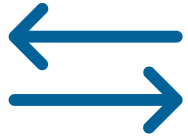


Human Resources



Employment



AdventHealth is committed to making this transition smooth and effective



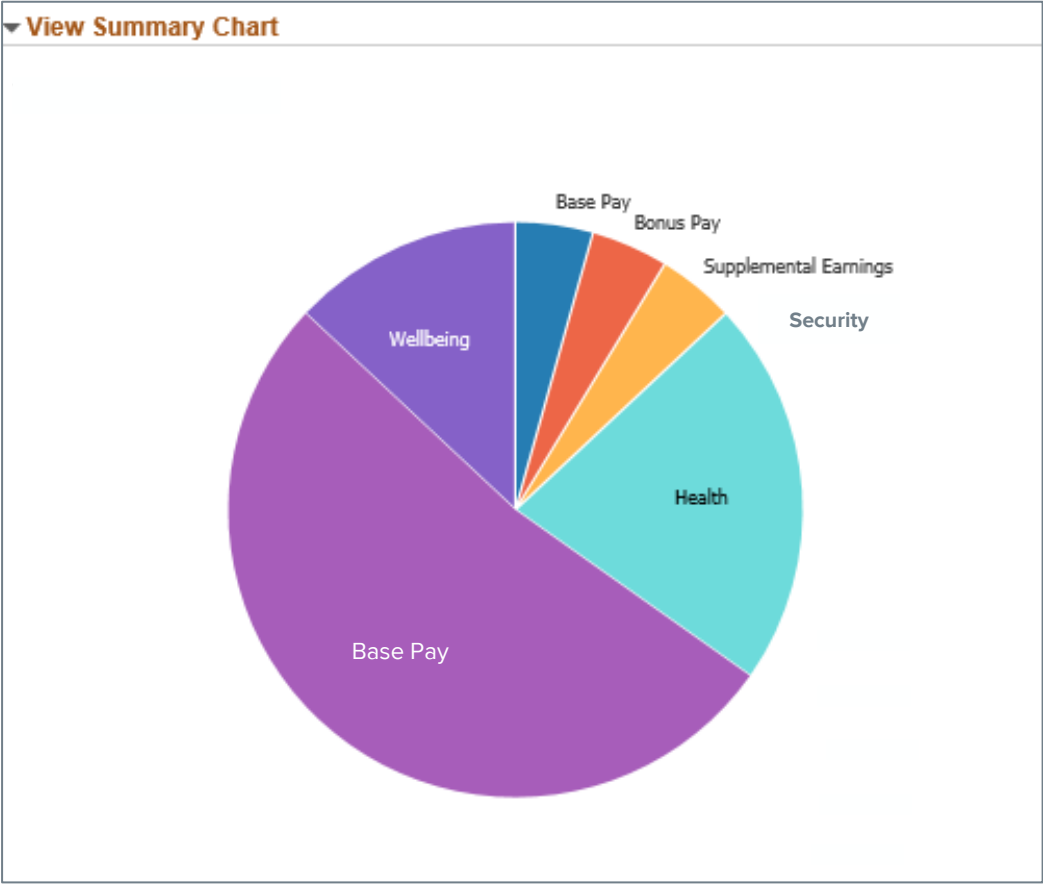
Employees employed by Port Charlotte continuing in their same role will not be required to apply for their job at transition



However, certain employment and tax-related forms will be required for the transition

Total Rewards Approach

Base Pay	Pay before bonuses and supplemental earnings
Bonus Pay	Sign-on bonus, work incentives
Supplemental Earnings	Additions to base pay, i.e. weekend or holiday differentials
Health	AdventHealth's and your contributions to your health-related benefits
Security	Retirement, life insurance, long and short-term disability coverage
Wellbeing	Paid time off, Employee Assistance Program, mental and emotional health support



Benefits Eligibility Requirements

Benefits Eligible

Full-Time

36 – 40 hours / week

Part-Time

16 – 35 hours / week

PRN

< 16 hours / week

Eligible for TSA deferrals and well-being benefits only

Covered Insurance Relationships

You may add the following **dependents** to your insurance*:

- Spouse
- Child(ren) including birth, adopted, step-children and foster children
- Child(ren) for which you have a legal guardianship

**Documentation is required to confirm dependent eligibility.*

Benefits Enrollment

Day 1 benefits offered, with **10** days to enroll

Team members are encouraged to **enroll as soon as possible**



Benefits Deep Dive

A Closer Look

Effective March 1, 2025

AdventHealth offers the following benefits:

- Traditional Plan and Health Savings Plan – Health Savings Account (quarterly employer contributions for full-time team members earning less than \$21/hour)
- Health Care and Dependent Care FSA
- Dental and Vision coverage
- Voluntary options: hospital indemnity, accident, critical illness, identity theft and pet care coverage
- Basic Life and AD&D Insurance – 1x free for full-time team members
- Supplemental, Spouse, and Child Life Insurance
- Short-Term and Long-Term Disability coverage
- Jury Duty and Bereavement leave
- Well-being benefits, mental health resources, and participation in the well-being incentive program
- Student Loan Repayment and Educational Assistance
- 4 weeks Paid Parental Leave for full-time team members

Paid Time Off (PTO)

PTO is yours to use for company holidays, vacation, illness, personal days, wellness days and more.

- **PTO is accrued** per pay period based upon hours worked and length of employment
- **Time off grows with you** — the longer you remain at AdventHealth, the higher your accrual rate!

PTO Cash-Out

- Up to 80 hours at 90% pay
- 40-hour PTO balance required



Paid Time Off Schedule

Team Member

Months of Completed Service	Accrual Percentage	Number of Days, FT, 8-hour equiv
0 – 12	9%	23.4
12 + 1 day through 60	10%	26
60 + 1 day through 96	11%	28.6
96 + 1 day through 132	12%	31.2
132 + 1 day through 180	13%	33.8
Greater than 180	14%	36.4

Leader (Director+)

Months of Completed Service	Accrual Percentage	Number of Days, FT, 8-hour equiv
0 – 60	10%	26
60 + 1 day through 96	11%	28.6
96 + 1 day through 132	12%	31.2
132 + 1 day through 180	13%	33.8
Greater than 180	14%	36.4

Retirement Plans

AHRP (Adventist Healthcare Retirement Plan)

- Day 1 benefit for retirement savings
- Automatic enrollment at 4%, pre-tax
 - 35 days to opt-out
- Pre-tax, Roth and After-tax contributions allowed
- Company Match based upon tenure, with prior service recognized:

Years of Service	AdventHealth Match
0 - 3.99 years of service	100% up to 4%
4 - 9.99 years of service	100% up to 5%
10 - 19.99 years of service	100% up to 6%
20+ years of service	100% up to 7%

- On-site AHRP representatives can assist in plan education and with rollovers

457(b)

- Additional pre-tax savings plan for participation, once contributions are maximized in AHRP

Student Loan Coaching & Repayment Support

Student Loan Coaching

Coaching is available to benefits eligible team members

Student Loan Repayment

Active, benefits eligible **full-time team members**
\$200/month, \$12,000 lifetime cap; **part-time team members** **\$100/month**, \$6,000 lifetime cap

Repayment Eligibility

- Team members in eligible departments as defined by AdventHealth (i.e., patient-facing departments)
- Must be in a job that requires a degree
- Manager-level or below only
- Physicians and APPs ineligible



Paid Parental Leave


Four weeks of paid parental leave is available to all full-time, benefits-eligible team members at 100% of their base pay, with no minimum service requirements.

Applies for the birth or adoption of a child after the first day of team member employment on or after March 1, 2025.





Important Payroll Dates

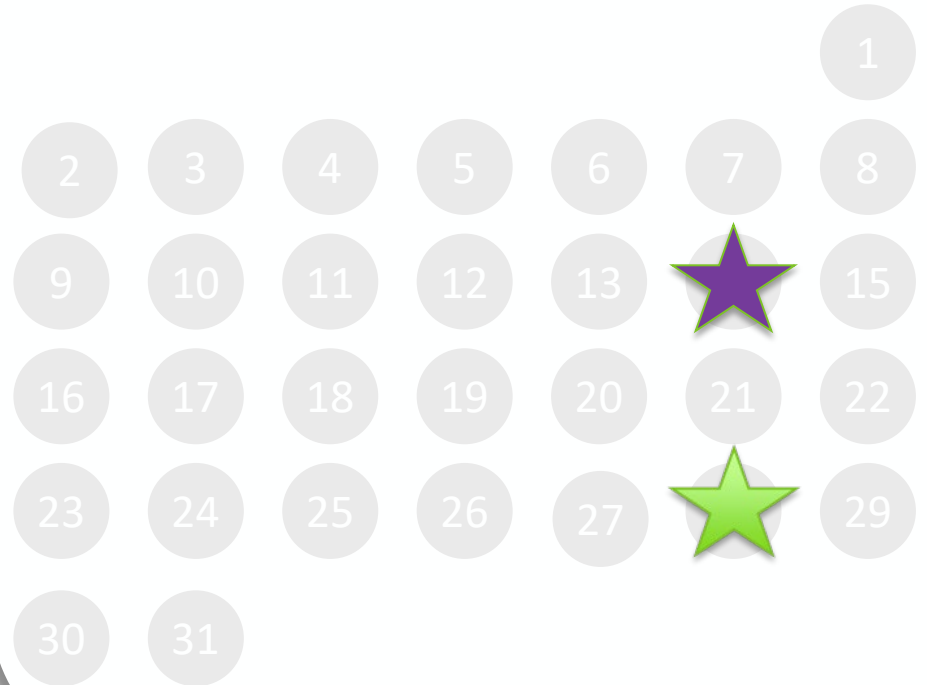
Last Paycheck from CHS

- Last Full Paycheck: 2/28/25
- Last Partial Pay Period: 2/23/2025 -2/28/2025
- Partial (9-day) Paycheck Date: 3/14/25 

First Paycheck from AdventHealth

- First Partial Pay Period: March 1 - March 8
- Partial (8-day) Paycheck Date: March 14 
- First Full Paycheck Date: March 28 

March 2025



Key Changes in the First Month

March 2025

HR Self-Service Tools:

- My Hub
- My Team

Time and Attendance:

- Time clocks
- Time and attendance tracking
- Payroll-related processes

More Information to come