





## Frequently Asked Questions

### 1 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](mailto:advocacy@bayada.com) or **267-592-4855**.

