerous learning and professional development opportunities for team members. It has created important connections and partnership opportunities, such as our partnership with the City of Tampa on the mayor's housing initiative which resulted in a five-week program supporting UMA team members with information on topics such as Credit 101, Selecting a Realtor, First-Time Buying, and more.

In 2021, UMA held the following positions with the Chamber:

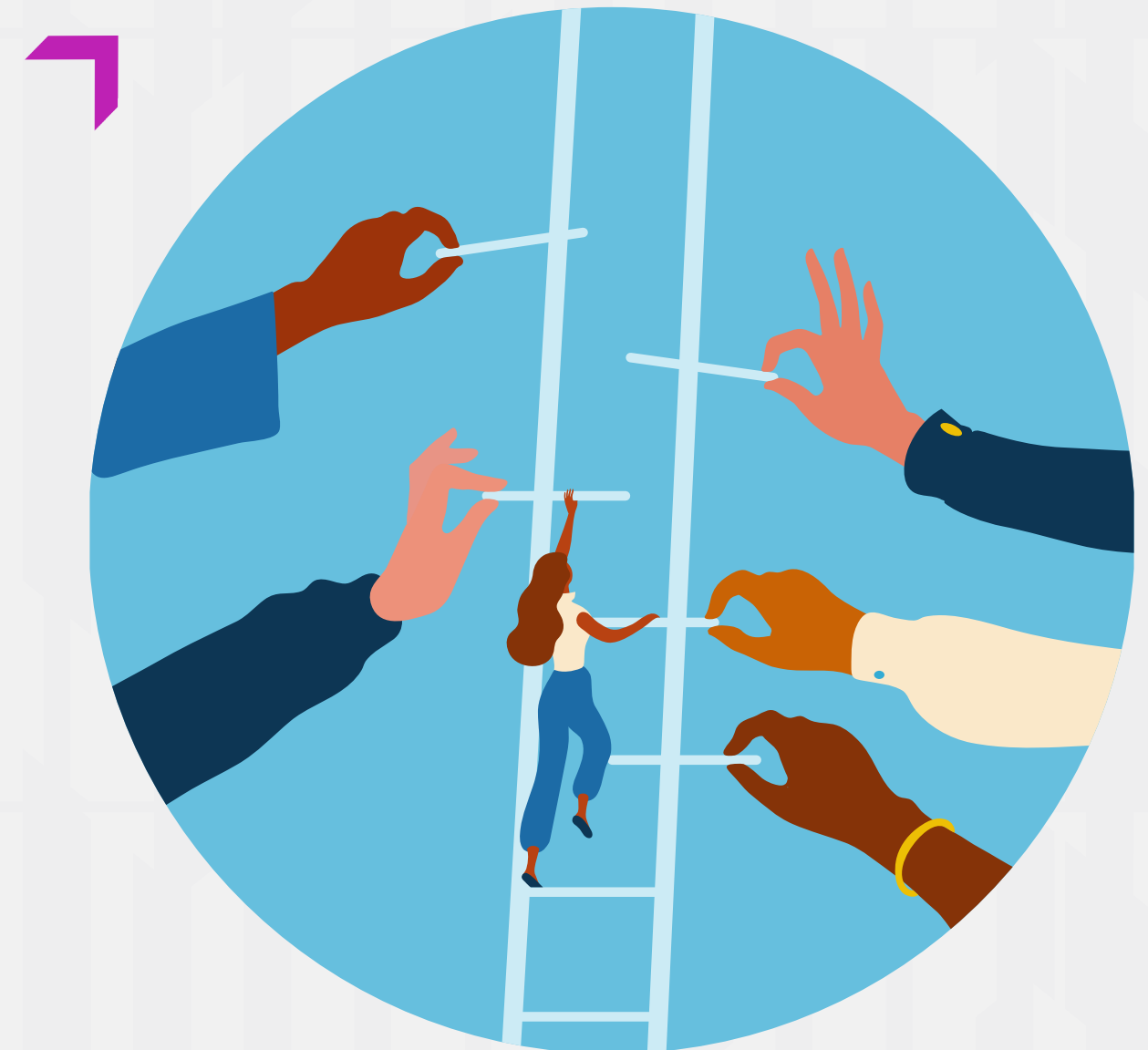
- > Beth Garland, SVP and Chief of Human Resources & Team Member Experience – Board of Directors
- > April Neumann, SVP and Transformation Management Team Lead – Vice Chair of Workforce Development Committee
- > Crystal Lauderdale, Director of Communications & Public Relations – Vice Chair of Leadership Tampa Alumni and Chair of Parke Wright III Leadership Awards Committee
- > Elise Li, Vice President of Executive Recruiting and Engagement – Women of Influence Committee Member
- > Lindsay England, AVP of Career Services – Women of Influence Committee Member

Additionally, four team members represent UMA in the Chamber's Emerging Leaders program (Tammy Charles, Instructor; Kaitlyn Corrigan, Social Media Coordinator; Jessica Rollins, Manager of Career Development; and Vanessa Jones, Director of Learner Services), and Associate General Counsel Jeffrey Reese participated in and graduated from the prestigious Leadership Tampa program.

UMA holds a board position and four committee memberships with the Tampa Bay Economic Development Council (TBEDC). This involvement gives us a seat at the table for important discussions about workforce development in our community. It also gives us connections and insights to other local influencers and partners, including many in healthcare and education.

In 2021, UMA representation on the TBEDC included:

- > Linda Mignone, EVP and Chief Marketing Officer – Board Representative
- > Dave Donahue, SVP and Chief of Organizational Wellness & Safety – Investor Relations Committee Member
- > Andreas Lagos, Senior Director of Strategy – Business Development Committee Member
- > Crystal Lauderdale, Director of Communications & Public Relations – Marketing Committee Member



All 2021 Positions of Influence Held

American Cancer Society Tampa Bay Chapter

Board – Beth Garland, SVP and Chief of Human Resources & Team Member Experience

Advocacy Board – Ilyasha Hood, Talent Partner

American Heart Association of Tampa Bay

Go Red for Women Campaign Executive Board – Alexandra Schaffrath, EVP and Chief Financial & Strategy Officer

BEST Academy Advisory

Board – Leia Bell, Associate Director of Education Strategic Initiatives

Big Brothers Big Sisters Tampa Bay

Board – Elise Li, Vice President of Executive Recruiting and Engagement

CareerSource Pinellas

Board – Dr. Rebecca Sarlo, AVP and Clearwater Campus Director

Finance Committee Chair – Dr. Rebecca Sarlo, AVP and Clearwater Campus Director

Audit Committee Chair – Dr. Rebecca Sarlo, AVP and Clearwater Campus Director

CareerSource Tampa Bay

Board – Geordie Hyland, EVP

Central Pinellas Chamber of Commerce

Economic Development Committee – Leia Bell, Associate Director of Education Strategic Initiatives

Women's Leadership Committee Members:

- Linda Kennedy, Program Director
- Tammy Gorman, Program Director

Embarc Collective

Young Leaders Advisory Board – Mike Marraccini, Director of Marketing

Florida Association of Postsecondary Schools and Colleges (FAPSC)

President – Sue Edwards, Chief Compliance Officer

FAPSC Foundation

Board – Sue Edwards, Chief Compliance Officer

Florida Diversity Council

Board – Brian Fitzpatrick, AVP of Operational Improvement

Tampa Bay Chapter President – Sabrina Griffith Jackson, Director of Diversity, Equity & Inclusion

National Diversity Council

Emerging Leaders Program Founding Member – Brian Fitzpatrick, AVP of Operational Improvement

Emerging Leaders Program Education Committee – Sabrina Griffith Jackson, Director of Diversity, Equity & Inclusion

Synapse Summit

Board – Dave Donahue, SVP and Chief of Organizational Wellness & Safety

Tampa Bay Chamber of Commerce

Board – Beth Garland, SVP and Chief of Human Resources & Team Member Experience

Workforce Development Committee Vice Chair – April Neumann, SVP and Transformation Management Team Lead

Leadership Tampa Alumni Vice Chair – Crystal Lauderdale, Director of Communications & Public Relations

Parke Wright III Leadership Awards Committee Chair – Crystal Lauderdale, Director of Communications & Public Relations

Women of Influence Committee:

- Lindsay England, AVP of Career Services
- Elise Li, Vice President of Executive Recruiting and Engagement

Emerging Leaders of Tampa Bay:

- Tammy Charles, Instructor
- Kaitlyn Corrigan, Social Media Coordinator
- Vanessa Jones, Director of Learner Services
- Jessica Rollins, Manager of Career Development

Tampa Bay Economic Development Council

Board – Linda Mignone, EVP and Chief Marketing Officer

Business Development Committee – Andreas Lagos, Senior Director of Strategy

Investor Relations Committee – Dave Donahue, SVP and Chief of Organizational Wellness & Safety

Marketing Committee – Crystal Lauderdale, Director of Communications & Public Relations

Conclusion

No individual or institution functions in isolation. The priorities we set and the actions we take affect others. With care at the heart of our mission, vision and values, UMA aims to have a positive impact on the lives of its team members, students and graduates; on the operations and outcomes of its employer partners; on the strength and well-being of its communities; and on the future of healthcare, education and social transformation in our country. The Ripple Effect of Care is growing!



Appendices

Comprehensive List of 2021 Community Partners

- 2050 Women on Boards
- American Cancer Society (Making Strides)
- American Heart Association of Tampa Bay (Go Red for Women)
- American Red Cross
- BEST Academy
- Big Brothers Big Sisters
- Boys and Girls Clubs of the Suncoast
- Career Source Pinellas
- Career Source Tampa Bay
- CASA (Community Action Stops Abuse)
- Corporation to Development Communities (CDC) of Tampa
- Central Pinellas Chamber of Commerce
- Clearwater Regional Chamber of Commerce
- Embarc Collective
- Florida Association of Postsecondary Schools and Colleges (FAPSC) Foundation
- Feeding Tampa Bay
- Florida Diversity Council
- Hope Village
- Metropolitan Ministries
- NAACP
- St. Joseph's Children's Hospital
- Synapse Summit
- Tampa Bay Chamber of Commerce
- Tampa Bay Economic Development Council
- Toys for Tots
- WEDU Be More Awards
- Women's Conference of Florida



About UMA



The need for skilled healthcare workers in the United States continues to grow. Ultimate Medical Academy (UMA) is an accredited, nonprofit educational institution that helps to meet that need by equipping and empowering students to do vital work at the heart of healthcare. In addition to offering diploma and degree programs, UMA works closely with healthcare companies to connect students directly to job opportunities.

With more than 10,000 students and 72,000 alumni nationwide, UMA offers hands-on learning at its main campus in Clearwater, Florida, as well as content-rich, interactive programs through its online campus. The institution supports students through every step of their journey with access to academic support, interview and resume coaching, job search assistance, technical support, and more. The institution also provides certified continuing medical education (CME) through ongoing training and professional development opportunities to more than 30,000 physicians, nurses, and other medical professionals throughout the U.S. annually.

UMA is institutionally accredited by the Accrediting Bureau of Health Education Schools (ABHES.org). The continuing medical education programs are individually accredited and are not included within the institution's grant of accreditation from ABHES. Learn more by visiting ultimatemedical.edu.

UMA's Community Engagement Team

Established in 2020, UMA's Community Engagement Team (CET) is a cross-functional group of 11 leaders who help ensure that UMA's community efforts are focused, balanced, and impactful. The CET is charged with:

- > Building and maintaining a portfolio of community initiatives that align with UMA's mission-driven areas of impact
- > Overseeing a centralized community engagement budget
- > Identifying, readying and recognizing UMA Emissaries – team members who serve as liaisons and ambassadors to partners in our communities
- > Evaluating and reporting community impact

When assessing community partnerships and initiatives, the CET considers:

- > Will this initiative **help advance education** for adult learners?
- > Will this initiative help **build bridges with employer partners** and healthcare talent?
- > Will this initiative **contribute to social transformation**, particularly in the areas of racial diversity, gender diversity, healthcare and basic needs security (food, shelter, water and safety)?

The 2021 UMA Community Engagement Team included:

Nicole Anzuoni, EVP and Chief Legal & People Officer

Dave Donahue, SVP and Chief of Organizational Wellness & Safety

Sue Edwards, Chief Compliance Officer

Brian Fitzpatrick, AVP of Operational Improvement and Head of Diversity, Equity and Inclusion

Geordie Hyland, EVP

Tim Kliethermes, AVP of Campus Operations

Crystal Lauderdale, Director of Communications & Public Relations

Lisa McClure, AVP of Online Programs & Academic Operations

Linda Mignone, EVP and Chief Marketing Officer

April Neumann, SVP and Transformation Management Team Lead

Dr. Rebecca Sarlo, AVP and Clearwater Campus Director



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