

Political Action Committee (PAC) Enrollment Form

1 About youI am:□ Joining a PAC		Indicate PAC distribution (must total 100%) The recommended distribution split is 60% state PAC; 40% US PAC.		
				Changing my PAC contribution(s) Name Title
■ BAYADA US PAC% salaried employees only				
4 Sign and date				
Office abbrev.	Home state	Work state	 I am a United States citizen or permanent resident alien (green card holder in the US) and understand and agree with all notices, rules, and regulations included in this flyer 	
How did you hear abou	ut the PAC(s)?		- With all notices, rules, and r	egulations included in this flyei
2 Select PAC co	ontribution		Signature	Date

Scan and email the completed enrollment form to advocacy@bayada.com or fax it to 215-563-6460

- Select IAC contribution

The following weekly contribution suggestions are merely suggestions. You may give more, less, or nothing at all. You will not be favored or disadvantaged because of your contribution amount or decision not to contribute.

Circle your weekly contribution level

Chief officer/division director \$20

Director \$10

Manager \$5

Other eligible salaried staff \$3

Other amount \$______

Starting with my next paycheck, I authorize BAYADA to deduct the above amount.

BAYADA US PAC notices

The purpose of BAYADA US PAC is to provide campaign contributions to candidates who support home health care and the need for policies and funding that will support our mission. Contributions to BAYADA US PAC are strictly voluntary and participation or nonparticipation in the program will have no effect on an employee's job evaluation, wages, benefits, or work assignments. All PAC members are required to be US citizens or permanent resident aliens (green card holders residing in the United States). There are no minimum contribution amounts. Employees may contribute any amount they wish and have the right to refuse without reprisal. Contributions or gifts to BAYADA US PAC are not deductible as charitable contributions for federal income tax purposes. Federal law requires BAYADA US PAC to use best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed \$200 per calendar year. Federal law places a \$5,000 annual limit on donations to PACs by individuals.

BAYADA state PAC notices

NC and PA state laws prohibit corporations from contributing to political campaigns or PACs.In NC and PA, all contributions must be from individuals. Contributions may not exceed \$5,200 per election cycle in NC and \$7,200 per election cycle in NJ. In PA, there are no contribution limits. State regulations require PACs to use best efforts to collect and report the name, mailing address, occupation, and name of employer of individuals whose contributions exceed certain amounts per calendar year: \$100 in DE, \$300 in NJ, \$50 in NC, and \$250 in PA.



Frequently Asked Questions

What are PACs?

BAYADA political action committees (PACs) are organizations that provide critical campaign support to lawmakers who support issues that matter to all of us: quality home health care for our clients; help for their families; and fair compensation for our care professionals. Our PACs enable the Government Affairs Office (GAO) team, other BAYADA employees, and our clients to build strong relationships with and educate key legislators. These legislators make important decisions about Medicaid and Medicare, waiver programs, managed care, business issues, reimbursement rates, and more that can have a lasting effect on how home health care services are paid for and delivered.

2 What are some additional benefits of being a BAYADA PAC member?

BAYADA PAC members are better positioned to positively influence home health care policy and make a difference in the lives of our employees and clients. Members are often invited to private PAC-sponsored fundraising events that are not only fun, but offer a chance to personally educate elected officials about our services and positions on key issues. Events include private breakfasts and dinners, cocktail hours, BBQs, golf outings, and much more.

3 Will others know if I'm a member, and how much I contribute?

There are a limited number of people at BAYADA with access to membership data. Our PACs do not distribute membership lists to supervisors or the BAYADA leadership team. Federal and state laws require PACs to disclose certain membership and contribution information. This information is public and maintained by the Federal Election Commission and state boards of elections.

4 How are PAC distributions decided?

Our nonpartisan PACs ask the following questions to decide if and when a candidate should receive contributions:

- Does the candidate support home health care?
- Does the candidate have a good chance of winning election?
- What is BAYADA's footprint in the candidate's district or state?
- Does the candidate demonstrate or show potential for leadership, either through seniority or legislative committee assignments?
- Has the candidate been recommended by BAYADA PAC members?

PAC boards review distribution suggestions and vote on who should receive donations. Suggestions can come from any PAC member and be directed to any PAC board member. PAC activity is communicated quarterly to all PAC members by each PAC's treasurer.

5 Federal PAC membership is limited to executive or administrative salaried employees. What if hourly employees want to join?

Federal participation is limited to salaried employees. However, PAC membership in DE, NJ, NC, and PA is open to non-salaried employees. Contact your GAO representative with specific membership eligibility questions.

For more information, contact advocacy@bayada.com or **267-592-4855**.

