

ARGUMENTS FILED AGAINST
THE HOPITAL EXECUTIVE COMPENSATION ACT

ARIZONA CHAMBER URGES YOU TO SAVE HEALTHCARE JOBS

The Arizona Chamber of Commerce and Industry urges you to vote no on this proposition, which would put Arizona's health care industry at an extreme disadvantage compared to every other state in the union and dramatically harm other sectors of our economy.

This proposition by out-of-state labor unions seeks to cap the total annual compensation of health care professionals. Arizona would be the only state in the country to adopt this terrible economic policy that will drive away jobs in the healthcare sector and other industries.

Healthcare comprises 20 percent of Arizona's economy, supporting hundreds of thousands of jobs and billions in tax revenue to the state. Capping compensation in one of the state's most important and vibrant sectors will harm our ability to attract top medical talent and will send our state's healthcare companies looking for a better environment in which to do business. This measure won't reduce health care costs; it will raise them, as sought after service providers become more scarce.

But this isn't just about healthcare. If these out-of-state labor unions are successful in one sector, they'll quickly move to another, attempting to cap salaries in other industries – maybe yours.

This measure sends exactly the wrong message to businesses we are trying to recruit here. We should be telling job creators that they can grow a business in Arizona and that they will be able to compete for top talent based on merit and ability.

Arizona is home to internationally renowned hospitals that are providing treatment and care on the cutting edge of medicine. This is something to celebrate, not attack. We should work to attract more world-class healthcare providers, not fewer. We urge you to vote no.

Glenn Hamer

Dennis Dahlen

Glenn Hamer, Phoenix and Dennis Dahlen, Phoenix
Sponsored by "Arizona Chamber of Commerce and Industry"

The Greater Phoenix Chamber of Commerce firmly opposes the Hospital Executive Compensation Act. The proposition, brought forward by an out-of-state group, arbitrarily caps the salaries of hospital executives, administrators and other managers to no higher than the U.S. president's salary.

The United States and Arizona were founded on free-market, common sense principles. To place a cap on the earning potential of private sector individuals flies in the face of the free-market principles upon which our economy thrives and expands.

This measure severely diminishes the ability of our hospitals to attract and retain top talent. Those are the same people responsible for delivering top-notch medical care to our families each and every day.

Furthermore, if this initiative passes and places wage caps on the health care industry, highly talented individuals may choose to seek a career in some other industry, which is extremely concerning given that the health care industry is in critical need of exceptional leaders.

Arizona's health care networks are huge systems which employ thousands and required motivated, talented executives to guide them effectively. The free market dictates that those who possess in-demand skills seek out those who will pay them top-dollar for their abilities. Their salaries, whatever they maybe, are a direct reflection of their value to their employer.

This unnecessary measure grants government interference to free market negotiations.

We urge you to join us in voting NO.

Daniel Froetscher
Chairman of the Board
Greater Phoenix Chamber of Commerce

Todd Sanders
President & CEO
Greater Phoenix Chamber of Commerce

Todd Sanders, Phoenix and Daniel Froetscher, Phoenix
Sponsored by "Greater Phoenix Chamber of Commerce"

Protect Arizona hospitals and patients: Vote NO on the Hospital Executive Compensation Act

On behalf of 71 Arizona hospitals and healthcare facilities across our state, we urge you to vote NO on the Hospital Executive Compensation Act.

This anti-American proposal is the work of a California-based labor union: Service Employees International Union-United Healthcare Workers West. Out-of-state union interests don't care how this proposal will harm healthcare and patients in Arizona. We do.

Simply put, this risky scheme will damage the ability of Arizona healthcare organizations to recruit and retain the best leaders. It will increase healthcare costs, make our hospitals less competitive with other states – including California – and send a terrible message to hospital executives and physicians considering moving to Arizona.

Perhaps that is why no other state in the nation has enacted an arbitrary cap on earnings like this. Rest assured, once this out-of-state union has effectively capped wages for people in healthcare, they'll move on to other industries. You and your employer may be next.

Throughout the economic downturn, healthcare remained one of the few bright spots in Arizona's economy. Our healthcare sector represents hundreds of thousands of quality jobs and fully one-fifth of the Arizona economy. We are fortunate that this state is home to world-class

hospitals and visionary healthcare leaders – institutions and individuals that could locate anywhere but have chosen Arizona.

Why would we put all of that at risk with this proposal, which would hamstring the ability of our hospitals and healthcare providers to attract the best talent?

This election, let's tell the California labor union to stop meddling in Arizona elections. Vote NO on the Hospital Executive Compensation Act.

Greg Vigdor, President/CEO, Arizona Hospital and Healthcare Association

Ron McArthur, Chairman of the Board of Directors, Arizona Hospital and Healthcare Association

Greg Vigdor, Phoenix and Ron McArthur, Show Low
Sponsored by "Arizona Hospital and Healthcare Association"

The Scottsdale Area Chamber urges you vote no on this initiative, which puts Arizona's healthcare industry at an extreme disadvantage compared to other states, dramatically harming sectors of our economy.

This proposition by out-of-state labor unions seeks to cap total annual compensation of healthcare professionals. Arizona would be the only state to adopt this terrible policy, driving away jobs in the healthcare sector and other industries.

Healthcare comprises 20% of Arizona's economy, supporting hundreds of thousands of jobs and billions in tax revenue. Capping compensation in one of Arizona's most important sectors will harm our ability to attract top medical talent, sending healthcare companies looking for a better business environment. This issue should not be decided by voters—it is a matter for Hospital Boards of Directors to ensure top talent is attracted. This measure won't reduce health care costs; but raise them, as sought after service providers become scarcer.

But this isn't just about healthcare. If these unions are successful in one sector, they'll quickly move to another, attempting to cap salaries in other industries – maybe yours.

This measure sends the wrong message to businesses we are trying to recruit. We should be telling companies that they can grow business in Arizona and will be able to compete for top talent based on merit and ability.

The Scottsdale Area is home to top-notch hospitals, providing care on the cutting edge of medicine, where residents don't need to travel out-of-state for quality treatment and attracting patients worldwide. This is something to celebrate, not attack. We should work to attract more world-class healthcare providers, not fewer. This amendment will greatly impact Arizona's ability to provide exceptional care. We urge you to vote no.

Mark Hiegel, Scottsdale and Steven Helm, Scottsdale

Sponsored by “Scottsdale Area Chamber of Commerce”

Vote NO on Proposition XXX

The 137 business and community leaders of the Southern Arizona Leadership Council strongly oppose Proposition XXX, the Hospital Executive Compensation Act. Passage of this initiative would cast a long shadow on Arizona’s reputation as a great place to do business. A state’s reputation is critical to its prosperity and to its ability to attract and create good, high paying jobs for its people. Arizona’s economy is growing today, but Proposition XXX threatens that growth. Worst of all, it creates the likelihood of significant job loss statewide should it pass.

Arizona is fortunate to be home to a network of fantastic hospitals that provide unmatched cutting edge care to the people of our state. In fact, this industry not only provides outstanding care to the people of Arizona, it represents hundreds of thousands of quality jobs, offered by companies with revenues that are one-fifth of our state’s economy. Placing artificial and unwarranted constraints on our hospitals’ ability to attract and retain quality leadership is unthinkable and places our hospitals at a great competitive disadvantage. This could ultimately devastate an industry that is a key driver of Arizona’s economy.

At a time when Arizona is beginning to recover from a long recession, we simply cannot allow this ill-conceived and un-American proposal to become law. We ask the people of Arizona to stand together in opposition and Vote NO on Proposition XXX. Let’s protect our economy and save the good jobs that are coming to our state. Our future depends on it!

Edward Maxwell, Tucson

Sponsored by “Southern Arizona Leadership Council”

Please Vote NO on Proposition [XXX]

The Arizona Autism Coalition opposes the Hospital Executive Compensation Act and urges you to vote NO.

The Coalition’s mission is to improve the lives of individuals with Autism Spectrum Disorder and their families in Arizona.

Today, healthcare for individuals living with Autism Spectrum Disorder continues to improve due to a strong and growing healthcare sector in Arizona. If Prop. [XXX] passes and places wage caps on the health care industry, highly talented individuals may choose to seek a career in some other state or industry.

Arizonans deserve to have the best healthcare in our state – they should not have to travel to see specialists or other healthcare providers.

Please join the Arizona Autism Coalition in voting NO on [Prop. XXX] – we should be working to keep and attract top healthcare providers so that all Arizonans receive the best care possible right here in Arizona – not sending them away.

Ann Monahan
Board President

Diedra Freedman, JD
Board Secretary/Treasurer

Ann Monahan, Phoenix and Diedra Freedman, Phoenix
Sponsored by “Arizona Autism Coalition”

AAPPD Urges a NO Vote on Proposition [XXX]

The Arizona Association of Providers for People with Disabilities (AAPPD), a statewide association of providers of services to individuals with intellectual and developmental disabilities, opposes the Hospital Executive Compensation Act, known as Prop [XXX].

If this initiative passes and places wage caps on the health care industry, highly talented individuals may choose to seek a career in some other industry or in another state, which is extremely concerning.

Arizona is home to internationally renowned hospitals that are providing treatment and care on the cutting edge of medicine.

We should be working to keep and attract top healthcare providers so that all Arizonans, including individuals with intellectual and developmental disabilities, receive the best care possible right here in Arizona.

We urge you to join us in voting NO on Prop [XXX]

Ann Monahan
Immediate Past Chairman

David Schwartz
Executive Director

David Schwartz, Phoenix and Ann Monahan, Phoenix
Sponsored by “Arizona Association of Providers for People with Disabilities (AAPPD)”

Healthcare is important to Arizona’s residents and supports hundreds of thousands of jobs.

The continued vitality of this system requires the recruitment and retention of the best and brightest minds in healthcare. The quality and competency of these individuals serves to ensure that our residents enjoy ready access to innovative, lifesaving services.

The passage of this initiative will hurt healthcare by dissuading executives, chief medical officers, medical division heads, lead researchers and top innovators from choosing to live or stay in Arizona. Our healthcare leaders could work anywhere yet have chosen to call Arizona home. The effort to limit executive compensation runs the risk that we will lose our healthcare leaders to other states and destroy Arizona's ability to recruit talent.

The innovation and contributions that come from the state's healthcare system are widely known. Arizona is home to some of the best healthcare researchers in the world and includes leaders who support organ donation, transplant services and donation research at Barrow's Neurological Center, Mayo Clinic, Phoenix Children's Hospital, Banner University Medical Center -- Tucson, the Arizona Heart Hospital, Banner Alzheimer's Institute, and the Virginia G. Piper Cancer Center.

In addition, they provide millions of dollars in charity care and support community programs that provide access to services to those who cannot afford care.

The proponents of this measure don't understand Arizona's healthcare system, appreciate the drivers of quality healthcare across our state and don't recognize the negative impact this proposal will have on our healthcare infrastructure.

The promoters of this initiative seek to send a message that Arizona no longer supports innovation and leadership in healthcare – including organ donation and transplantation – an approach that will HARM Arizona, its patients, healthcare workers and the overall economy.

Tim Brown, Phoenix

Vote NO to Save Arizona's Healthcare Options

The Tucson Metro Chamber urges you to vote NO on this proposition. We believe this proposition will inflict tremendous harm on Arizona's health care sector and our broader economy.

Arizona is fortunate to have access to world-class medical care. Names like Mayo, MD Anderson, Barrow Neurological Institute and Cancer Treatment Center of America dot our healthcare landscape. This is something to be celebrated.

Unfortunately, out-of-state labor union interests are attempting to use Arizona's initiative process to limit our health care choices and make our ability to attract the finest healthcare talent a near impossibility.

This initiative intends to install compensation caps on our health care leaders, which is terrible policy in healthcare or any other economic sector. If this measure passes, Arizona will be sending a message that we are not able to compete for the best and brightest based on talent and merit. Our economy will suffer irreparable harm as a result.

Health care is a huge segment of Arizona's economy, employing thousands and contributing billions to our bottom line. Our outstanding health care options contribute to our overall quality of life, making Arizona a great place to live. But if the unions get their way, that quality of life will be diminished and they'll train their sights on another industry next.

Don't let these out-of-state unions use our initiative process to carry out their radical agenda against private sector job creators. We urge you to vote NO.

Thomas McGovern
Immediate Past Chairman of the Board
Tucson Metro Chamber

Michael V. Varney
President & CEO
Tucson Metro Chamber

Michael V. Varney, Tucson and Thomas McGovern, Tucson
Sponsored by "Tucson Metro Chamber"

Greater Phoenix Leadership urges you to vote against the Hospital Executive Compensation Act.

Greater Phoenix Leadership seeks to align leadership and resources around business, government, philanthropy and education to improve economic vitality and quality of life in Arizona. The Hospital Executive Compensation Act, created by out-of-state unions, does the opposite. Arizona needs to promote a business climate that is attractive to top talent across industry sectors, and capping executive wages in the healthcare industry limits the dynamic and visionary talent pool that has made the greater Phoenix region a model of innovation in the healthcare industry. Arizona would not be able to recruit the talent that created Barrow Neurological Institute, to name one of the innovative research enterprises we are fortunate enough to have in our state, if we allowed outside forces to limit free market compensation and innovation.

The healthcare industry represents 20 percent of Arizona's economy, supporting thousands of direct and indirect jobs and billions of dollars in tax revenue. These tax revenues improve the quality of life for all Arizonans and provide revenue for education and other amenities Arizonans enjoy.

This proposition sets a dangerous precedent and would make Arizona the only state in the nation to cap healthcare executives' compensation. Arizona should be known for being a world class healthcare and research destination, not the only state to limit talent recruitment and retention in the healthcare industry. This proposition also makes it easier to limit compensation in other industries, thereby strapping Arizona businesses with further regulations that do not advance our image and unique and innovative business climate. Greater Phoenix Leadership urges you to vote against the Hospital and Executive Compensation Act.

Richard L Boals, Phoenix and Neil G. Giuliano, Phoenix
Sponsored by “Greater Phoenix Leadership”

KEEP ARIZONA’S HEALTHCARE IN ARIZONA. VOTE NO ON THE HOSPITAL EXECUTIVE COMPENSATION ACT.

Arizona is a great place to live and work. Our healthcare industry is vital to the economic stability and success of Arizona. The Hospital Executive Compensation Act will have the effect of driving healthcare out of Arizona, and allowing our healthcare decisions to be governed by people who have not invested in Arizona as their home. It is in Arizona’s best interest to attract talented healthcare leaders to the state, to live, work, and participate fully in Arizona’s healthcare and society.

Proposition [XXX] will not change the structure of healthcare. It will not make high earning positions any more scarce. Proposition [XXX] will drive these positions to neighboring states, along with the jobs that support their positions. Executives will manage Arizona’s healthcare industry from outside Arizona. Other states will receive the tax dollars generated by these high level executives and their supporting staff, and Arizona will find it increasingly difficult to fund state healthcare programs like AHCCCS. If Proposition [XXX] passes, Arizona loses jobs, tax revenue, and autonomy.

Do you want the decisions on hospital protocols and procedures for your child to be made by some disconnected entity in California, or would you rather have those decisions made by someone whose children may play alongside yours? Losing executive management to other states means we lose the personal connections that executives have with Arizona residents. It means Arizona loses.

Proposition [XXX] has been proposed by a special interest group based in California. We believe that Arizona should manage and govern Arizona’s healthcare. We fully support Arizona’s healthcare industry, and hope you do too.

Nick Goodman
Chief Executive Officer
MomDoc

Nick Goodman, Chandler

VOTE NO ON THE HOSPITAL COMPENSATION ACT

Healthcare is a critical industry in Arizona, providing life-saving care to our citizens and supporting hundreds of thousands of jobs. Ensuring that we continue to have a strong network of care to serve our communities requires the recruitment of the brightest minds in the industry. Our state relies on the quality of these individuals to ensure that our residents have access to the

critical services they deserve. Arizonans should not be forced to travel to other states for high-quality care; they should be able to access it in their own communities.

Our hospitals and care providers are woven into the fabric of our communities and provide hundreds of thousands of jobs. Healthcare is a major economic driver in Arizona. We should be pursuing policies that encourage the continued growth of the healthcare sector, but this initiative does just the opposite. It's poised to dramatically harm Arizona's healthcare landscape, resulting in fewer choices, reduced contributions to state revenues, and reduced access to care. It will have devastating effects that will ripple across the entire economy.

We strongly support our workforce and are proud of the work they do to save lives and provide care to Arizonans each and every day. We ask that you stand united with us, and oppose this attack on Arizona's healthcare delivery system.

JENNIFER CARUSETTA
EXECUTIVE DIRECTOR, HEALTH SYSTEM ALLIANCE OF ARIZONA
www.hsaaaz.com

Jennifer Carusetta, Phoenix
Sponsored by "Health System Alliance of Arizona"

Dear Arizona Voter,

I write on behalf of Arizona's health plans in opposition to the hospital compensation act. The health care economy in Arizona is just now recovering from the worst recession in recent memory, we've restored critical benefits to tens of thousands of Arizonans who lost their coverage, and our companies are today providing quality health care to the people most in need. With this initiative, just as we are turning the corner on something essential to our well-being, out-of-state special interests aim to disrupt things. We are not hospitals. This measure would likely not even apply to us, but we are key partners in a complicated system of delivering cost-efficient health care to the people most in need. This measure seems, simply, an attempt by out-of-state special interests to pick a fight in Arizona for their own political gain.

Sincerely,

Deb Gullett
Executive Director
Arizona Association of Health Plans

Deb Gullett, Phoenix
Sponsored by "Arizona Association of Health Plans"

I strongly oppose the hospital executive pay initiative for two reasons. Our first imperative is that all Arizona's businesses operate as free market entities, including our hospitals. If out-out-

state special interests are allowed to suddenly dictate salaries of Arizona's hospital executives, what businesses won't they go after? I don't believe this is good sense, nor will it lead to better healthcare. Second, our healthcare system in Arizona is one of the best in the country and we want to keep it that way. This requires that we recruit the best for Arizona, from our state, our country and around the world, and that we pay compensation competitively to get that talent. Consider one example: the ten Level One Trauma Centers operating across the state where so many lives that would otherwise be lost are saved every day, by people paid competitively. Join me in voting NO on the false Hospital Executive Compensation Act. It's a bad idea and wrong for Arizona.

Kate Brophy McGee, Arizona State Representative, Phoenix

I oppose the Hospital Executive Compensation Act because I am concerned that when the government places restrictions on the free market, it diminishes the state's ability to recruit high quality leaders, administrators and doctors to hospitals. The government's place is not in business. It is the job of business, both for profit and nonprofit, to determine the appropriate level of pay for employees.

The passage of the Hospital Executive Compensation Act would be detrimental to Arizona's continued success as a leader in the healthcare industry. Passing this law will result in poorer quality hospitals, an inability to keep top talent, and more problems recruiting executives with the experience necessary to run a hospital. Additionally, poorer quality hospitals will aggravate our already serious need for nurses and doctors in the state, prevent innovative solutions to healthcare problems, and devalue the state's growing reputation as business friendly.

I am strongly opposed to a cap on executive pay. It is counter-intuitive to the American way, and will be bad for business and Arizona.

Leanne Wilhardt, Scottsdale

Over the last decade, Phoenix Children's has enjoyed great success recruiting some of the most accomplished, renowned physicians from across the United States and beyond to join its mission to provide hope, healing and the very best health care to the children of Arizona. These doctors have brought to Arizona unparalleled clinical expertise. Phoenix Children's Hospital was recently named to the U.S. News and World Report's 2016-17 Best Children's Hospitals, ranking in all ten medical specialties. To achieve this ranking, and to provide the quality of service that ranking reflects, we must be able to recruit and maintain an extraordinary work force.

It's vitally important to families of sick and injured children that we vote against the Hospital Executive Compensation Act to ensure PCH can continue to attract talented physicians and other hospital leaders who, like us, are dedicated to finding treatments and cures for debilitating, life-limiting pediatric diseases and conditions. Please join me in voting against this dangerous initiative that would serve a devastating blow to the quality of children's health care in Arizona.

Stacy Nicholson, MD, MPH, Physician in Chief, Phoenix Children's Hospital, Phoenix
Sponsored by "Phoenix Children's Hospital"

Arizona currently has over 19,000 children in the foster care system, many of whom have complex needs. These children deserve highly trained specialists to address and treat their acute and chronic physical and psychological needs; they need facilities which are run by expert leaders dedicated to ending abuse and neglect. These are complex issues that need highly competent individuals. These are areas that need the right people, not the cheap people. Please don't support this measure.

Rhonda Baldwin, Phoenix

This proposed ballot measure will negatively impact hospital and other medical facility operations throughout Arizona by undermining the ability of health care organizations to support qualified individuals who are needed to meet challenges in the critical and constantly evolving healthcare sector. Imposing an "arbitrary" limit on employee compensation without looking at professional competency and competitive forces creates a disadvantage as it competes for the most talented workforce. If passed, Arizona would be the only state operating under such restrictions.

This measure will result in the loss of and/or inability to recruit and retain highly qualified executives and leaders in our community, including physician and non-physician professionals, who strive to provide care to vulnerable populations every day and strive to build centers of excellence to serve this state and the broader Southwest. Moreover, as nonprofit 501(c)(3) organizations, many hospitals including Phoenix Children's already are subject to tax regulations requiring transparency and accountability in compensation, and engage in annual review, strict scrutiny, approval and reporting the competitive nature of compensation by our board of directors to ensure sound operations and compliance with applicable tax standards.

The Board of Directors is committed to improving the lives of children in Arizona and ensuring that PCH remains a healthy, vibrant and sustainable entity serving all of the children in our state. Reducing the caliber of employees regardless of their position or salary has the potentially devastating consequence of doing harm- not good. The board of directors strongly urges all Arizonans to vote no on this healthcare limiting ballot initiative.

Jacque S. Sokolov, MD, Phoenix
Sponsored by "Phoenix Children's Hospital"