



Scale Opportunities: Cooperative Conversion & Shared Services

What is a Cooperative Conversion?

When a Traditionally owned company is sold to the workers

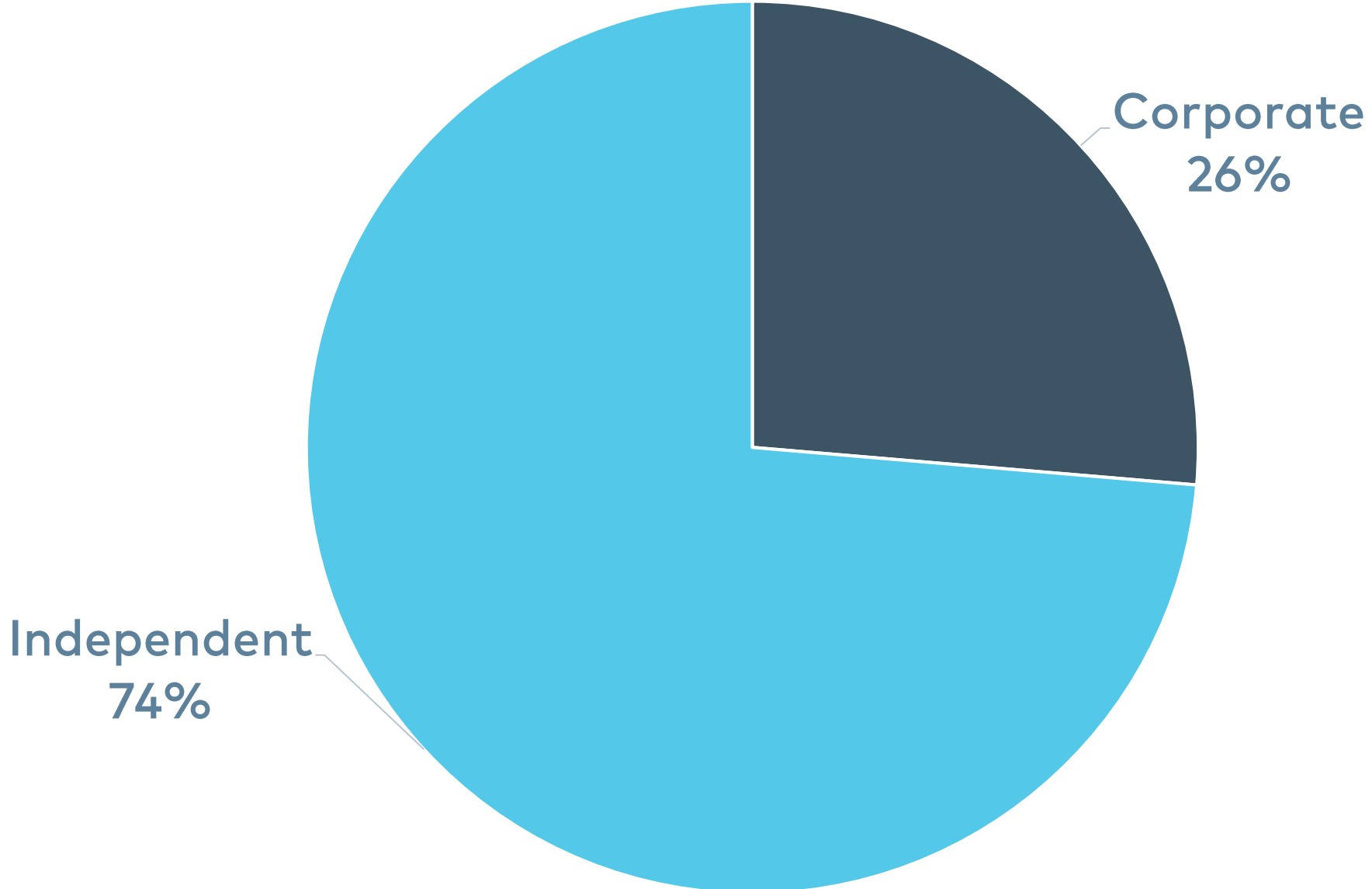
Positives

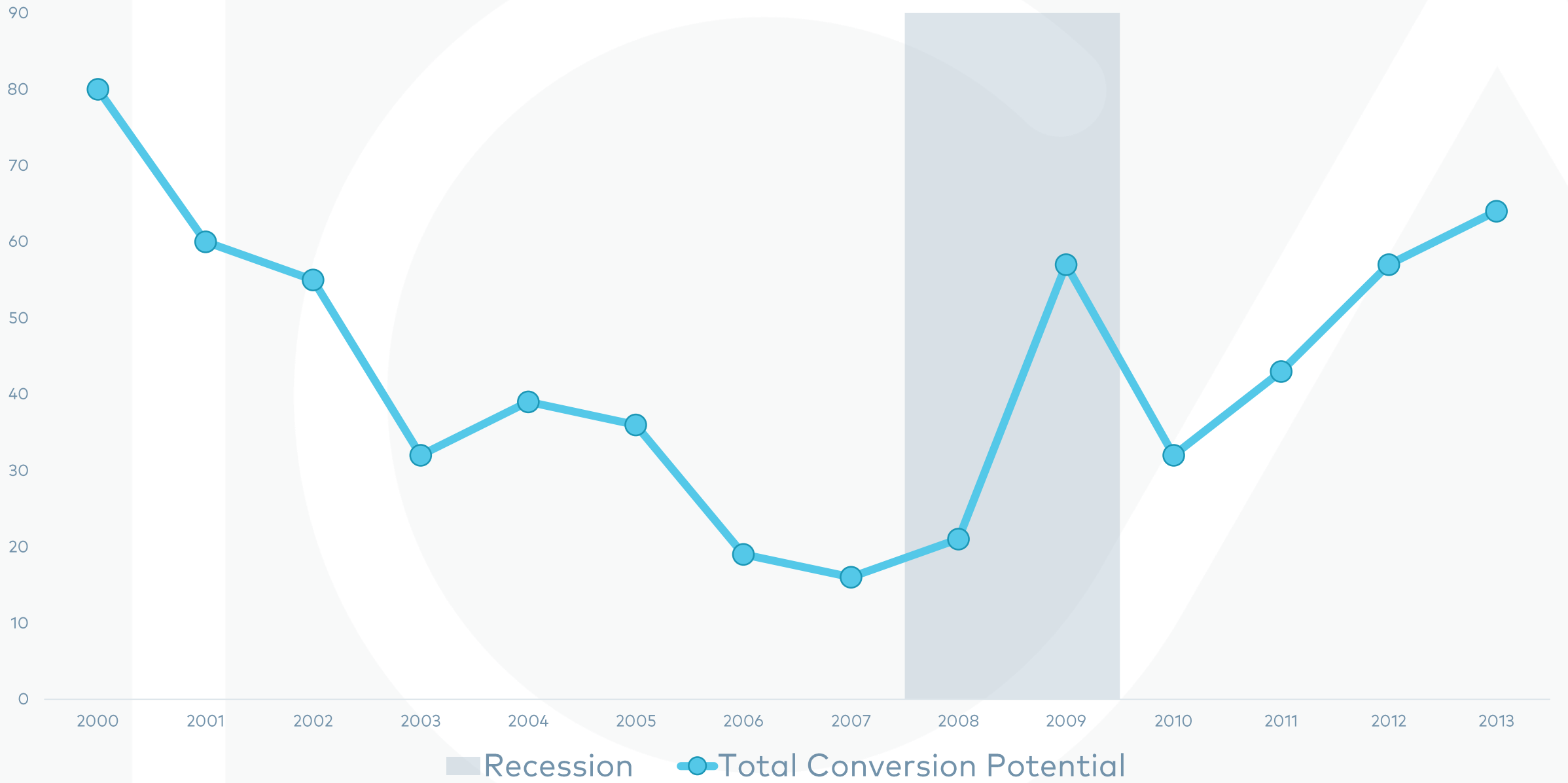
- Avoids startup challenges
- Starts coop with leadership and caregivers in place
- Often less difficult to secure financing
- A path to enter the public pay (Medicaid) market
- A path to getting to scale at a faster pace

Challenges

- Need to ID willing seller
- Existing leadership alignment
- What is the value of a home care company?

Corporate Structure of Home Care Firms (20 to 100 employees)





Shared Services

What do we
mean by
shared
services?



What can we do together that we can't do alone?



We can buy together

- Workers compensation insurance
- Health insurance
- Payroll services
- Software
- Consulting
- Marketing

We can Learn together

- Peer support
- Training certification
- Specialized training
- Financial benchmarking
- Operational benchmarking

We can problem solve together

- Recruitment & Retention
- Expansion support
- Training support
- Joint political activity
- Revenue Diversification