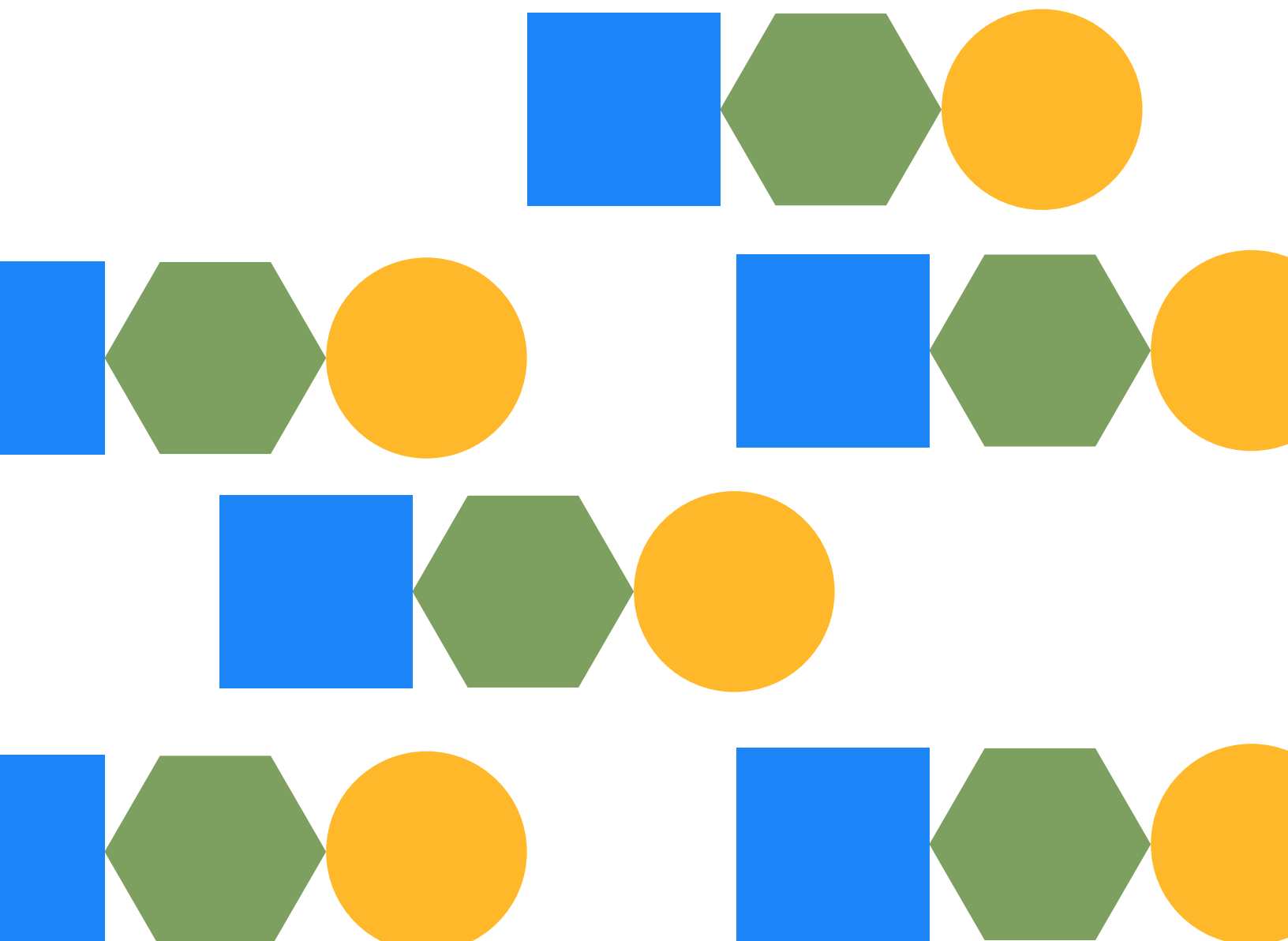




# A Guide to Life at evolvedMD



# Our Story + Mission + Vision + Values





# 01

## **Our Story**

# Our Story

evolvedMD is revolutionizing the healthcare industry by better integrating behavioral health services into modern primary care. Launching in 2017, we've swept Arizona, Utah, Colorado, New Mexico, and Florida to increase access to much-needed behavioral health services.

Why do our employees love working at evolvedMD? Here's what they said:

“

**“My passion for being a therapist, I re-found it here. The work-life balance and the support to be my own person outside of work keeps me going, and knowing my supervisor isn't going to be mad at me for taking time for myself.”**

**“I know what burnout is. I experienced it when I was overloaded, working overtime, with no support. Here, my manager is open with communication and supports me when I need it.”**

**“I love my supervisor. She shows up whenever I need her, just knowing that she's there no matter what is a huge relief.”**

”



# 02

## Our Mission

# Our Mission

Creativity, compassion, and change drive us: We innovate and lead the integration of behavioral health services in modern primary care. We believe in whole-patient care that's upfront and ongoing. We believe in a better way to integrate behavioral health.

## Our Focus

**We innovate and lead the integration of behavioral health services in modern primary care.**

## Our Vision

We are different. Radically different. We provide and treat behavioral health with an integrated team. **Upfront and ongoing.** We are an organization that exists to support the needs of our providers. Who change the trajectory of the communities we serve. The norms of conventional health care do not define us, they challenge us to find a better way.

## Our Values

**We Connect + Collaborate**  
**We Innovate**

**We Deliver**  
**We Grow**

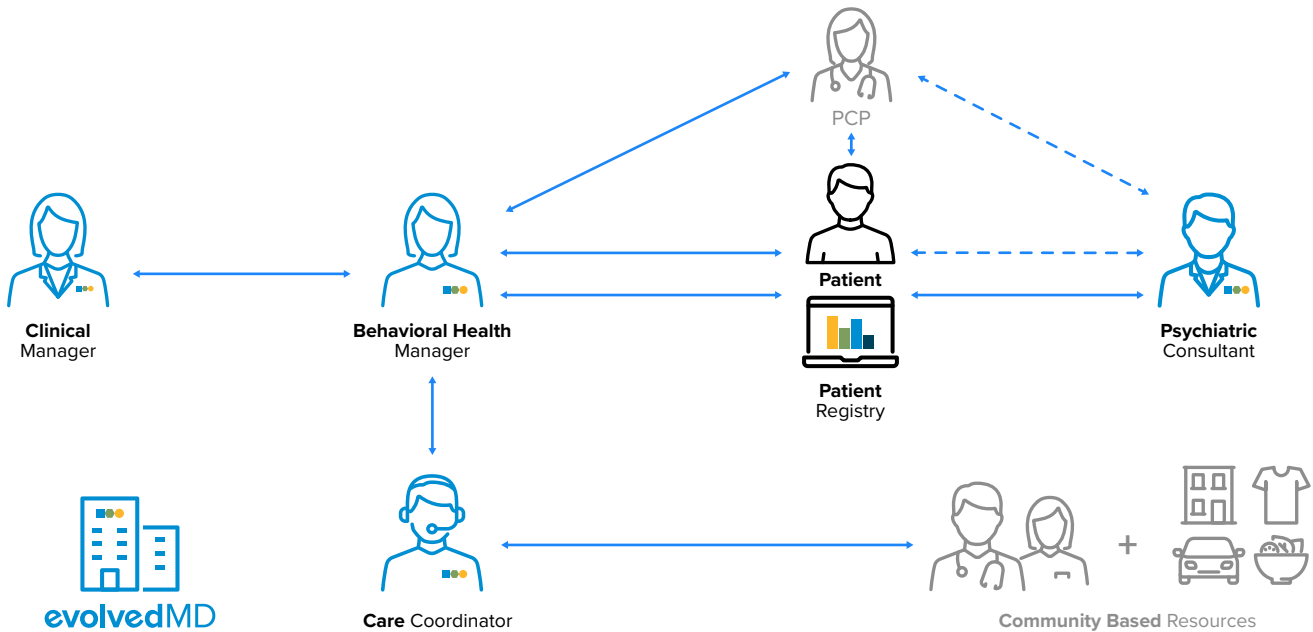


# 03

## Our Model

# Our Model

Patients are best served when primary care and behavioral health work together. Psychiatric Collaborative Care Management (CoCM) — the industry gold standard — better helps primary care providers meet their patients' behavioral health needs. This model is clinically validated and patient focused, and significantly improves patient outcomes. Our specific model helps clinics become a comprehensive solution for most physical and behavioral health services.



\*W2 employees of evolvedMD are indicated by a blue outline and the evolvedMD logo

## Behavioral Health Manager

Sees patients onsite and in person as a member of the primary care practice's team.

## Clinical Manager

Provides clinical supervision and supports the practice manager.

## evolvedMD Ongoing Support

Monitors, enhances, and continuously improves the program.

## Psychiatric Consultant

Provides additional clinical support including medication management and elevated consults.

## Care Coordinator

Supports Behavioral Health Manager's administrative needs and connects patients to additional community resources.

## Patient Registry

Central hub for on-demand access to patient's most current clinical information, including diagnosis, medications, etc.





# 04

The evolvedMD

# Employee Journey

# Employee Journey

At evolvedMD, we believe this integration is the future of the behavioral health industry. The current model is broken, segmented, and not meeting the needs of our community. It's our duty to prepare clinicians for the future of healthcare, and train them to support integration. Our employees enjoy a two-year development plan. Here's a closer look:

## **We Train**

Offering best-in-class onboarding and clinical training, including eight days of initial training at evolvedMD's corporate office in Scottsdale (and out in the field), to ensure clinicians are prepared, engaged, and comfortable. So far, we've trained over 100 therapists.

## **We Support**

Enhancing the skills of independently licensed clinicians while providing key supervision components for associate-level clinicians who seek independent licensure. With a dedicated Clinical Manager, clinicians receive weekly supervision. Our therapists have received over 4,000 hours of clinical supervision from evolvedMD.

## **We Invest**

Creating development tracks for all employees. This includes fully subsidizing testing, licensure, and CEUs.

## **We Nurture**

### **+ Support**

Offering field-based management support and team building, care coordination support for simpler schedules, and corporate support via marketing, clinical services, and more.

### **+ Balance**

Ensuring everyone can clock out at 5 p.m. each day. Encouraging employees to take time each day for self-care activities. And offering bonuses to those who hit their self-care goals.

# Employee Journey

## On professional development:

“I came to evolvedMD having my independent license and my own private practice, so I was confident in my abilities. But having a clinical manager that challenged me when needed has made me a better clinician than I would have been had I stayed only doing my own practice. From starting as a Behavioral Health Manager, then moving to a Clinical Manager and now as Clinical Director of the Mountain Region, I rely on all that growth I made.”

— **Jeff Ainsa, LCSW, Clinical Director, Mountain Region**



# Employee Journey

## On professional development:

“Steve and Erik nurtured my growth by providing a seat at the table and trusting my clinical judgment, which made me feel empowered and supported in my professional and personal needs. I now own a private practice with my own employees, my success partly because of the skills I learned from my time at evolvedMD. If I were to ever work for someone else again, evolvedMD would be my first call!”

— Dr. Andrea Durand DBH, LCSW





# Employee Journey

## On clinical management:

“Obtaining my independent licensure had been on my bucket list for years, and evolvedMD not only helped check that off, but also helped me grow into the clinical management role I had dreamed of since graduate school. This means so much more to me than just professional development — my mental flexibility has grown leaps and bounds, and my personal life has improved as well. Having the honor to help other professionals grow in what they love and challenging the broken traditional ways of approaching behavioral health is why I love working at evolvedMD.”

— **Alicia Shipman, LCSW, Clinical Manager**





# 05

## Our Impact

# Our Impact



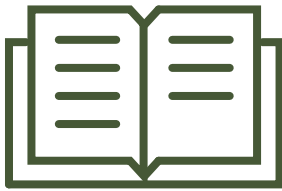
## Overall Impact

50,000+ Patients  
Served Since 2017



## Access

2 Million+ Patients  
with Access to Care



## Exposure + Education

4,000+ LinkedIn Followers



## Clinical Programs Impact

12+ Pediatric Sites Launched



## Impact on Clinicians

Over 4,000 Total Clinical  
Supervision Hours



## Impact on the Sector

Over 100 Therapists  
Trained



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