



2025 Annual Community Impact Report



About Compassus

Message from Compassus CEO Mike Asselta

Our commitment to giving back is rooted in strengthening the communities we serve. Each year, we challenge ourselves to make a deeper, more meaningful impact—supporting individuals and families, investing in local resources and helping meet needs that extend beyond the bedside. As we welcome new partners and teammates, we expand what's possible and extend the reach of our efforts. Together, we're creating lasting community benefit—one family, one moment, one step at a time.

What we do

Compassus provides a continuum of integrated home-based health care services including home health, home care, home infusion, palliative and hospice care. Thousands of teammates and hundreds of access points nationwide provide high-quality care and manage patients' advanced illnesses in partnership with health systems and long-term care partners. The *Compassus Care for who I am* culture reflects its unique care delivery model, which focuses on each person as an individual as well as a patient, to improve their quality of life in a meaningful way.

Our mission

To advance well-being and honor quality of life.

Our vision

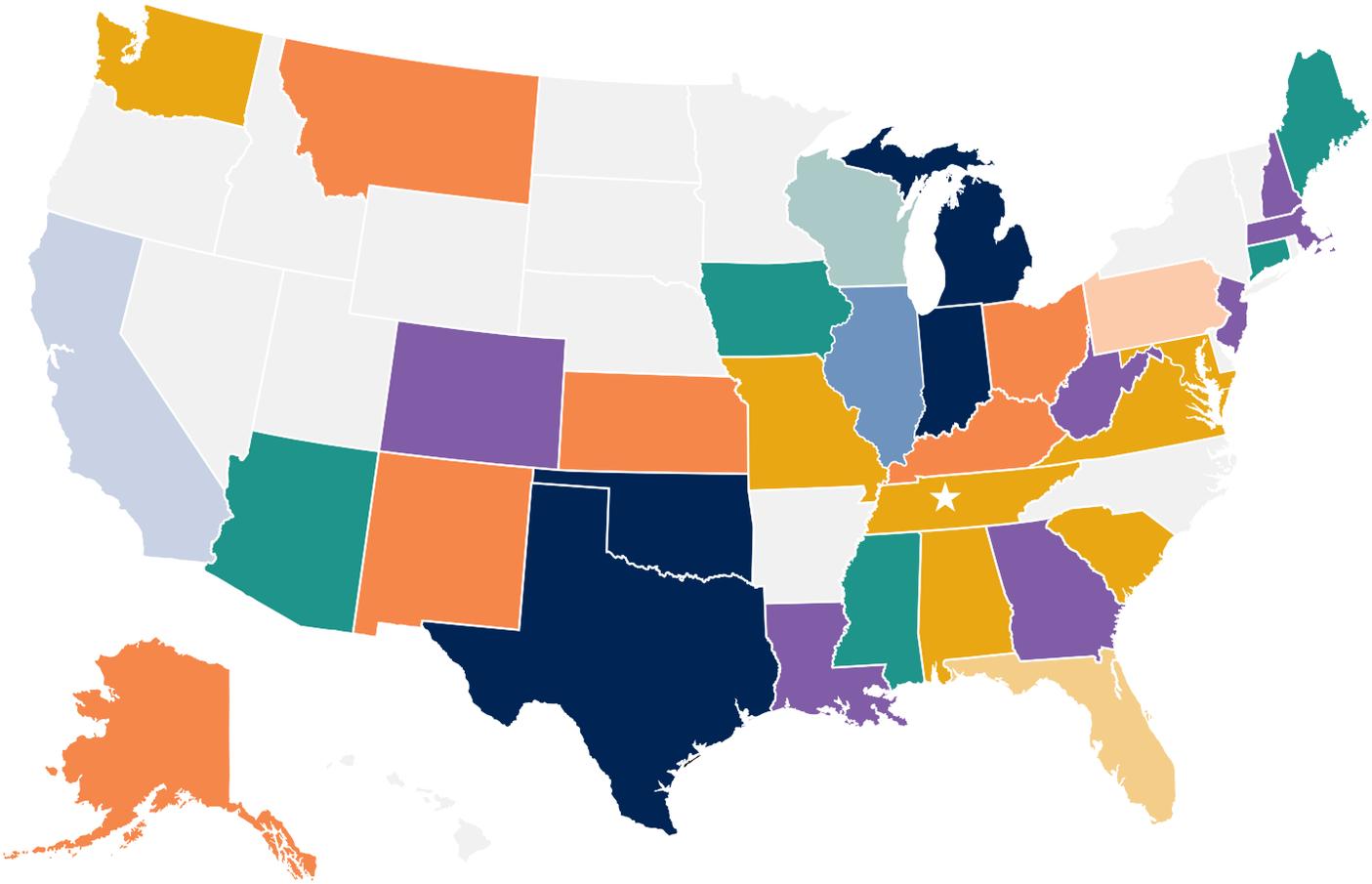
To transform lives as the most valued partner for person-centered care delivered where people live.

Core values

Compassion, integrity, excellence, teamwork, innovation

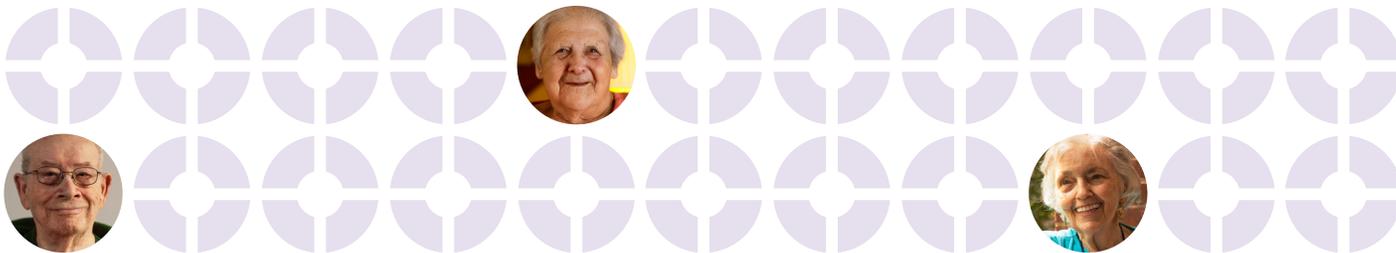


Compassus' footprint



Service lines

- Hospice Care
- Hospice Care, Home Health
- Hospice Care, Home Health, Home Care, Palliative Care
- Hospice Care, Home Health, Home Infusion
- Hospice Care, Home Health, Home Infusion, Palliative Care
- Hospice Care, Home Health, Palliative Care
- Hospice Care, Home Infusion
- Hospice Care, Home Infusion, Palliative Care
- Hospice Care, Palliative Care
- Home Health, Home Infusion



Stewardship and financial transparency

Financial Assistance Program overview

Compassus' mission is rooted in supporting the well-being and quality of life of the individuals we serve. Consistent with that mission, we maintain a financial assistance program that may provide limited support to eligible patients receiving services who are experiencing financial hardship. Assistance is provided based on established eligibility criteria and the availability of program funds. Patients and families who would like to learn more about the program or how to apply are encouraged to contact our team or visit our website for additional information.

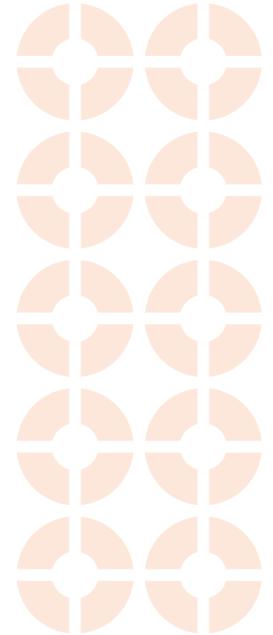
Hospice self pay provided
\$875,950

Hospice indigent care provided
\$953,495

Taxes overview

Payroll taxes paid
\$178,200,562

Personal property taxes paid
\$163,244



Stewardship and financial transparency

Education

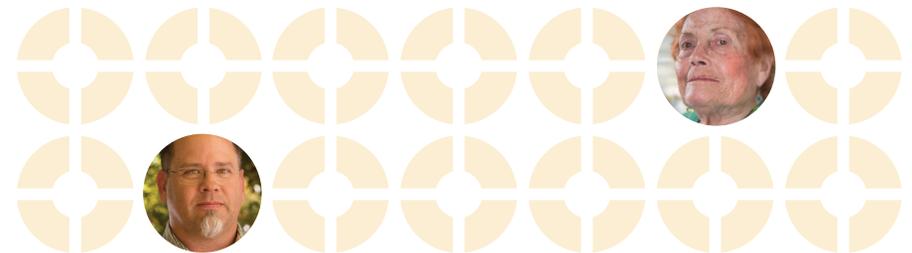
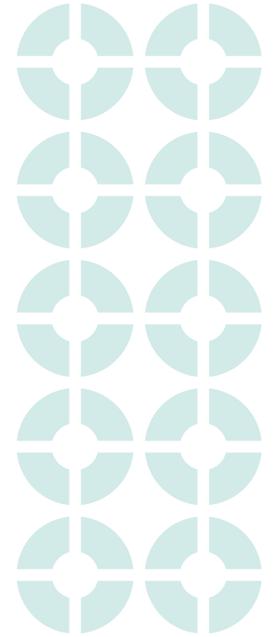
As part of the company's robust benefit offerings, Compassus encourages ongoing education and provides partial tuition assistance and reimbursement for qualifying programs.

Educational reimbursement
\$68,805

Guild tuition reimbursement
\$40,800

Guild tuition assistance
\$56,200

Total tuition reimbursement
\$165,805



Community giving

Compassus CARES

Compassus CARES is Compassus' internal employee relief program, managed in partnership with the Community Foundation of Middle Tennessee. Every year, Compassus CARES grants thousands of dollars in aid to team members in financial distress. Compassus matches every employee donation dollar-for-dollar.

2025 impact

Teammate donations
\$106,679

Grants awarded
68

Compassus match
\$106,679

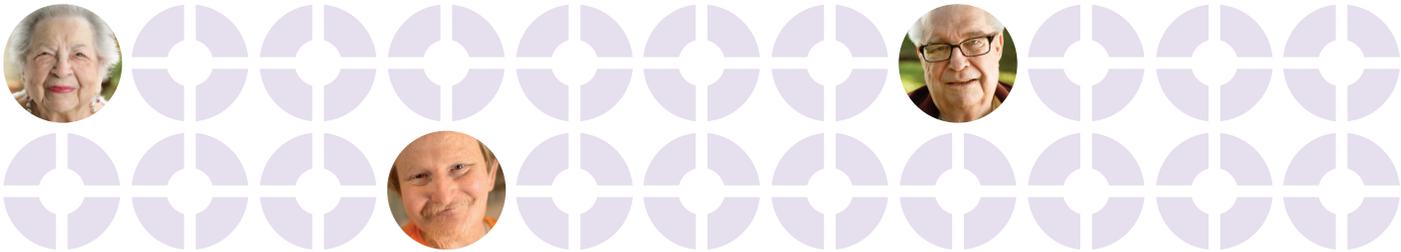
Grant dollars awarded
\$81,886

Total contributions
\$213,358

Grant categories
Funeral costs, housing, medical costs, utility assistance

"I was off work using FMLA to care for my father while he was on hospice. If it hadn't been for this charitable program, I would have lost my home on top of losing my father. Bless Compassus CARES and all the employees that have given to this program."

—
Compassus CARES grant recipient



Community giving

CARES Shelf

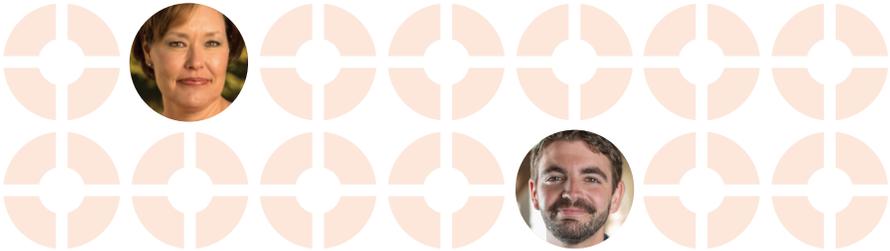
In 2025, Compassus launched an employee food pantry in three markets. The CARES Shelf is a discreet, judgment-free space where any team member can pick up essential items, such as hygiene products, non-perishable food, school supplies and seasonal wellness items, whenever needed.

CARES Shelf locations:
Monett, MO
Lorain, OH
Detroit, MI



“I did what I needed to take care of my family, not knowing how it would work out. The help I received from Compassus CARES was so helpful... It took some of the weight off my shoulders and let me do what I do well—take care of people.”

—
Compassus CARES grant recipient



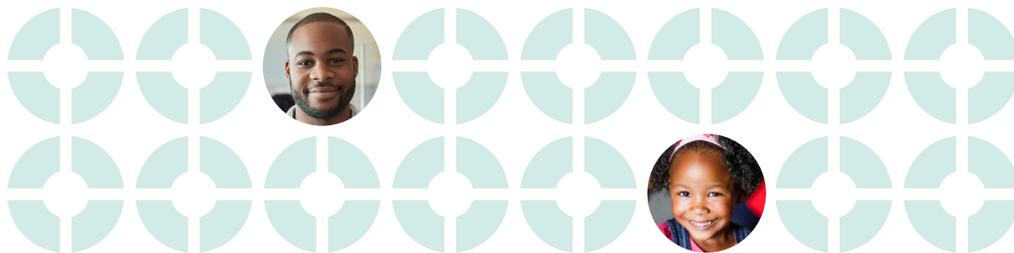
Global impact

Living Hope in Cape Town, South Africa

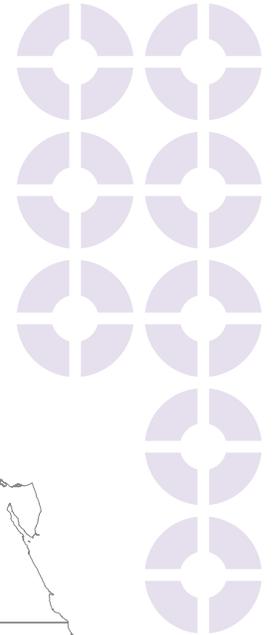
Compassus has a calling to deliver compassionate care not only in our local communities, but also to those around the world. In 2011, Compassus began its partnership with Living Hope to support hospice services in Cape Town's impoverished township communities through donations of monetary aid, medical supplies and health care expertise.

Living Hope is a ministry-based nonprofit that offers health care services, counseling and education to more than 111,000 underprivileged residents in Cape Town, South Africa. Programs focus on improving general health and hospice care, HIV/AIDS treatment and prevention, and economic empowerment.

"Many of our people have been let down so much by the government, by other people, but by knowing that Compassus is a friend and is going to come back again, they can depend on Compassus." —John Thomas, Living Hope Founder



Cape Town



Global impact

Living Hope by the numbers

The Living Hope inpatient unit and home-based care are made possible through Compassus teammate payroll contributions and Compassus' dollar-for-dollar match.

2025 impact

Teammate donations
\$60,869

Compassus match
\$60,869

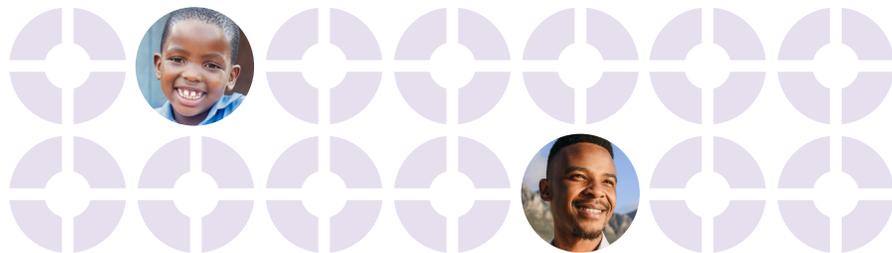
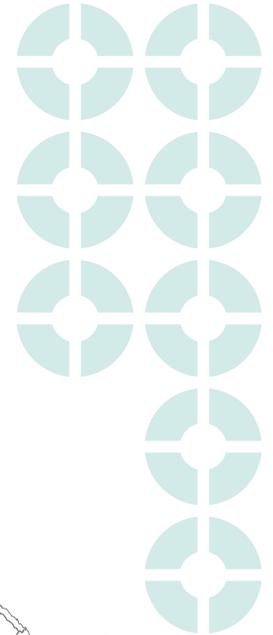
Total contributions
\$121,740

Partnership lifetime impact

Teammate donations
\$611,745

Compassus match
\$611,745

Lifetime contributions
\$1,223,490



About Compassus Living Foundation

Compassus Living Foundation is an independent, 501(c)(3) nonprofit organization dedicated to supporting individuals in the community who are receiving hospice or palliative care. Patients, family members, caregivers or community advocates may apply for assistance on behalf of any eligible individual receiving hospice or palliative services, regardless of the provider delivering their care.

The foundation provides limited financial assistance for essential non-medical living expenses, such as housing, utilities and transportation, when those needs create financial hardship. The purpose of this support is to help patients remain safe, stable and comfortable in their homes during care. Assistance is based on eligibility and need and is available to qualified community members without regard to whether they receive services from Compassus or its affiliates.

Compassus Living Foundation's mission

To support financially distressed hospice and palliative patients and their families.

Compassus Living Foundation makes a real, immediate difference for patients and families in three areas:

Shelter Me

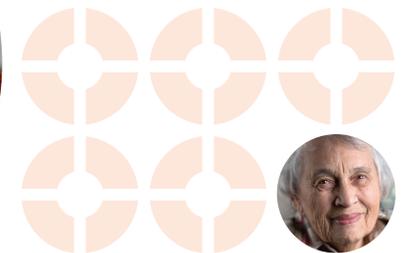
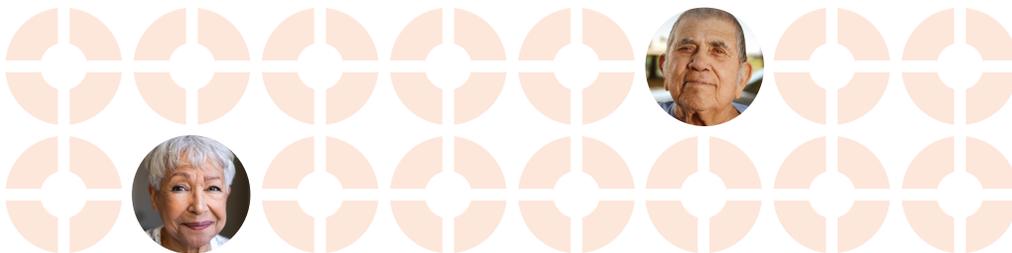
Examples include rent, mortgage, utilities, home repairs, and extermination.

Wish with Me

Financial assistance with final wishes of the patient before passing. Some examples have included local/regional outings with family, airfare for relocation, theme parks or parties.

Comfort Me

Support for partial costs of final arrangements, such as cremation.



Compassus Living Foundation's 2025 impact

Compassus Living Foundation serves as a beacon of hope for patients and families navigating financial hardships. Compassus Living Foundation is creating life-changing moments that exemplify the power of compassion and community.

Offices reporting
196

Number of donors
2,400+

Average gift
\$162

Grants awarded
423* Highest number of grants offered in a year

Grant dollars awarded
\$294,686

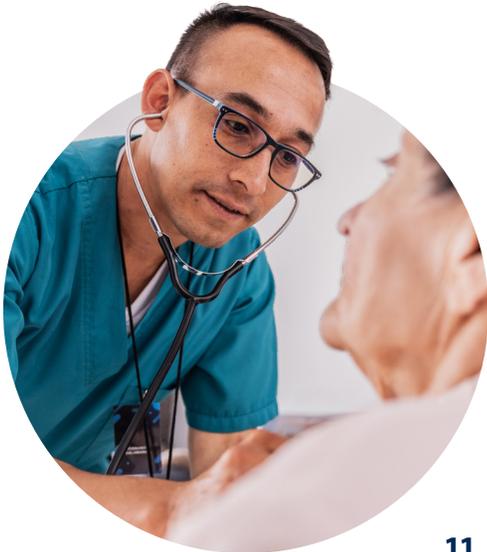
Average grant
\$697

Grants per program
215 Comfort Me
175 Shelter Me
33 Wish with Me

Compassus teammate contributions
\$39,024

"We are deeply grateful to all of our donors, including Compassus teammates, whose generosity brings hope and support to hospice patients and their families in need. Your contributions embody the spirit of compassion and make a truly meaningful impact in the lives of those we serve."

—
Becky Tillman, Executive Director
Compassus Living Foundation



Foundation “Wish with Me” stories

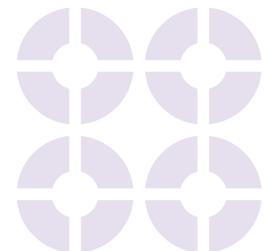
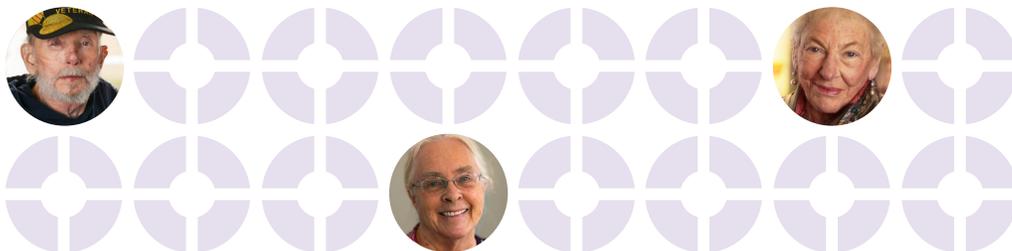
A wedding made possible by love, community and compassion

After 18 years together, Lecia and Tony Miles had long dreamed of getting married. Life, as it often does, brought reasons to wait until Lecia, at age 64, was diagnosed with breast cancer. While speaking with her Mercy Health Hospice by Compassus care team in Paducah, KY, Lecia shared a deeply personal wish: she wanted to marry Tony. Her care team listened and joined forces with Compassus Living Foundation to make her dream a reality.

Compassus Living Foundation worked with Lecia’s daughter, Robyn, and the hospice care team to plan the wedding in just two weeks. The foundation paid for the bride’s bouquet and food for the reception. On a beautiful day in their backyard, surrounded by love, Lecia and Tony were married in front of more than 50 family members and close friends.

“It was one of the greatest honors of my career to bring this moment of love to Lecia and her family. I’m deeply thankful for the coworkers whose compassion and teamwork helped make this dream come true.”

—
Peyton Greifenkamp
Hospice Social Worker, Mercy Health Hospice by Compassus



Foundation “Wish with Me” stories

Dancing with joy: A hospice story of hope and heart

In hospice care, there are times when medicine steps aside and humanity takes the lead, as seen in the story of 18-year-old Elaria, who was living with a severe genetic illness and chronic respiratory failure. At Providence at Home with Compassus, her care team honored her spirit by creating meaningful experiences, like bringing the beach to her when she could no longer visit it. However, her deepest wish remained—to ride a horse. Though her medical needs made riding impossible, her care team collaborated with Compassus Living Foundation to fulfill her dream in an extraordinary way. The foundation funded a visit with a miniature therapy horse.

The day the horse visited Elaria—performing tricks and dancing with Elaria to Taylor Swift’s “Shake It Off”—was a moment filled with joy, music and connection, where illness momentarily faded. Elaria’s story exemplifies the essence of hospice care, honoring the dreams of patients and creating moments of freedom and meaning even in life’s most fragile chapters.

“Elaria told us that horses represent freedom, and she likes to imagine riding across the sands of Egypt. We are deeply grateful to the foundation for helping make this experience possible!”

—
Pediatric Hospice Chaplain
Providence at Home with Compassus





10 Cadillac Drive, Suite 400
Brentwood, TN 37027
615-224-8028

compassus.com

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