

Ingenovis Health (“Ingenovis” or the “Company”) is one of the largest scaled and diversified players in the healthcare staffing market, executing a tech-enabled strategy across traditional travel nurse, Rapid Response, Allied, physician services, labor dispute services and healthcare specialty services. The Company works across seven brands to fill critical healthcare gaps nationwide and enables hospitals and healthcare systems to offer uninterrupted quality patient care, even amid a compounding provider shortage.



“Through our partnership with Trilantic North America, Ingenovis Health has been able to invest in the one-of-a-kind ACT program, which provides healthcare professionals with the essential tools and resources they need to grow and advance their careers. Together, we are committed to help stem the tide of attrition in the healthcare industry and attract new talent to the profession.”¹

Bart Valdez
CEO

Key Initiatives Since 2021

THE ACT PROGRAM

Recent data shows that healthcare workers are at particular risk for career burnout, leading to emotional exhaustion, depression, and even a complete departure out of the healthcare industry all together. For this reason, Ingenovis has established the clinician-first purpose to build a home for healthcare talent and launched an initiative dedicated to providing wellness support services for all employees, inclusive of staff-in-field positions.

In August 2022, Ingenovis introduced the proprietary **Advocacy, Career, and Tools (ACT) program**, which provides clinicians with support and tools designed to foster their well-being and help them grow and advance in their careers. ACT was built based on feedback from frontline healthcare workers and provides traveling healthcare professionals with more than the traditional offerings of the past.

With ACT, Ingenovis aims to create ongoing awareness and advocacy efforts to inspire the industry to enhance provider experience, improve quality of care, and attract and retain talent.

In the first year of development, the ACT program has established the following sustained initiatives:

- Scholarships for nursing students
- Ingenovis Health Discount Program
- Clinician Engagement Partners
- Chief Nurse Advisory Board
- Travel Nurse Toolkit
- Sponsorship of nurse community “Operation Happy Nurse”
- Excellence in Action (EIA) award and recognition platform
- Monthly webinars focused on wellbeing
- Free Continuing Education Units (CEUs)
- Partnership with American College of Education with reduced tuition for clinicians & staff
- Partnership with mental health and mindfulness app “Aimicare”
- Voice of Clinician feedback from those on active assignment

Looking forward, the ACT program intends to continue to focus on advocacy through a variety of initiatives including training for clinicians, a nurse retention program, home loan assistance, and a clinician mentorship program.

(1) No compensation was paid in exchange for the above testimonial, but executives receive ordinary course compensation and could, and have, received other benefits as a result of their ownership or role in the Company, which could and have created conflicts of interest that provide an incentive to recommend Trilantic North America.

Seven Brands



“Having served on the frontline in intensive care units, I experienced firsthand the mental and physical stress healthcare workers have faced. With this new program, Ingenovis Health is committing to help healthcare workers, including myself, better manage the stressors that bring about burnout or attrition and lead the way to better working environments. I am so grateful for the enhanced focus on providers’ well-being, and I look forward to seeing what we can accomplish together.”^{1,2}

Lydia Mobley

ICU NURSE WITH FASTAFF

“The conditions for healthcare workers have dramatically changed, and our providers and clients need to know we are listening, adapting, and creating pathways of support. The ACT Program delivers the missing link in providing healthcare workers with the essential tools and resources to grow, flourish and advance in their careers. It is a bold and exciting concept that I’m proud to lead.”^{2,3}

Dr. Robin Geiger

INGENOVIS SENIOR VICE PRESIDENT OF CLINICIAN ADVOCACY

(1) Full article can be found [here](#).

(2) No compensation was paid in exchange for the above testimonials, but executives, employees and consultants receive ordinary course compensation and could, and have, received other benefits as a result of their role in the Company, which could and have created conflicts of interest that provide an incentive to recommend the Company.

(3) Full article can be found [here](#).



Disclosure Statement

The information provided about Trilantic Capital Management L.P. (“Trilantic North America,” “Trilantic NA” or the “Firm”) and certain funds managed by Trilantic North America, specifically Trilantic Capital Partners V (North America) L.P. (“Fund V North America” or “Fund V NA”), Trilantic Capital Partners VI North America L.P. (“Fund VI North America” or “Fund VI NA”) and Trilantic Energy Partners II (North America) L.P. (“TEP II North America” or “TEP II NA”) (each such fund, a “Fund”), is provided for information purposes only and is non-binding. This case study is not being provided to you and was not prepared with the intention of constituting, “Advertisements” (within the meaning of Rule 206(4)-1 of the Investment Advisers Act of 1940, as amended). As such, this case study is not intended to be used or relied upon as, and must not be used or relied upon as, an Advertisement. The information contained herein is not, and may not be, relied on in any manner as legal, tax or investment advice, or as an offer to sell or a solicitation of an offer to buy an interest in any of the Funds (which are closed to new investments) or any other security. If such offer is made, it will only be made by means of an offering memorandum, which would contain material information (including certain risks of investing in such issuer) not contained in this document and which would supersede and qualify in its entirety the information set forth in this document. Statements contained in this report that are not historical facts are based on current expectations, estimates, projections, opinions and beliefs of Trilantic North America. Such statements involve known and unknown risks, uncertainties and other factors, and undue reliance should not be placed thereon. In addition, certain information contained herein represents or is based upon forward-looking statements or information, including ESG-based initiatives, and while Trilantic North America believes such information is based on reasonable assumptions, forward-looking statements are inherently uncertain and actual events or results may differ from those projected. Therefore, undue reliance should not be placed on such information. In addition, while Trilantic NA seeks to integrate certain environmental, social, and governance (“ESG”) factors into its investment process in accordance with its ESG policy and subject to its fiduciary duty and any applicable legal, regulatory or contractual requirements, there is no guarantee that the Firm’s ESG policy is successful or that its investments create a positive ESG impact. In addition, applying ESG factors to investment decisions is qualitative and subjective by nature, and there is no guarantee that the criteria utilized by the Firm or any judgment exercised by the Firm reflects the beliefs or values of any particular investor. There are significant differences in interpretations of what positive ESG characteristics mean by region, industry and issue, and these interpretations are rapidly evolving. In addition, statements in this case study are based on Trilantic North America’s views at the time that this case study was drafted and do not represent a commitment to ensure that specific targets, policies, programs, or other forward-looking actions are achieved. Certain information contained herein is based on or derived from information independently compiled by the applicable portfolio company or a third-party advisor to Trilantic North America, a Fund and/or such portfolio company, and such information has not been independently verified or assured by Trilantic North America. While Trilantic North America believes that such information is accurate and that the sources from which it has been obtained are reliable, none of Trilantic North America nor any of its affiliates or the Funds take responsibility for such information, nor can they can guarantee the accuracy, adequacy or completeness of such information. Further, the information set forth herein does not and will not, in any way, waive, limit, or restrict the rights of Trilantic North America, a Fund’s general partner or any of their respective affiliates and related persons under the applicable definitive fund documents, including without limitation any confidentiality, indemnity and exculpation provisions. Information herein is as of 5/15/2023, provided that all ESG metrics and other metrics are for calendar year 2022, in each case, except as otherwise noted, and none of Trilantic NA or any affiliate has any obligation to update the information set forth herein. This case study is an excerpt from the Firm’s 2022 ESG report, dated May 2023.