

ABOUT MEMORIAL HERMANN

Creating Healthier Communities.



MEMORIAL
HERMANN

About Memorial Hermann

As one of the largest nonprofit health systems in Texas, Memorial Hermann has 17* hospitals and numerous specialty programs and services conveniently located throughout the Greater Houston area.

Our more than 6,600 affiliated physicians and 34,000 employees practice the highest standards of safe, quality care to provide a personalized and outcome-oriented experience across our 270 care delivery sites.

Memorial Hermann-Texas Medical Center is one of the nation's busiest Level I trauma centers and serves as the primary teaching hospital for McGovern Medical School at UTHealth Houston.

For 118 years, our focus has been the best interest of our community, and, in FY24 we contributed \$472 million** in charity care and community benefit programs.

**Memorial Hermann Health System owns and operates 14 hospitals and has joint ventures with three other hospital facilities, including Memorial Hermann Surgical Hospital First Colony, Memorial Hermann Surgical Hospital Kingwood and Memorial Hermann Rehabilitation Hospital-Katy.*

***Pending final audit*



Who We Are

Our Mission

We are a nonprofit, values-driven, community-owned health system dedicated to improving health.

Our Vision

To create healthier communities, now and for generations to come.

Our Values

Community: We value diversity and inclusion and commit to being the best health care provider, employer and partner.

Compassion: We understand our privileged role in people's lives and care for everyone with kindness and respect.

Credibility: We conduct ourselves and our business responsibly and prioritize safety, quality and service when making decisions.

Courage: We act bravely to innovate and achieve high-quality experiences and outcomes for patients, consumers, partners and the community.

Our Service Standards

Safe
Caring
Personalized
Efficient

Our Brand Promise

Advancing health. Personalizing care.





Letter to our Community



For 118 years, Memorial Hermann Health System has called Greater Houston home. We are proud to be its largest nonprofit health system and one of its largest employers.

From the region's second inpatient hospital in the early 1900s to today's integrated system of award-winning inpatient, specialty, rehabilitation, and outpatient care serving five counties and over 1.8 million patients, Memorial Hermann centers its mission and vision around achieving health care's Quintuple Aim*.

Our goal is to deliver high-value care for patients and populations. This includes delivering the greatest outcomes at an optimal cost, creating exceptional experiences for our patients and a fulfilling work environment for our workforce, and improving health equity and access in the communities we serve.

We continue to invest in our nationally recognized, award-winning services aimed at delivering personalized, coordinated, and seamless care for our patients and community. We also work closely with stakeholders to help them better understand how our nonprofit hospital operates, how we invest our funds, where our costs are and what is required for health care systems and hospitals to advance and innovate.

In FY24, we provided \$472 million** in charity care and community benefit, funding initiatives such as 16 school-based health centers, Emergency Room Navigators, Neighborhood Health Centers, and a 24-hour Nurse Health Line. These efforts are designed to help reduce hospital admissions, improve chronic disease management and proactively focus on wellness versus treating illness. This doesn't just save money; it improves the quality of people's lives and their well-being.

In closing, we extend our gratitude to the many donors who helped the Memorial Hermann Foundation raise over \$50 million to support community efforts and key initiatives over the past year. Philanthropy helps drive the extraordinary, and powers the advancement of medicine and health care.

By helping people get healthy and stay healthy—only then can we truly create a healthier community—and a healthier future—for us all.

A handwritten signature in black ink, reading "David L. Callender". The signature is fluid and cursive, with a stylized "D" and "C".

David L. Callender, MD, MBA, FACS

President and CEO, Memorial Hermann Health System

*Quintuple Aim definition found on page 8

**Pending final audit

Growing our Reach & Impact

Memorial Hermann Health System continues to grow its footprint to reach more of our region’s residents and provide inpatient, outpatient and rehabilitation care. We have a **118-year legacy** of serving Greater Houston, meaning that as our region grows, we grow with it.

Our goal is to be the health system of choice for patients, employees and our community.

118
YEARS SERVING
THE COMMUNITY

270 CARE DELIVERY SITES	4,443 LICENSED BEDS
200,155 SURGERIES	781,683 EMERGENCY ROOM VISITS
193,029 INPATIENT ADMISSIONS	30,215 BABIES DELIVERED

Data is for FY24 which spans from July 1, 2023 to June 30, 2024



MEMORIAL[®]
HERMANN
Life Flight

4,200

LIFE FLIGHT MISSIONS

High-Value Care

Memorial Hermann is on a journey to create value. That means delivering the greatest outcomes at an optimal cost, creating exceptional experiences for our patients and a fulfilling work environment for our workforce, and improving health equity and access in the communities we serve.

We are also guided on this journey by health care's Quintuple Aim, which is how Memorial Hermann defines high-value care.



Our 270 care delivery sites across 12 counties includes 11 acute care hospitals, three specialty hospitals, 7 convenient care centers, 30 urgent cares and 55 primary care practice locations.



Accomplishments

Our nationally recognized, award-winning, market-leading services are aimed at delivering personalized, coordinated and seamless care for our patients and community.

Our Service Line operating model allows us to deliver seamless care across our system. Services include: Heart & Vascular, Women's, Children's, Trauma, Orthopedics, Oncology, Neuroscience, Primary Care, Medicine and Surgery. Other notable services and specialties include rehabilitation, sports medicine, emergency medicine, palliative care and lung and respiratory health.



Accomplishments

Memorial Hermann Health System nationally ranked by US News & World Report

- TIRR Memorial Hermann* #2 rehabilitation hospital nationally
- Memorial Hermann-Texas Medical Center #5 and Memorial Hermann Greater Heights #6 of hospitals in the state**
- Children's Memorial Hermann Hospital #5 in the state

A national leader in delivering safe, high-quality care and exceptional experiences to our patients, families and communities:

- Vizient recognized Memorial Hermann-Texas Medical Center and Memorial Hermann Pearland Hospital as top performers in delivering high-quality care

Our nursing workforce continues to excel in driving clinical and operational outcomes:

- 9 hospitals earned the American Nurses Credentialing Center Magnet Recognition®
- 3 hospitals are ANCC Pathway to Excellence Program® designated

Our workforce commitment has led to significantly higher employee retention rates over the past few years:

- Since 2021, Memorial Hermann's total employee turnover rate has decreased by 37%, dropping from 25.3% to 16.0% in 2024
- During the same period, first-year employee turnover rates decreased by 43%, dropping from 36.3% to 20.7%

Operational efficiency and responsible financial stewardship resulted in an S&P Global Ratings upgrade from A+ to AA- and an affirmation from Moody's Investors Services of our Aa3, stable rating.

Community engagement grounded in partnerships, financial support, programmatic, operational and volunteer activities:

- As a health care leader and community partner in Greater Houston, Memorial Hermann provided charity care and community benefit of \$472 million*** in FY24
- Launched first-of-its-kind partnership with Aldine ISD to create HEAL High School, supported by a \$31 million donation to the Memorial Hermann Foundation from Bloomberg Philanthropies
- The Houston Food Bank recognized Memorial Hermann with the 2023 President's Volunteer Service Award for over 500 volunteer hours donated

*TIRR is a registered trademark of TIRR Foundation

**A part of the Memorial Hermann Hospital System that also includes The Woodlands, Southeast, Pearland and Southwest.

***Pending final audit



Accomplishments

Memorial Hermann Foundation announced a visionary \$250 million first-ever comprehensive campaign to support the health and well-being of our community now and for generations to come over the next seven years:

- In FY24, the Memorial Hermann Foundation raised \$50 million from generous individuals and organizations to support our community philanthropy
- Foundation funds raised support key initiatives, including Life Flight, Memorial Hermann Institute for Nursing Excellence, Heart & Vascular, Community Health and TIRR Memorial Hermann

Memorial Hermann Health System and its executive leadership recognized by national and regional institutions:

- Memorial Hermann recognized as a Top Workplace by the *Houston Chronicle*, *Modern Healthcare* and *Becker's*
- Dr. David Callender, President and CEO, named for third consecutive year to *Modern Healthcare's* 100 Most influential People

Partnerships with academic, community and business leaders support clinical, workforce development and community outreach and engagement:

- We continue to work closely with our long-time academic partners at UTHealth Houston, with Memorial Hermann-Texas Medical Center serving as the primary teaching hospital of McGovern Medical School at UTHealth Houston
- Our partnership with the Houston Rockets enables us to reach a wider audience with messages about health, wellness, illness and injury prevention
- Our partnership with the University of Houston includes our sponsorship of a planned state-of-the-art football operations center and scholarships for the school's student-athletes. University of Houston medical students are offered clinical rotations at Memorial Hermann community hospitals and clinics, and several of our Memorial Hermann Medical Group and MHMD physicians serve as preceptors.

Ta-Gheng's Story

*Researchers and clinicians bringing groundbreaking discoveries from the laboratory to the bedside have made the **Larry D. Johnson Heart & Vascular Institute** at Memorial Hermann-Texas Medical Center one of the world's leading cardiovascular hospitals.*

The Institute is known for its solid track record of innovation, outstanding outcomes and exceptional patient care.

The Larry D. Johnson Heart & Vascular Institute is consistently ranked by national quality benchmarking organizations as a leader in clinical quality and patient safety.

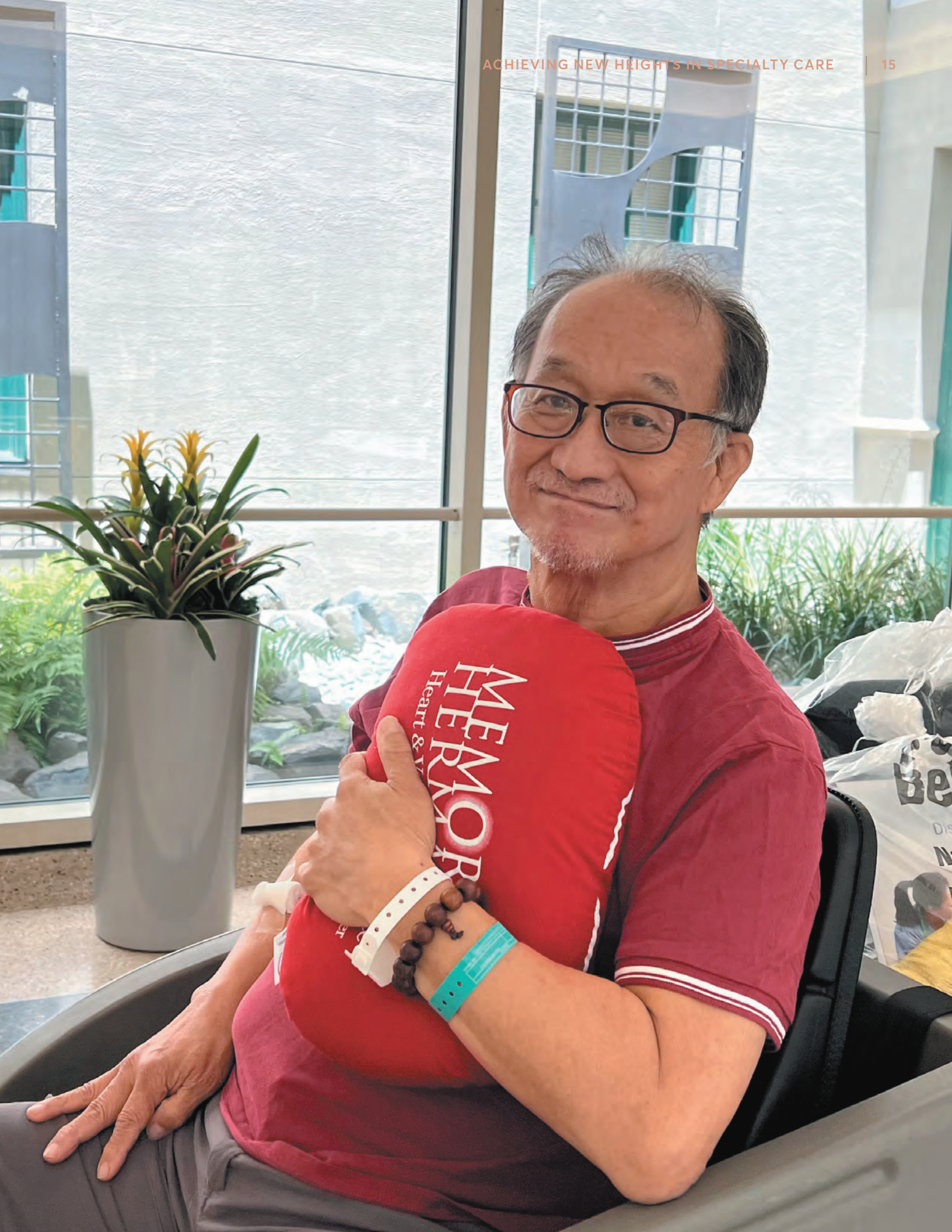
Troubles of the Heart: Aortic Dissection, Aortic Aneurysm and Arterial Occlusion

When Ta-Gheng experienced chest pain at work, he assumed it was nothing to worry about and that it would pass. No one expected his pain to set off a series of events that took him to two different countries and multiple cities before being fortunate enough to end up at the Larry D. Johnson Heart & Vascular Institute at Memorial Hermann-TMC for three complex and lifesaving cardiac surgical procedures.

Over a period of about 18 months, Ta-Gheng underwent an endovascular aortic dissection repair, aortic aneurysm repair and double coronary bypass. This "cocktail" of surgical procedures required a specialized team that began treating Ta-Gheng at Memorial Hermann Greater Heights Hospital before he was transferred for a higher level of care at Memorial Hermann-TMC.

Here, a team of renowned heart and vascular specialists collaborated, each delivering their unique piece of the health care puzzle, to correctly identify his condition and perform the procedures he needed to not only survive but to return to a full, active life.

Today, Ta-Gheng is home in Austin and back at work. He is focused on long-term recovery and enjoys taking walks through the neighborhood with his wife and spending time with their adult children. He feels better than he has in years and expressed deep appreciation for the medical care he received.



Sam's Story

Memorial Hermann | Rockets Orthopedics offers convenient, specialized care in orthopedics and sports medicine at facilities located throughout the Greater Houston area. Our affiliated specialists work with people of all ages and abilities to develop individualized and comprehensive treatment programs—from injury prevention and evaluation to orthopedic surgery and post-injury rehabilitation.

We understand that each patient is unique, and we work together to find the best treatment plan to get things moving forward. Our goal is to blend a proven record of orthopedic experience with a treatment plan that truly fits each patient's needs and lifestyle.

From Knee Replacement to US Open Pickleball Championships

When Sam, an active retiree and avid pickleball player, began having knee pain, he worried about his future on the court. Along with his wife, Betsy, Sam was initially drawn to pickleball as a good workout and a way to socialize with friends and neighbors. He eventually took his game to the next level with competitive play but was fighting through his knee pain from osteoarthritis all along the way.

Sam's knee pain progressed to the point where rest and conservative measures could not relieve his symptoms, and he even began waking during the night with pain. After consulting with a Memorial Hermann-affiliated orthopedic surgeon, Sam knew it was time for total-knee replacement surgery. Coincidentally, this all happened around the same time he secured a coveted lottery spot to compete in the US Open Pickleball Championships in Florida.

Thankfully, Sam was a great candidate for robotic-assisted knee replacement surgery. "Memorial Hermann worked with me to plan the rehab I needed to be ready to compete," Sam said. "We timed my surgery for me to be able to play, knowing the kind of rehab I needed and when I needed to be on the court. We set the surgery date, and everything went according to plan."

Instead of spending three nights in the hospital as he did years earlier with his other joint replacement, Sam was home the same day. He was able to begin physical therapy at Memorial Hermann | Rockets Sports Medicine Institute sooner than he ever imagined, and within six weeks he was back on the court. And two weeks before the US Open, Sam was fully active and ready to compete.





April's Story

The Red Duke Trauma Institute at Memorial Hermann-TMC is the only one of its kind in Houston with 24/7 adult and pediatric trauma coverage for severely injured patients under one roof. We are one of the busiest Level I Trauma Centers with a mortality index that is among the lowest in the nation.

*Founded in 1976, **Memorial Hermann Life Flight®** transports critically ill and injured patients in the Greater Houston area within a 150-mile radius of the Texas Medical Center. Since its inaugural flight, Life Flight crews have flown more than 158,000 missions.*

A Life Transformed: Recovering from a Traumatic Car Accident with the Help of TIRR Memorial Hermann

April was in a serious car accident that caused her vehicle to roll over. She had to be extracted and was transported via Memorial Hermann Life Flight® to the Red Duke Trauma Institute at Memorial Hermann-TMC, where she was treated for multiple injuries including a traumatic brain injury (TBI), fractures in her neck and leg, a fractured shoulder and four broken ribs.

As a result of the TBI, April struggled to understand the severity of her injuries and why she was in the hospital. Her confusion led to frustration, which led to agitated behaviors. Eventually, a spot opened in TIRR Memorial Hermann's Neurobehavioral Program and April was deemed to be a good fit.

The Neurobehavioral Program at TIRR Memorial Hermann is one of the few specialized programs in the nation designed to address the unique cognitive and behavioral challenges that can arise after TBI. Staffed by specialists uniquely qualified to provide care in a structured, calm and controlled environment, the program integrates cognitive and functional therapies to accelerate recovery.

As April's brain processed repetitive scripted language, she began to retain more information and gain a better understanding of her cognitive and physical condition. Her two daughters were the motivation she needed to keep going—not just back to who she was before the accident, but to a healthier version of herself.

While short-term memory is still a challenge for April, she is thriving as she works to continue her education and, hopefully soon, buy her first home.

"I can't even imagine what would have happened to April and to our family if she hadn't been cared for at Memorial Hermann," says Kammy, April's mother. "Because of her own hard work and what she learned at TIRR Memorial Hermann, April realizes that she deserves to have a great life, and she's working for it."

Transforming Community Connections

With non-medical drivers of health accounting for 80% to 90% of health status and health care outcomes, we prioritize community partnerships and investments to address the myriad factors that are instrumental in determining an individual's and community's health and well-being.

Work in the community, outside of our hospital and clinic walls, as well as with partners are essential to our vision of creating healthier communities, now and for generations to come.

In FY24, we provided \$472 million* in community benefit and charity care, including to our Community Resource Centers.

Community Resource Centers

Our four Community Resource Centers (CRCs) provide one-stop locations for individuals and families to get help signing up for health care and social services. Staffed by community health workers, our CRCs are available to anyone in our community needing help enrolling in Medicaid, SNAP, CHIP or other available assistance programs as well as help with social service connections, utility, legal, financial and behavioral health needs. Onsite food pantries also provide emergency food assistance.

Our CRCs served over 4,000 clients and provided over 28,000 meals in 2024.

Improving Maternal Outcomes

One of the direst challenges facing health care is the high and rapidly rising rates of maternal mortality and morbidity. This is a national crisis, but, unfortunately, Harris County has one of the highest rates of maternal morbidity among metropolitan areas in the United States. Furthermore, between 2008 and 2015, Harris County's incidence of maternal morbidity increased 53%, compared with a 15% increase for Texas overall.**

Memorial Hermann cares for more than 25,000 laboring mothers each year. We are committed to improving the health of all we serve, including women and children. A key strategic priority is reducing and ultimately eliminating maternal mortality and morbidity. Our efforts include a robust systemwide Maternal Quality collaborative that includes both perinatal nursing and medical directors to help standardize maternal care guidelines. This includes the Texas AIM program which guides Patient Safety Bundle Implementation with support from a team of improvement advisors and expert faculty to reduce maternal hypertension and hemorrhage and help educate on Maternal Early Warning Signs.

*Pending final audit

**The American College of Obstetricians and Gynecologists <https://www.acog.org/>. Accessed September 8, 2024

A photograph showing three people in a kitchen or food storage area. A man in a black polo shirt is standing in front of a large stainless steel refrigerator, reaching into one of the compartments. Two women are in the foreground, focused on packing food into cardboard boxes. The woman on the left is wearing a green sweater and has her hands in a box filled with various items like celery and onions. The woman on the right is wearing a pink shirt and is also packing. The boxes are filled with fresh produce and other food items. The background shows more shelves with boxes and the stainless steel refrigerator.

\$472,000,000*

COMMUNITY CONTRIBUTION

*Pending final audit



Anh's Story

Children's Memorial Hermann Hospital is a women and children's hospital, located in the Texas Medical Center, offering highly specialized and advanced medical care. Our neonatal critical care services include a Level IV neonatal intensive care unit (NICU), the highest level of care available for premature and critically ill newborns.

From pediatric and primary urgent care to emergency services, and surgical and subspecialty care, Children's Memorial Hermann Hospital and Memorial Hermann-TMC are capable of treating the entire family unit in one location.

As a primary teaching hospital for the pediatric and obstetrics/gynecology programs with our academic partner, McGovern Medical School at UTHealth Houston, Children's Memorial Hermann Hospital offers renowned programs in pediatric neurosciences, trauma, orthopedics, cardiac care and transplantation.

A Dual Journey: How Specialized Maternal and NICU Care at Children's Memorial Hermann Hospital Helped Anh and Baby Milan Overcome the Odds

Anh and her husband, Timothy, were overjoyed to learn they were expecting their first child. At first, the baby's ultrasounds looked great, filling the expecting parents with excitement. But early in the pregnancy, that excitement took an unexpected turn.

When Anh was around 20 weeks pregnant, affiliated Maternal-Fetal Medicine physicians at The Fetal Center at Children's Memorial Hermann Hospital noticed that baby Milan had an enlarged heart, a condition called cardiomegaly. Further ultrasound monitoring revealed that Milan was accumulating fluid in her face and stomach, which was consistent with findings of fetal anemia.

Fetal blood sampling confirmed that Milan had Alpha Thalassemia Major. Given the seriousness of Milan's anemia, doctors decided to perform intrauterine blood transfusions to treat her while still in the womb.

Anh continued to have intrauterine infusions every three weeks until Milan was born. Despite the improvements, the journey to delivery was still filled with uncertainty. When Anh was 37 weeks pregnant, her doctors recommended inducing labor and Milan was born via C-section. After Milan was transferred to the Level IV NICU at Children's Memorial Hermann Hospital, Anh faced her own life-threatening health crisis.

Anh experienced a rare and severe complication called an amniotic fluid embolism (AFE), a life-threatening condition where amniotic fluid or fetal material enters the mother's bloodstream. "I just remember waking up in the ICU with a foggy brain. They told me I must have had a seizure, and my heart had stopped as soon as they delivered Milan," Anh shares. "They had to do CPR, and I was intubated. It was terrifying."

Thankfully, the Maternal-Fetal Medicine specialists affiliated with Children's Memorial Hermann Hospital are well-equipped to handle such life-threatening emergencies in high-risk pregnancies and deliveries.

While Anh recovered, Milan was receiving the care she needed in the NICU. Though her anemia symptoms had improved before birth, she was still being closely monitored for her heart condition and development. Upon discharge, she no longer had an enlarged heart. "It was hard not being able to be with her right away," Anh says, "but I knew she was in good hands."

Today, both Anh and Milan are doing remarkably well. Milan continues to grow stronger each day, and Anh is regaining her strength after her ordeal. Reflecting on her experience, Anh is filled with gratitude for the team at Children's Memorial Hermann Hospital.

"I don't know how we would have gotten through this without them," she says. "We're so grateful for the care we received—from the nurses and doctors to the lactation consultant and all the other specialists involved. This is truly the best place for maternal care."

Reimagining Care for Tomorrow

*With a vision to create healthier communities,
now and for generations to come,
Memorial Hermann invests, innovates and
creates opportunities to improve and support
the health and well-being of individuals,
families and neighborhoods. Not just for today.
But for generations.*

We continued to scale innovation, including programs to help expand access to care and tools and technological solutions to free up physicians, nurses and other caregivers to focus on patient care, rather than administrative or other nonclinical tasks.

Since 2022, we've established more than 20 partnerships or joint ventures with leading-edge health care and digital companies to expand access to urgent care, improve the patient experience and drive population health. They're all varied, but they share a common goal, and each helps us accelerate our journey to create value.



1,800,000

PATIENT ENCOUNTERS

Institute for Nursing Excellence

The Memorial Hermann Institute for Nursing Excellence, built by nurses for nurses, is designed to attract and retain top talent at our facilities. Featuring innovation and training spaces designed for classroom education, hands-on training, concept testing, simulation labs and workflows provide new ways to serve, support and grow clinical care teams.

Key programs include:

- **Nurse Residency Program** helps newly graduated registered nurses adapt to their new work environment and gives them an opportunity to work with colleagues on an evidence-based practice project. Our program has earned accreditation with distinction from the American Nurses Credentialing Center as a Practice Transition Program.
- **RN Fellowship Program** supports experienced nurses who want to move into a new practice specialty. The evidence-based training pathway provides a structured framework in which nurses learn and train to deliver quality care in a new specialty.
- **Professional Nurse Advancement Program (PNAP)** recognizes and rewards our direct care nurses for their professional contributions to the practice of nursing. A performance-based career advancement program, supported by the Magnet Model® framework and a comprehensive performance evaluation system, PNAP encourages nurses to advance in their profession by rewarding education and certification, clinical skills, research and leadership.

To support the growing demand for nurses, Memorial Hermann has over 200 academic partners to support students in clinical rotations and preceptorships.

To further stem the tide, Memorial Hermann works closely with several academic partners throughout the Houston area to develop advanced partnerships and implement new and innovative strategies and programs that support a pathway for nursing candidates to bolster their professional growth and advance their careers while providing them with opportunities that otherwise might not be possible. A few examples include:

- A new pilot program with Houston Community College is giving Memorial Hermann employees a chance to attend nursing school full-time while also working full-time, keep their benefits, and still have one to two days off each week.
- A partnership with Cizik School of Nursing at UTHealth Houston's new scholar's program where Bachelor of Science degree (BSN) nursing students in their senior year can complete all clinical rotations at Memorial Hermann-TMC and are hired into a Professional Student Nurse (PSN) role.





Innovation Hub

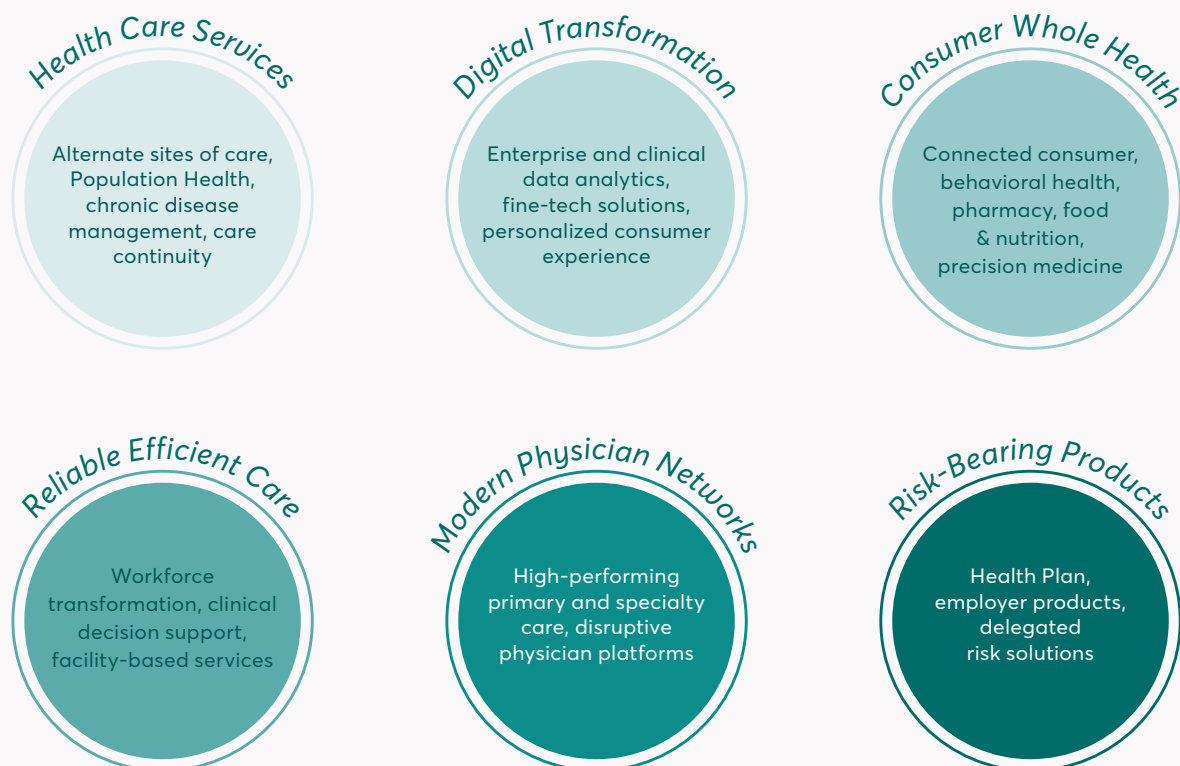
The Memorial Hermann Innovation Hub drives a culture of innovation within our system, rapidly evaluating potential solutions that address unmet needs and pain points. We also use the Hub to address critical clinical, operational and administrative needs, such as improving bedside caregiver productivity and retention.

Reimagine Care, a partnership with a leading provider of on-demand care transforming the treatment experience for patients with cancer, was expanded after a successful first phase pilot in 2023.

Reimagine Care has supported patients receiving cancer treatment at Memorial Hermann-TMC, the system's flagship hospital, with digital, virtual and in-home care.

Patients in this program have access to a team of clinical oncology specialists 24/7, 365 days a year, via SMS text, phone and video to address symptom concerns, receive cancer-specific educational content and receive supportive care at home, when needed.

Strategic Partnerships and Innovation are designed to respond to unmet needs and address key pain points across Memorial Hermann and in the communities we serve.



Building the Future Health Care Workforce

Given our more than century-long commitment to the region, we take the responsibility of investing in the health care workforce seriously. If the Greater Houston region is to continue to be an economic engine for growth, we must have a robust health care workforce.

In Texas, we are currently facing shortages of more than 30,000 nurses—and that number is anticipated to double in the coming years. Coupled with similar shortages in other health professions—including primary care physicians, therapists, technicians and pharmacists—these shortages will make it challenging to continue providing high-quality care.

As the largest nonprofit health system in the Houston region, we're uniquely positioned to help solve this problem, but we can't do it alone.

Our workforce strategy is three-fold:

- *We invest in our existing workforce*
- *We invest in partners and programs that make us the employer of choice for health care professionals, whether new graduates or seasoned professionals*
- *We invest in the next generation*

34,000
EMPLOYEES

6,600
ACTIVE MEDICAL STAFF

14,000
REGISTERED NURSES





HEAL High School

In August 2024, Memorial Hermann Health System and Aldine Independent School District opened the doors to a new, first-of-its-kind high school that will again place our region on the map for visionary thinking and pursuit of excellence.

One of 10 national partnerships between health systems and independent school districts across the country, the Health Education and Leadership (HEAL) High School is initially supported by a \$31 million gift from Bloomberg Philanthropies to the Memorial Hermann Foundation. The grant is part of a \$250 million Bloomberg Philanthropies initiative to create career and technical education (CTE) high schools that offer professional pathways for young people while addressing one of our region's greatest challenges: the growing health care workforce shortage.

For Memorial Hermann, this partnership underscores our broader mission: to extend beyond traditional hospital care and actively improve health outcomes across Greater Houston.

Through a partnership with Aldine ISD, HEAL High School, which will share a campus with Nimitz High School, will fully integrate health care career knowledge and job-training with a high-quality, well-rounded high school experience for students in the Houston area, graduating students directly into high-demand health care jobs with family-sustaining wages.

Students in the region will receive a first-class, hands-on educational experience in health care. The school will be phased in over four academic years, which began in August 2024, ultimately serving about 760 students.

Memorial Hermann has worked with Aldine ISD to develop the high school's curriculum, which will offer robust academic programming, work-based learning, and the opportunity for students to earn health care credentials and certifications along with a traditional high school diploma.

- For **students**, HEAL High School offers new career pathways, providing them with certifications and hands-on experience in clinical settings. Upon graduation, they will be competitive applicants for health care jobs and well-prepared for further education if they choose to continue their studies.
- For **families** and the **broader community**, HEAL has the potential to catalyze generational change. With greater health care access and awareness, students can become advocates for their families and neighbors, contributing to a healthier Houston.
- For the **health care industry**, HEAL will help cultivate a new generation of passionate clinicians. We hope other hospitals will adopt similar models to strengthen the overall workforce pipeline.

HEAL High School will expand gradually, reaching full capacity by 2028 with an enrollment of 760 students per year. We are already looking forward to celebrating our first graduating class in May 2028.



Memorial Hermann Health System Board and Foundation Board Members

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In Tribute Stacy P. Methvin

Stacy was a visionary leader, a dedicated advocate and a cherished member of the Memorial Hermann family. She served on our Boards and Committees for more than a decade before assuming the role of System Board Chair in 2023, and her passion for our mission to improve health in the communities we serve was evident in everything she did.

After graduating from Princeton University in 1979, Stacy joined Shell Oil Company. During her 33-year tenure, she held various executive roles with increasing global responsibility in the Upstream, Downstream, Refining and Chemical businesses before retiring in 2012. From there, she pursued her passion of community and industry service. In addition to her commitment to Memorial Hermann, Stacy also served as Chair of the Board of the Houston Zoo and was a former Board Chair of Girl Scouts of San Jacinto Council.

In Stacy's final days of living with cancer, she and her husband, Dee, made the remarkable decision to donate \$1 million to support the refresh and expansion of the Memorial Hermann Cancer Center at Memorial Hermann-Texas Medical Center. The lobby of the Center will now bear their names. This selfless gift reflects not only their personal commitment to helping others, but also an enduring belief in the power of our mission.

Stacy's strategic vision, honed through years of leading in a demanding and complex field, made her an exceptional and brilliant leader. We will continue to honor Stacy's legacy by carrying forward the values she instilled in us—values of leadership, compassion and dedication to those we serve.

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