UMWIDONDORO	PAS1A
Ubwoko bw'idokima	Itegeko
Uburyo bikoramwo	UVMH CVMC/PMC/UVMMC
Urwego rwa nyeneyo	AVP Patient Access
Urwego rw'umukozi yavyemeje	Icegera c'umubozi nshingwabikorwa w'ubutunzi & CFO
Amatariki y'ishirwa mu ngiro	1/1/2026
Itariki y'ihinyanyurwa rikurikira	1/1/2029

URWEGO: Indinganizo y'ukwunganirwa mu buryo – Bitaro vyose vya Vermont

IMPAMVU: Mu gushiraho itegeko n'umuyoboro ku burongozi bwa The University of Vermont Health Indinganizo y'ukwunganirwa mu buryo mu bitaro vya Vermont.

URWANDIKO RW'AMATEGEKO NGENDERWAKO: The University of Vermont Health ("UVMH") Ni ikigo co kwita ku barwaye citayeho kuvura abarwayi bose ku rugero rumwe, mu cubahiro n'ubuntu bibereye, hatitawe kuri asiransi canke amikoro y'umugwayi. Ikindi abafatanyabikorwa ba UVMH Vermont Hospital Partners (basigwe aha hepfo) bishinze gusahiriza mu buryo abantu bakeneye kwitabwaho kw'ibanze ku magara yabo bakaba batagira asiransi, badashobora gukwiza ayo asiransi isaba, badashobora kuja mu ndinganizo z'igihugu, canke badashoboye kuriha ukwivuza kwabo bivuye ku mikoro yabo. Bitayeho cane umuhamagaro wabo wo kwita ku bababaye, ku rugero rwiza, seruvise zo kwita ku magara yabo no kwuzuza inshingano nk'ikigo kidaharanira inyungu, UVMH igwana n'uko amikoro y'abantu bakeneye kwivuza atababera intambamyi yo kurondera no kwitabwaho ku magara yabo.

Ubwunganizi mu buryo ntibifatwa nk'igisubirira ivyo umuntu abazwa. Abagwayi basabwa gukurikiza neza indinganizo za UVMH's Vermont Hospital Partners n'abafatanyabikorwa mu kuronka izindi nzira zo gushobora kuriha canke kwunganirwa mu buryo, bakagira uruhara mu kuriha ukuvurwa kwabo hisunzwe ubushobozi bw'umwumwe mu kishura. Abantu bafise ubushobozi bwo gushobora kwirihira asiransi baraterwa integer zo kubibandanya, nk'inzira yo kubashoboza kuriha seruvise z'ukuvurwa kwabo, kwita ku magara yabo imbere ya vyose, no kukingira ubutunzi bwabo.

Mu gutunga neza ubutunzi hamwe no gufasha UVMH gushobora guha ubufasha bubereye igitigiri kinini gishoboka c'abantu babukeneye, amategeko ngenderwako n'indinganizo bikurikira vyarashizweho mu ntumbero yo gusahiriza abagwaye.

Amategeko ngenderwako afata umurwayi ari indani muri bitaro hamwe n'umugwayi ari inyuma mu bisata vy'ibitaro mu mashami y'abafatanyabikorwa ba UVMH Vermont Hospital Partners:

Central Vermont Medical Center
130 Fisher Road
Berlin, VT 05602

Porter Medical Center
115 Porter Drive
Middlebury, VT 05753

The University of Vermont Medical Center
111 Colchester Avenue
Burlington, VT 05401

INGENDO:

Ubwunganizi muvy'uburyo

<u>**Ugushobora kuja ku rutonde rw'abavurzwa**</u>:

Amaseruvise akurikira arashoboye kuja ku rutonde rw'ivyo umuntu yunganirwamwo:
- Seruvise z'ubuvuzi bwihuta cane butangiwe mu cumba c'indembe zihutirwa na
- Ukuvurwa bimwe biri ngombwa, nka seruvise zihuta ku bintu, mu gihe bitavuwe neza, bishobora kuzana impinduka mbi ku bugwayi n'amagara y'umuntu.

Seruvise zidashobora kuja ku rutonde rw'ibironka inyunganizi, ni nk'izi hamwe n'izindi zitari aha:
- Ukwubaka ubwiza/seruvise z'uguhindurwa ku mubiri;

- Ubugumba/seruvise zo kuvura ubugumba (akarorero., IVF, ukwiyugaza kw'abagabo/reversals, ukwiyugaza kw'abagore/reversals);
- Ukuvugwa kutari ngombwa, harimwo no kuja mu bitaro bitari ngombwa cane;
- Seruvise zatanzwe mu ndinganizo za rusangi (akarorero, hamaze kubaho gupungurizwa);
- Ubushakashatsi/seruvise z'ukugerageza;
- Ukuvurwa kw'abantu batari abanyamerika bafise visa y'ugutembera/abaramutsa bavuye mu bindi bihugu *kiretse* (i) seruvise z'ubuvuzi bwihuta cane butangiwe mu cumba c'indembe zihutirwa csnke (ii) uwo muntu n'ubwo atari umunyamerika ariko akaba aba canke akorera muri Vermont nko muri ico kiringo yavuriweko;
- Seruvise zatangiwe kuri Appletree Bay; na
- Seruvise asiransi canke ibindi bigo vyishurira umurwayi

Indishi zishurigwa umunyamwuga: Abakozi bose b'abavuzi bangajijwe na UVMH bakorera kuri UVMH Vermont Hospital Partners hamwe n'abaganga baragengwa n'iri tegeko. Urutonde rwashizwe ku gihe rw'abanyamwuga bafiise amahirwe yo kuba rutonde rw'abakorera aha turarusanga ku masite yose y'ibitaro na link turusangako musi y'igice c'amakuru ya contact kuri iri tegeko. Gusaba kopi y'urutonde kubuntu, musabwe kwitura Customer Service Department kuri 802-847-8000 canke kuri 800-639-2719.

Ivyishurwa ku bitaro: Seruvise zose zitangwa canke zasabwe kuri UVMH Vermont Hospital Partners hatarabwe ko ari umukozi canke umuganga atahakukira. *Icitonderwa*: Iki gice cega amafagitire y'ibitaro/ibisata gusa; ni kuraba kubigenga umunyamwuga kugira umenye nimba fagitire izokwishurwa.

Urugero mfatiro ku butunzi: Ugushobora kuja ku rutonde rw'ukwunganirwa mu vy'uburyo bizokorerwako kuri abo bantu batagira asiransi, badashobora gukwiza ayo asiransi isaba, batemerewe porogaramu n'imwe y'ubufasha bwa leta, badashobora kuja mu ndinganizo z'igihugu, canke badashoboye kuriha ukwivuza kwabo bivuye ku ngingo ivuye ku mikoro hisunzwe iyi ngingo. Itangwa ry'ubwunganizi rishobora kwisunga ingano y'ivyankenegwa mu butunzi bw'umuntu umwumwe kandi rikagendera ku hantu umuntu aba ariko hatarabwe imyaka, ubwoko, urukoba, igitsina, ingendo ifatiye ku gitsina, ko umuntu yubatse canke atubatse, idini, amamuko, ubwenegihugu, stati y'ubwimukira, ururimi kavukire, ubumuga, amagara y'umuntu, canke karanda.

Kiretse iyo hari Ntahonikora (bisigurwa aha hepfo), Ugushirwa ku rutonde rwo guhabwa ubwunganizi vyisunga isuzumwa ry'amafaranga aronka n'ubutunzi. Umugwayi ategerezwa guca kuri ivyo bipimo vyose kugira aronke amahirwe yo kuja ku rutonde rwo guhabwa ubwunganizi.

- Isuzumwa ry'amafaranga yinjizwa: Amafaranga umurwayi yinjiza, aharurwa hisunzwe 18 V.S.A. § 9481(5), ari ku rugero, canke hejuru y'ibice 400% kuri Federal Poverty Level Guidelines (FPLG) ashobora gukorerwa iryo suzumwa.

    - Abo umuntu atunze bashikana imyaka 18 bashobora gushirwa mu biharuro vy'ukwo urugo rungana mu gihe bari ku mpapuro zerekanwa mu bigo vy'ikori ku butunzi bw'urugo.
    - Abakozi b'abimukura usanga abagize umuryango (uwo bubakanye, abana b'amaraso/abarerano) baba inyuma y'igihugu barashirwa mu biharuro vy'ukwo urugo rungana.

- Isuzumwa ry'ubutunzi: Umuntu wese/urugo ashirwa ku butunzi buharuritse bungana n'urugero rw'ayo yinjiza ku bice 400% vya FPL, unganishije n'uko umuryango ungana mu nzu. Mu gihe ubutunzi buri musi y'uyo murongo, umugwayi aca akoregwa isuzumwa ry'ubutunzi.

    - Ubwo butunzi buharuritse ni ivyo umuntu afise bishobora kuvunjwa mu mafaranga ata mahadabu n'inzira ndende umuntu aciyemwo, aha hakaba harimwo nk'ayarikuri conte, ayaziganijwe, canke imitahe, amakomisiyo;
    - Ubutunzi buharuritse *ntihajamwo* inzu nkuru abantu babayemwo, conte ya pensiyo (akarorero, 401(k), IRA, n'ibindi.), integuro ya pensiyo na conte y'ukuziganya 529, imitungo n'itongo rya kabiri. Hene ubwo butunzi ntibuzorabwa mu gushinga ko umuntu aja ku rutonde rw'abaronka ubwunganizi.

- Ntahonikora: Ku barwayi ubutunzi bwinjizwa n'urugo vyaharuwe hakoreshejwe 18 V.S.A. § 9481(5), ari ku rugero, canke hejuru y'ibice 600% FPLG, kandi ayo bikurira mu mifuko yabo bariha fagitire z'ibitaro arenga 20% y'ayo urugo rwinjiza; aho UVMH ishobora kugabanya kuri 20% ayo umugwayi yishura mu mahera urugo rwinjiza canke $10,000, ayo nayo akaba ari make.

Urufatiro rw'aho umuntu aba: Umugwayi ategerezwa kuba aba mu karere k'ibikorwa vya UVMH kiretse mu gihe ico gikorwa ari icihuta canke gikeneye gukorwa ubutaraganya. Ibikorwa vyapangiwe umwanya ku barwayi baba inyuma y'akarere k'ibikorwa vya UVMH ntibirimwo mubironswa ubwunganizi. Ubwunganizi mu buryo ku bantu baba inyuma y'akarere k'ibikorwa vya UVMH bazoronka ku kibazo kimwe conyene kandi habayeho ukuvyemeza bijanye.

Akarere k'ibikorwa vya UVMH ni aka: Vermont Counties zose, Bimwe muri New York Counties zatowe (Clinton, Essex, Franklin, Washington, Hamilton, Warren, na St. Lawrence) Bimwe muri New Hampshire Counties zatowe kubera labo zatowe nk'urufatiro (Coos, Grafton, na Sullivan Counties).

- Abantu baba muri Vermont, bakorera umukoresha wo muri Vermont ngo batange seruvise muri Vermont canke biga muri Vermont, canke uruvangane rw'ivyo. Muri ibi hajamwo umuntu aba muri Vermont igihe izi seruvise zitangirwako ariko akaba atagira aho aba hadahinduka.
- Abantu baba muri New York bategerezwa kuba baba mu karere k'ibikorwa vyacu n'imiburiburi igihe kirenga amezi 6 ku mwaka kugira akwize ibisabwa ku vyerekeye aho umuntu aba.

Icemezo c'aho umuntu aba gishobora gutangwa n'uwariwe we muri aba bakurikira:

- Ibirango vy'ikori vya vuba nka vyose birerekana aho ibikorwa bibera;
- Akarere uruhusha rwo kugendesha rwemerewe, amafagitire yo munzu afise aderese, icanditse c'ubukode canke amafagitire y'ivyankenerwa mu gace, ikopi y'amasezerano y'akazi ku mwimukira canke ikete ry'umukoresha ryemeza umukozi;
- Ibiranga agahembo k'abakozi muri Vermont, icemezo c'uko umunyeshure yanditswe kw'ishure, canke dokima yanditse ivuye muri Open-Door Clinic; canke
- Icanditse kandi gisinye c'umugwayi (canke umurezi, canke umugwaza, bivanye n'uko ikibazo kimeze) vyerekana ko umurwayi yahora aba muri Vermontariko akabura uburaro bwamaho mu gihe izo seruvise zatangwa.

Asiransi y'ukwivuza n'uburyo bwizewe bwo kuriha: Ibikorwa birangukira muri UVMH Vermont Hospital Partner bizokwishuzwa umugwayi ku ruhara rwiwe, asiransi yigenga, umukoresha wiwe mu ndinganizo yabo yo kuvuza abakozi, mu bufasha buhabwa abakozi/ibigo bindi birihira abantu ubuvuzi. Mu gihe hoba hari ukwishura ku gukomereka/gukomeretsa bitegekanijwe ku matariki ari imbere, UVMH iraheza ikuzuza dosiye mu ntumbero yo kubungabunga inyungu zayo, havuyemwo abarabwa na Medicare/Medicaid. Inyuma y'uko dosiye yarungitswe, ubwunganizi burashobora gukorerwa umugwayi abirekuriwe. Mu gihe hariho ukuzorihwa n'ibice bisabwa gushumbusha, iyo ndishi kuri UVMH izoca ifasha UVMH nyene gushobora kwisubiza igice canke vyose mu bufasha yari yabaye iratanga ku mugwayi.

Indinganizo yo kubungabunga amagara y'abantu/Urufatiro mu gutanga ubuvuzi: Abagwayi basaba UVMH Vermont Hospital Partner inyunganizi y'uburyo barigwako mu kuraba ko babereye kuja ku rutonde rw'indinganizo y'igihugu yo kubungabunga amagara y'abantu kandi bagahimirizwa kuja kuri asiransi zibungabunga amagara. Havuyemwo abimukira batagira impapuro, abagwayi bamaze gutorwa nk'aboja kuri Medicare canke Medicaid, kubisaba no kwemera gukurikiza amategeko ngenderwako y'indinganizo nivyo vy'ibanze kuri gahunda y'ukwunganirwa na UVMH.

Ugukurwamwo:

- Abagwayi bahuye n'izi ngingo ACT119 z'ugukurwamwo nta kugabanirizwa bazobona
- Abantu bo muri Vermont begwa na Medicaid basabwa gufashwa mu gihe ubutunzi binjiza buri musi y'imirongo mikuru ya Medicaid.
- Ukwankirwa kw'umwimukira atagira ivya ngombwa ku guhabwa asiransi nticoba icitwazo co kwankirwa guhabwa ubwunganizi mu buryo.
- Ukwanka kwiyandikisha mu ma asiransi yigenga ku bantu baba muri Vermont nti kiba impamvu yo kwimwa ubwunganizi.
- Umugwayi asanzwe ukwemera kwiwe canke imico yemera imubuza kurondera canke guhabwa ubufasha buvuye mu nzego z'igihugu ashobora gukurwa mu ndinganizo y'ukubungabunga amagara. N'ubwo biri uko, umugwayi, umugwayi azobazwa igice c'amafaranga azoba yaharuwe na Financial Assistance Program Appeals Committee hamwe na CFO.

Uguharura ivya nkenerwa: Ivyankenerwa bizoharugwa hagendewe ku ntambwe harimwo ukugenzura umuntu ukwiwe navyo bikaba bijamwo ibi bikurikira:

- Gukora intambwe z’ugusaba, murizo umugwayi canke umwishingizi asabwa gufasha akongera agatanga impapuro, amakuru yerekana amikoro y’umuntu hamwe n’izindi mpapuro zigaragaza ko abereye iyo nyunganizi mu buryo;
- Ukwiga ku zindi nzira zigaragaza amakuru avuga ku makuru ajanye n’umugwayi ku bushobozi bwo kwishura canke umwishingizi w’umugwayi;
- Utwigoro tudasanzwe twarakozwe na UVMH mu kurondera inzira zindi zibereye zo kuriha muri iyo migambi aho bikunda, hamwe n’aho umugwayi yokwunganirwa mu gusaba kuja muri izo ndinganizo;
- Hagendewe ku butunzi bufadika bw ‘umugwayi, hamwe n’izindi nzira zinjiriza umugwayi, hamwe
- Umwihwezo kuvyo umugwayi atarishe kuri conte ya UVMH kuvyo umugwayi yakorewe imbere.

Mu bihe habaye ubwunganizi butabanje kwigwa nk’uko bivugwa aha hepfo, intambwe z’ukubisaba zirashobora guhinduka bitamenyeshejwe UVMH.

Mu gihe arivyo vyashimwe, ariko bitasabwe, ko gusaba ubwunganizi no guharura amikoro vyagomve kuba mbere y’itangwa ry’amaseruvise. Umugwayi ategerezwa kuba afise ayo ataratanga arindiriye kuri conte muyo UVMH Vermont Hospital Partner imubaza, mu kwitega ko hoba asiransi yoza kwishura ayo bafitiye UVMH Vermont Hospital Partner, canke seruvise yategekanije mu misi izoza/seruvise yasabwe kuri UVMH Vermont Hospital Partner ishobora gutuma haba amafaranga yishuzwa umugwayi.

<u>Kuboneka nk’uwukwiye inyunganizi bitarinze kwigwa</u>: Hari uturorero aho umugwayi ashobora kuboneka nk’uwukwiye ubwunganizi, ariko hakaba ata dosiye yo gusaba ubwunganizi ihari bivuye ku kubura dokima bijana. Kenshi hari amakuru abereye ava ku mugwayi canke biciye mu zindi nzira aba ashobora gutanga ivyemezo bikwiye ko umugwayi akeneye inyunganizi.

Ugutorwa bitarinze guca mu kwiga bishobora guca ku bimenyetso vy’ubuzima bw’umuntu ubwiwe bishobora kujamwo:

- Kuba wari waratowe kuba mu ndinganizo z’ugufashwa mu bindi bice (akarorero, Medicaid)
- Kwemererwa muri porogarama y’ubwunganizi mu mfunguro (SNAP)
- Kugira uruhara muri porogarama z’abakenyezi, inzoya n’abana (WIC)
- Umugwayi ari mu kato/arafunzwe afise n’amafaranga aheranye atarishurwa na asiranse
- Umugwayi ntagira aho aba

Gushirwaku rutonde vyihuse bizohinyanyurwa nuko hari ayatanzwe/kode y’ukuriha vyemeza neza ko ayo ma dollar avuyeko muri raporo za Medicare.

<u>Ikiringo gusaba bifata</u>: UVMH yiga ku madosiye y’abasavye umwanya uwariwo wose mu kiringo c’ukwishuza.

<u>Intambwe n’imyanya vy’ukwiga dosiye</u>: Mu kiringo c’imisi mirongo 30 ikurikirana kuva dosiye y’ugusaba yujujwe, UVMH iramenyesha mu rwandiko uwasavye ko dosiye yiwe yemewe canke yahakaniwe, canke ko dosiye yiwe idakwije, hamwe n’ibibuze bikenewe kugirango dosiye ikwire. Amakuru yiyongerako, mu gihe bisabwe, ategerezwa kuba yatanzwe mu misi 30, atari ukwo dosiye yugagwa nk’iyitajanye. Mu gihe UVMH yahakaniye umugwayi idosiye yiwe, mw’ikete ribimenyesha hajamwo n’insiguro z’impamvu yankiwe. Mu gihe UVMH yemeje dosiye y’umugwayi kuronka ubwunganizi, UVMH izoca iha umugwayi ibiharuro vy’ayo imufashisha hamwena fagitire zasubiwemwo.

Mu gihe UVMH yahakaniye umugwayi idosiye yiwe yo guhabwa ubwunganizi, umugwayi ashobora gutanga igisabo co kwumvirizwa mu misi itarenga 60 ikurikira isohoka ry’ingingo ya UVMH. UVMH izomenyesha umugwayi ko yemeje canke yahakanye ivyo yasavye kurabirwa mu misi 60 ikurikira ukwakira igisabo.

<u>Ikiringo ukwunganirwa bifata</u>: Inkenerwa y’ukwunganirwa ishobora gusubirwamwo igihe cose hari igikenewe gukorwa mu gihe kuva isuzumwa ryambere riba ryarakozwe hakaba haciye ikiringo kirenga amezi atandatu, canke umwanya wose hari amakuru ajanye n’ugushirwa ku rutonde ku mugwayi amenyekanye. Gusubira kwiga ku bagwayi bagendana ubumuga canke bafise imyaka irenga 64kandi amikoro yabo ari musi ya 400% FPLG bishobora gukorwa ku mwaka. Ugusubira kwiga ku bakozi ba UVMH b’umwanya wose canke bakora umwanya muto bafise amikoro ari musi ya 400% FPLG bishobora gukorwa ku mwaka. Biri mu nshingano z’umugwayi kumenyesha UVMH impinduka ku butunzi mukiringo bariko bafashwa.

<u>Ingingo zanyuma z’ubwunganizi</u>: Ingano y’ubwunganizi umugwayi ashobora kuba abereye izohinduka hashingiye ku rugero rw’amikoro. Ku bagwayi bari ku rutonde batagira asiransi, ivyo bafashishwa bishobora gushingira kuyo basubizwa avuye ku giharuro nyezina ca fagitire (“AGB”) y’ibikorw bakorewe. Ku bagwayi bari ku rutonde bafise asiransi, ivyo bafashishwa

bishobora gushingira kuyo basubizwa avuye ku mafaranga asigara kuri fagitire havuyemwo aya asiransi. Ntanarimwe umugwayi ari ku rutonde azokwishuzwa ayarenga AGB ku buvuzi bwihuta canke ubundi buvuzi bwa nkenerwa, inyuma y'ugukuramwo vyose (harimwo n'ayo asubizwa biri iyi ngingo), hamwe n'ukwishurirwa n'ama asiransi.

Amafaranga asanzwe ashirwa kuri fagitire, canke AGB, ni ayo UVMH isanzwe ica abantu bafise asiransi bahabwa ubuvuzi bumwe, biharugwa hakoreshejwe "uburyo bwo kuraba ivyakozwe" biba nk'uko biri muri 26 C.F.R. § 1.501(r)-5(b)(3). Urashobora kuronka ikopi y'ibiharuro vya AGB hamwe na %, navyo bikaba binagurwa ku mwaka ku mwaka, mu nyandiko ataco urishe mu guca kuri site yacu canke ukakura muri seruvise y'abakiriya. Site hamwe n'amaterefone biri musi y'igice c'amacontact y'iyi ndinganizo kuri aya mategeko.

<u>Uturusho tw'ubwunganizi</u>:

- Abagwayi bari ku rutonde bashobora kuvugwa ku buntu (bagabanirizwa 100% kuyo bari kwiyishurira)bafise ihinyanyugwa ry'amikoro y'urugo ringana canke riri musi ya 250% ya federal poverty level (FPLG).
- Abagwayi bari ku rutonde batagira asiransi bafise ihinyanyugwa ry'amikoro y'urugo riri hagati ya 250% na 400% ya FPLG bashobora kwongererezwa igabanirizwa rya 40% ku mafaranga bafagitiriwe kuvyo bakorewe.
- Abagwayi bari ku rutonde bafise asiransi canke ibindi bibarihira kuvyo bakorewe kandi bafise ihinyanyugwa ry'amikoro y'urugo riri hagati ya 250% na 400% ya FPLG bashobora kwongererezwa igabanirizwa rya 40% ku mafaranga bishura ku ruhande rwabo ubwabo, amasiransi n'ibindi bigo biriha vyartanze uruhande rwavyo.

<u>Itunganwa ry'idosiye yemejwe</u>: Mu gihe dosiye iba yamaze kwemegwa, amafaranga ahawe umugwayi aja gukora ku biba bikeneye kurihwa vyose (akarorero amafaranga y'ibitaro, abaganga, ayo yose ku batagira asiransi hamwe n'ayasigajwe na asiransi kubayifise) hamwe n'ibindi biba bizojako mu kiringo c'amezi atandatu, nkuko vyavuzwe aho haruguru, mu gihe amafaranga yaharuriwe umwaka wose. Ikiringo amafaranga agenewe kiva kuva itariki dosiye yemerejweko kikabandanya gushika ku musi wanyumaw'ukwezi agafashanyo karangiririrako. Mu gihe ikiringo c'agafashanyo kirangiye umugwayi asabwa gusubira kwuzuza idosiye, hisunzwe stati y'ubutunzi bwabo, bashobora gusanga agafashanyo kabo kahinduwe.

<u>Ugusubiza amahera</u>: Mu gihe umugwayi yujuje dosiye yo gusaba ubwunganizi akaba abereye kuba mu baronswa ubwunganizi, UVMH iriha amafaranga yarenzeko umugwayi yarishe mu kuvugwa mumisi 240 uhereye ku musi dosiye ikwije yakiririwe. Ivyo yarishe hanze y'ikiringo címisi 240 giharurwa ntibija muvyo bamuriha.

<u>Ukurenganurwa/Ukwiga dosiye y'umwumwe</u>: UVMH iramenyesha ko ibikorwa vyo kworohereza umuntu bibaho mu gihe umuntu arenza imirongo ngenderwako y'amahigwe yo kuba mubemerewe kuba mu mugambi canke mu gihe ingorane zibandanije kandi yaremerewe agafashanyo. Umugwayi afise imisi 60 yo gusaba kurenganurwa kuva ahawe icanditse kimumenyesha ingingo ijanye no guhabwa inyunganizi. UVMH iraheza ikamenyesha umugwayi ko kwumvirizwa n'ukurenganurwa vyemewe canke vyahakanwe hatarenze imisi 60 kuva ironse igisabo co kurenganurwa.

Komite ivanze ijejwe kwumva ikirego irakorana ikiga ikirego, co kimwe n'igihe c'ibiza canke dosiye zitamenyerewe zitajanye n'umuyoboro w'umugambi ariko bikaba ari ibintu bitoroshe. Iyo kiomite iriga ku kibazo cashikirijwe igaheza igatanga umurongo wofatwa kuri CFO. CFO niyo ifata ingingo yanyuma.

Mu gihe ikibazo c'ukuvugwa kitagaragara neza, dosiye zica zirungikwa ku muganga mukuru canke uwumuserukira kugira bafate ingingo kuri seruvise zatanzwe. Mu gihe bigaragaye ko seruvise zatanzwe zari ngombwa kandi ko biri mu mirongo ngenderwako y'umugambi, ubwo rero agafashanyo karatangwa.

<u>Ikiringo co kumenyesha</u>: UVMH izakora ibishoboka vyose imenyeshe abagwayi ibijanye n'ubufasha bw'amikoro. Iki kiringo gitangurana kuva ku gihe umugwayi amenyesherejweko urugero fagitire igezeko y'ukuvugwa kikarangira mu kiringo c'imisi 180. Nk'uko bisigurwa muri iri tegeko, hari uburyo bwishi bw'ukumenyesha imbere y'uko ukuvugwa gutangura, mu gihe c'ukuvugwa no mugihe c'imisi 180 ijana na fagitire.

Mu gihe iyo misi 180 y'ukumenyesha yaheze izina ribaye ryarungitswe mw'iyishurizo dosiye ikaba yarakiriwe igahabwa imfashanyo, izina rishobora kugarukanwa mu gisata hama bigatunganwa hashingiwe ku nyunganizi.

<u>Amakete ajanye n'ugusaba hamwe n'agafashanyo</u>: Hashingiwe kw'itegeko ACT119 amakuru akurikira, arashirwa mu madokima y'umugwayi.

- Ku busabe butuzuye, amakete azamenyesha umugwayi amakuru akenewe kugira ubusabe bwuzure

- Ukwemeza dosiye hajamwo n'igitigiri c'amafaranga y'ubufasha, icisunzwe mu gushinga igitigiri gitanzwe, hagakurikira fagitire yasubiwemwo hamwe n'ayasigaye ku kiringo cose c'ukwishuzwa, hisunzwe indinganizo y'uburyo buzokoreshwa kandi atarenza ibice 5 vy'amikoro y'umugwayi.
- Uguhakanirwa kuri dosiye hajamwo n'impamvu dosiye itemewe hamwe n'amakuru y'uko usaba kwumvirizwa

Utwigoro dukomeye: Utwigoro dukomeye turakorwa mu gutora nimba umugwayi abereye kuba mu mugambi w'ukwunganirwa imbere y'uko arungikwa mw'iyishurizo. Mu twigoro dukomeye hajamwo ugukoresha ibimenyetso vy'ibanze, ivyamenyeshejwe, ukwiga kw'idosiye n'ivyamenyeshejwe imbere y'ukuvurwa, mu gihe c'ukuvurwa n'inyuma yahoo.

- UVMH nta gikorwa c'ukwishuza mu buryo budasanzwe yotangura (ECA)
- Dosiye zidakwije ibisabwa zirigwa hakabaho kumenyesha umugwayi agahabwa n'inzira zo gushobora kwuzuza dosiye hamwe/canke dokima zikenewe, mu kiringo c'imisi 30 yo gutanga inyishu kuri UVMH
- UVMH ishobora kwiga kw'idosiye yujujwe mu misi itarenga 30 dosiye yakiriwe

University of Vermont Health Partners: Umugwayi ashobora gutanga rimwe idosiye y'ugusaba ubwunganizi kuri UVMH Vermont Partner nk'uko bivugwa muri iri tegeko. Hashingiwe kw'ihindagurika ry'amategeko mu gihugu, dosiye zitandukanye zitegerezwa guhabwa abafatanyabikorwa UVMH New York Partners. Umufatanyabikorwa wese agatanga ubwunganizi bujanye n'urugero rwa FPLG rwashinzwe kuri buri kigo, hisunzwe ibiharuro vya AGB ku kigo. Amadokima akenewe azotorwa agume ku kigo mu kiringo c'ukwiga dosiye, ariko zishobora gutangwa no ku bafatanyabikorwa mu ntumbero yo gusuzuma ivyakozwe.

Ukuvugana hagati ya Financial Assistance Program n'abagwayi n'abandi bantu muri rusangi: Amakuru ajanye n'ubwunganizi aratangwa na UVMH, aha hakaba harimwo inimero za terefone, kandi agatangwa na UVMH biciye munzira zitandukanye, nazo zikaba ari nk'izi zikurikira, n'izindi zitavuzwe:

- Amakuru y'umugambi w'ubwunganizi yoja ku vyandiko vyose vy'umugwayi.
- Vyomanikwa mu vyumba vy'ukwakira indembe zihutirwa, iyakiriro n'ibisata vy'iyandikiro, ibiro bijejwe ubutunzi biri mu bigo, ivyapa biboneka biramanikwa mw'iyandikiro no mu bisata vy'ukwakira indembe zihutirwa.
- Gushira ikopi y'incamake y'amategeko mu rurimi rwumvikana mu bibanza vy'iyandikiro mu kigo hamwe no kuzishira mu bitaro bindi bikukira ikigo. Gutanga amakopi y'aya mategeko n'uko dosiye yuzuzwa ku babisavye.
- Ku bagwayi bari mu bitaro, mu mwihwezo n'abahamara igihe gito, kopi y'umuyoboro ku mugwayi iratangwa, nayo ikaba irimwo amakuru ajanye na gahunda y'ubwunganizi.
- Amakuru akaja kuri site ya UVMH harimwo kandi n'amategeko ngenderwako, incamake mu rurimi rwumvikana, ugutanga dosiye, imirongo ya FAQ, FPLG hamwe n'abo kwitura ukeneye ubufasha.
- Kumenyesha abagwayi ubwunganizi vyokorwa n'umukozi wese canke umuvuzi wa UVMH ushizemwo abaganga, abaforoma, abahanuzi mu butunzi, abakorerabushake, abajejwe amadosiye, abarongozi b'imitima n'abanyamadini. Ugusaba ubwunganizi bishobora gukorwa n'umugwayi, umuntu wo mu muryango, umugenzi wa hafi, canke uwufitanye isano n'umugwayi mu nzira zikurikije amategeko.
- Guhindura mu zindi ndimi ku bantu bazi icongereza gike bizokorwa ku bantu hari >1,000 canke 5% mu karere gakorerwamwo ibikorwa. Iciyongereye, Guhindura mu zindi ndimi bigenewe abafatanyabikorwa UVMH Vermont Partners hobamwo indimi zambere 14 zagaragajwe na raporo Vermont Office of Racial Equity 2023 Language Access Report. Inyandiko zahinduwe mu ndimi ziriho kuri site yuguruye canke kuwubisavye mu bibanza vy'iyandikiro. Ugusigura mu ndimi mu majwi birakunda witu ye Customer Service Department hamwe / canke ugahura n'umuhanuzi ajejwe ubutunzi ku kigo gikuru. Amakuru kuri contact zabo ari aha musi.
- Abagwayi bakeneye kopi mu zindi ndimi hamwe / canke ubufasha mu kwuzuza dosiye y'ugusaba ubwunganizi bashobora gufashwa n'umuhanuzi muvy'ubutunzi hamwe/ canke uwujejwe abakiriya, arinawe azotumbereza ibikorwa vy'umuhinduzi w'indimi abereye.
- Amakuru, udukarata n'ibirango biraboneka ku biro Community Health Improvement office, aho abakozi basanzwe bama baganiriza abahanuzi bo mu kibano bagakwiragiza amakuru y'imigambi ihari mu bantu.
- Amategeko ngenderwako, ugusaba, intonde z'abakozi hamwe n'incamake y'umugambi mu majambo yumvikana biraboneka kandi ku buntu, ku ngurukanabumenyi, mu minwe ku bibanza na contact vyashizwe aha hepfo.

Uko basaba kuronswa ubwunganizi mu buryo: Abagwayi basaba ubwunganizi ku buryo bokwuzuza bakongera bagatanga dosiye, harimwo dokima zose zisabwa. Dosiye irasabwa kuba irimwo sinyatire y'uwusaba canke sinyatire y'umuserukizi ahagaze mu kibaza c'uwusaba (aha ni igikorwa c'umwavoka). Sinyatire zerekana ko amakuru yatanzwe atomoye, kandi ko urugero rw'amikoro bijanye n'impapuro zo mu makori. Urungike dosiye yawe, harimwo dokima zose zikenewe aha hakurikira:

UVMH Patient Access Department
40 IDX Drive, Bldg. 200-22052
111 Colchester Avenue, Burlington, VT 05401

Icegeranyo n'amakuru y'abo kwitura kuri uyu mugambi: Amategeko ngenderwako, ugusaba, intonde z'abakozi hamwe n'incamake y'umugambi mu majambo yumvikana dushobora kubironka kandi ku buntu, duciye:

- The University of Vermont Medical Center
  - Site: http://UVMHealth.org/medcenter
  - Uwujejwe abakiriya: (802) 847-8000 canke (800) 639-2719
  - Ubuvugizi ku bijanye n'amahera: (802) 847-1122 canke ubufasha butangwa imbonankubone, UVMMC, 111 Colchester Avenue, Burlington, VT 05401
  - Umugambi w'ubwunganizi mu kubungabunga amagara: (802) 847-6984 or toll free (888) 739-5183
  - Fax: (802) 847-9332
  - Ibiro vy'iyandikiro mu turere twose
  - Amakuru ajanye n'intonde z'abavuzi: https://www.UVMHealth.org/medcenter/patients-and-visitors/billing-insurance-and-registration/financial-assistance
- Porter Medical Center:
  - Site: http://www.portermedical.org
  - Uwujejwe abakiriya: (802) 847-8000 canke (800) 639-2719
  - Abagwayi bashobora kwakura kuri (802) 388-8808 guhitamwo 5, Kuva Kuwambere gushika kuwa gatanu, 7:30 am– 4:00 pm
  - Ubuvugizi ku bijanye n'amahera kuri 23 Pond Lane, Middlebury VT 05753
  - Ibiro vy'iyandikiro mu turere twose
  - Amakuru ajanye n'intonde z'abavuzi: http://www.portermedical.org
- Central Vermont Medical Center:
  - Uwujejwe abakiriya: (802) 847-8000 canke (800) 639-2719 canke (802) 371-4600 uhitamwo 1, uhitamwo 1
  - Ubuvugizi ku bijanye n'amahera: 3 Home Farm Way, Montpelier, VT 05602
  - Site: https://www.cvmc.org/patients-visitors/patient-financial-services/financial-assistance
  - Ibiro vy'iyandikiro mu turere twose
  - Amakuru ajanye n'intonde z'abavuzi: https://www.cvmc.org/patients-visitors/patient-financial-services/financial-assistance

Isano n'indinganizo z'ukwishuza: Intunganyo ya UVMH irashiraho indinganizo n'amategeko y'ukurihisha imbere canke inyuma vyokoreshwa vyisunga uko umugwayi abereye guhabwa ubwunganizi, utwigoro twiza tw'umugwayi two kujana n'imigambi y'igihugu canke ubwunganizi bwa UVMH, hamwe utwigoro twiza tw'umugwayi two kwisunga amasezerano na UVMH y'ukuriha. Ku barwayi bemerewe kuja ku rutonde rwo guhabwa ubwunganizi kandi bakaba bakorana neza mu bugwaneza mu gushobora kwishura fagitire, UVMH ishobora kongera indinganizo y'ukwishura ku bagwayi babibereye.

Icitonderwa: UVMH nta gikorwa c'ukwishuza mu buryo budasanzwe izajamo (ECA). ECA isigurwa nko kugurisha umwenda w'umuntu ku kindi kigo, gutanga amakuru atameze neza ku mashami y'ingurane, gucereza, ukwankirwa canke gusabwa kuriha imbere y'uko uvugwa kubera ko umuntu atarishe fagitire imwe canke nyishi ku buvuzi yagiriwe mbere muri FAP hamwe/canke ibikorwa runaka bisaba ingingo z'ubucamanza. Ikopi y'amategeko y'ideni hamwe n'ukwishuza muri UVMH ishobora kuboneka wakuye mu gisata kijejwe abakiriya Customer Service Department kuri (802) 847-8000 canke (800) 639-2719. Ikopi irashobora gutangwa ku kibanza cose c'iyandikiro kuri UVMH.

Ibanga/Ibikwa ry'amadokima: Amakuru ajanye na dosiye y'ubwunganizi azobikwa mw'ibanga. Dosiye y'ubwunganizi muvy'uburyo n'amadokima bisaba bizobikwa imyaka indwi kuva kw'itariki y'ukwemeregwa canke uguhakanirwa mu kworohereza ko bishobora gutorwa mu ntumbero y'ukwigwa hamwe n'amasuzuma.

Inzego z'ihinyanyurwa ry'inyunganizi: Izi ngazi z'ukwemeza zirakurikizwa imbere y'uko fagitire ihinyanyugwa igashigwa kw'izina ry'umugwayi muri Patient Financial Assistance Program:

$1 - $20,000	Umuhinga wa Financial Assistance Program
$20,001 – $50,000	Abajejwe
$50,001 - $150,000	Umuyobozi/AVP
>$150,001	CFO

Komite y'ukurenganura CFO

<u>Ivyankenegwa mu mategeko</u>: Mu gushira mu ngiro aya mategeko, ubuyobozi bwa UVMH bugomba kwisunga amategeko n'amabwiriza y'amaleta n'igihugu ku bikorwa bishobora kujana n'iyi ndinganizo:

<u>Ukugumya amadokima</u>: Amadosiye yujujwe muri Financial Assistance Program barayascana bakayabika ku bubiko ku buhinga bwa none mu kiringo c'imyaka indwi kuva kw'itariki y'ukwemeregwa canke uguhakanirwa.

<u>Indinganizo y'ugukurikirana ibikorwa</u>: Ikurikizwa ry'aya mategeko birakurikiranwa biciye mw'isuzumwa ryo ku mwaka ku ngingo z'ukwemeregwa / uguhakanigwa kw'amadosiye y'ukwandikwa mu mugambi y'ubwunganizi. Isuzumwa ryo ku mezi ane ry'ibisata riraba hakongera hakihwezwa amaraporo yok u kwezi.

<u>Insiguro</u>: Ku neza y'iri tegeko, amajambo akurikira yasiguwe uku gukurikira:

- **AGB**: Amafaranga arihishwa abariha asiransi ku maseruvise yatanzwe.
- **Ideni ribi**: Amande atangishwa umugwayi hisunzwe amakuru ajanye n'amikoro yiwe, biboneka ko yari afise ubushobozi bwo kuriha seruvise z'ukuvugwa yakorewe, ariko berekanye mu bikorwa vyabo ko badashaka kwishura fagitire.
- **Kuba ntahonikora / Uruhombo ruvuye mu kwivuza**: Ni igihe umuntu ataburyo afise bwo kwivuza bibereye atarinze kwiniga no kubuza abiwe imfungurwa, ivyambarwa, aho baba n'ibindi vya nkenerwa vyo mubuzima. Umugwayi afatwa nka ntahonikora mu gihe amafaranga ya fagitire arenza 20% y'amkoro y'umuryango ku mwaka, bigatuma adashobora kuriha fagitire yose canke igice bivuye ku ngwara y'ikiza canke ugukomereka.
- **Umuryango**: Umugwi w'abantu babiri canke barenga babana hamwe bafitanye isano ry'ukuvuka, ukwabirana, ukwishinga umwana.
- **Ayishuzwa yose**: Amafaranga yose hamwe yishuzwa hataravako ayasubizwa.
- **Ubutunzi bw'urugo**: Income iharugwa hisunzwe ubuhinga mu butunzi vyerekana uwubereye advance premium tax credits, akarorero MAGI (urugero rw'ubutunzi inyuma y'ihinyanyurwa).
  - Hajamwo ivyo umuntu aronka, inshumbusho ku bushomeri, ugushigikirana, pansiyo, inyungu ku mitahe, ubukode, ibisigi, n'izindi nkomoko z'ubutunzi
  - Harimwo inyungu canke uruhombo ku mitahe
  - Mu gihe umuntu abana n'umuryango/uwo bubakanye bitazwi harajamwo amikoro y'abantu bose bagize umuryango
  - Haravamwo amafaranga atangwa hatajemwo ikori nk'ayo gutunga umwana, ukwiyunguruza, asiransi ivuye ku mukoresha, amakonte y'ukwifasha hamwe na pansiyo nka 401K na 403b
  - Havamwo inshumbusho zo mu kazi
  - Hakurwamwo SSI(uturusho ku nshumbusho)
  - Havamwo amahera avuye muyo gufasha umwana
  - Ntiharimwo uturusho ku ntererano (nka Reach Up, ubwunganizi/ugufashanya mu bibazo
  - Ntiharimwo uturusho mubitari amafaranga (nka SNAP, inshumbusho y'ubukode)
- **Ingano y'urugo**: Umugwayi, uwo bubakanye, abana, uwo mubanye nk'abubakanye, n'umuntu wese afatwa nk'uwubayeho kubwawe canke murikumwe mu ndinganizo z'amakori, afatwa nk'uwugize ingano y'inzu yawe. Domestic partners basiguwe nk'abanye/batubakanye ariko bafitanye umubano nk'umugabo n'umugore ariko bitazwi n'amategeko.
  - Ntiharimwo umugabo n'umugore bubakanye ariko bataba hamwe kubwo kwahukana, hatarabwe uko buzuza ibijanye n'ikori. Izi ni ingo zitandukanye.
  - Abavyeyi bose bashobora guharurwako abana bashizwe mu burezi biciye mu mwumvikano bisaba ko bose batanga ibirezo ku ruhara rungana.
- **Ugusuzuma ubutunzi**: **Aha harimwo ibi n'uwo atarivyo vyonene**:
  - Ikopi y'urupapuro rumenyesha ikori rwa vuba ni rwo rufatiro rw'ibanze mu gusuzuma amikoro
  - Mu gihe hatari urupapuro rumenyesha ikori rwa vuba:
    - Ikopi z'impapapuro 2 za vuba zerekana iharugwa ry'umushahara muri uwo mwaka
    - Icemezo c'impembo mu biro Social Security Office (800-772-1213)
    - Ugushigikirana/Ikete ry'inshumbusho SSI
    - Pensiyo/Izabukuru
    - Inyungu mu kwikorera utwiwe hamwe n'icemezo c'uruhombo
    - Ikopi y'inshumbusho z'ubushomeri, mu gihe Bihari

  - Amafaranga ava mu bukode, mu gihe inzu itaharuwe mu butunzi kamere
  - Icanditse c'isuzumwa ry'ubutunzi kivuye ku mukoresha (mu gihe ahembwa cash)
  - Dokima z'imfashanyo
  - Amasezerano canke icemezo canditse c'akazi ku mukozi w'umwimukira
  - Inyandiko z'ubutunzi zivuye kuri Open Door Clinic ziremerwa mu kibanza c'isuzumwa ry'ubutunzi riri aha haruguru.
- **LEP/Guhindura ururimi**: Abazi icongereza gike bakenera amakopi ahinduwe ururimi y'aya mategeko, dosiye y'ugusaba, mu cegeranyo mu majambo yumvikana.
- **Seruvise za ngombwa mu kwita ku magara**: Ibikorwa vy'ukuvurwa, harimwo, ibipimo, ibikorwa vy'ugukinga, ugukurikirana umuntu mu nyuma, bijanye n'ivyatowe ku mugwayi harimwo incuro, uburemere, ubwoko, nikibanza, n'umwanya bifata. Mu kuvugwa biri ngombwa hategerezwa kuba: (A) Kumenyeshwa ivyemewe mu buvuzi canke kujana neza n'ingendo n'ibikorwa nk'uko vyemezwa mu mwuga w'ukuvura mu bisata bimwe nk'uko biri mu kuvura, gupima n'ukwita ku bugwayi, (B) Kumenyeshwa ica nkenerwa c'umugwayi umwumwe; kandi umwe wese afise ikibazo kandi (C) kiza gihura n'izi ngingo zifatirwako zikurikira: (i) Gufasha umugwayi mu kugarukana no kugumana amagara meza; (ii) Gukinga isinzikara canke gusubira inyuma kw'amagara yúmugwayi, canke (iii) Gukinga impamvu iboneka yozana ikibazo ku magara canke gutora ikibazo gishasha coshobora kwaduka.
- **Urugero rw'ubutunzi inyuma y'ihinyanyurwa**: Urugero rw'ubutunzi inyuma y'ihinyanyurwa (MAGI) ni ihinyanyugwa mw'iharugwa ry'ubutunzi bw'umuntu (AGI) inyuma y'ugutora ibintu bimwebimwe vyokurwamwo hamwe n'amahadabu.
- **Inyandiko y'umugwayi**: Kw'I conte y'umugwayi haratangwa icegeranyo ku kwezi kirungikwa kuri aderese yatanze y'aho aba kimenyesha igitigiri c'ayo yishuzwa ku bikorwa vy'ukuvugwa yakorewe na UVMH.
- **Igikorwa/Kode yo kwishura**: Uburyo bumwe bukoreshwa mu kwandika ayakuriweko umugwayi atagira asiransi hamwe n'ihinyanyurwa ryakozwe kubw'ubwunganizi afise.
- **Udafise ubwishingizi**: Umugwayi ata rugero ariko rwa asiransi canke ikindi kigo kimufasha kuriha ivyo ategerazwa.
- **Udafise ubushobozi bwo kwishura arenga ku bwishingizi**: Umugwayi ari ku rugero kanaka rwa asiransi canke ikindi kigo kimufasha ariko aguma afise ayo ariha kuruhande rwiwe asabwa arengeye ubushobozi bwiwe.
- **UVMH Vermont Hospital Partners**: Aha harimwo Central Vermont Medical Center, Porter Medical Center, na University of Vermont Medical Center.
- **Gutura muri Vermont**: Umuntu wese tutaravye ubwenegihugu dushizemwo abimukira batagira impapuro, baba muri Vermont, bahawe akazi n'umukoresha wo muri Vermont ngo atange seruvise k'umukoresha wo muri Vermont, aja kw'ishure muri Vermont, canke urufatane rw'ibi. Muri iyi nsiguro hajamwo umuntu aba muri Vermont mu mwanya izi seruvise yazihabwa ariko atagira aho aba hamaho.

AMATEGEKO BIJANYE:

PAS35	Imbogamizi ku yishuzwa (AGB)
EXEC11	Ugusaba kuvugwa ku bagwayi b'abanyamahanga
RISK4	ugupimwa n'uguhagarika ingwara
UVMH_CUST1	Amadeni n'ukwishuza

IBIREBERWAKO:
IRC § 501(r)(4):
IRC § 501(r)(5):
IRC § 501(r)(6):
26 C.F.R. §1.36B-2
26 C.F.R .§ 1.501(r)-5(b)(3)
18 V.S.A. § 9481(5)
H.287 (Act 119)
VT Title 18, Ikigabane 221, Igice c'ikigabane 10:
VT Admin. Code 12-3-213:4373
§ 9481 Insiguro
§ 9482 Amategeko ngenderwako mu kwunganirwa mu buryo mu kwivuza mu bigo binini
§ 9483 Ishirwa mu ngiro ry'Amategeko ngenderwako mu kwunganirwa
§ 9484 Amashure n'amakuru
§ 9485 Ibuzwa ry'igurishwa ry'ideni ryaje mu kwivuza
§ 9486 Ibuzwa ry'ukwegurira uburenganzira
§ 9487 Ukujana n'itegeko

ABASUZUMYI:

Scott Comeau, CFO PMC/ECH
Kimberly Patnaude, CFO CVMC
Judy Peek-Lee, CFO UVMMC
Craig Chase, UVMH Icegere c'indongozi ajejwe ivyinjira
Melissa Laurie, UVMH Icegere VP Umugenduzi w'ubutunzi bw'ikigo
Laura McNamara, UVMH Icegera c'umuyobozi w'imfatakibanza ajajwe ubuziranenge/Umukozi ajejwe amabanga
Gina Slobodzian, UVMH Icegere ujejwe seruvise y'abakiriya
Chris Cook, Umuyobozi wa seruvise z'ubutunzi ku bagwayi, PMC

NYENEVYO: Shannon Lonergan, AVP Patient Access

URWEGO RUJEJWE KWEMEZAZA: Rick Vincent, Visi perezida wa UVMH ujejwe itunga na CFO