

Four vertical bars of varying heights and colors (blue, green, yellow, and light blue) are positioned at the top of the slide, behind the main title.

PROPELLED with PURPOSE

**Bond Clinic
Leadership Kickoff**

May 12, 2025

Four horizontal bars of varying widths and colors (blue, green, yellow, and light blue) are positioned at the bottom of the slide, behind the date.

Welcome

Dr. Panagiotis Iakovidis

CEO, Bond Clinic

Welcome to AdventHealth

Christine Stewart

VP Regional COO, Corporate Services



Introduction of Speakers



Jennifer Snider

*EVP CEO AHMG
AdventHealth
West Florida Division*



Christine Stewart

*VP, Regional COO
AdventHealth
Corporate Services*



Deena DeThomas

*VP, Associate CPO
AdventHealth West Florida
Division*



Mike Crouch

*Director, IT Strategic Clinical
Initiatives
AdventHealth
Corporate Services*

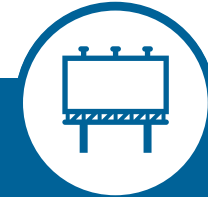
Top Questions



What's Changing?



What Am I Supposed
To Be Doing?



What is the Medical
Group Name?



How Will I Get Paid?



What Technology
Will I Now Use?

97,000+

Team Members

3,800+

Employed Physicians

8.8M+

Patient Interactions

54

Hospitals



16

Home Health &
Hospice Agencies



100+

Ambulatory Sites



681K+

Value-Based Lives



**Digital
Platform**

2.29M+

Total App Enrolled

1.13M+

Active Users

4.7

App Star Rating

29.2M+

Annual Calls

Cultural Foundation

Preeminent, faith-based, consumer-focused clinical care.

Mission

Extending the
Healing Ministry
of Christ

Values

Quality & Service Excellence
Community Wellbeing
High Ethical Standards
Stewardship
Inclusiveness

Keep Me Safe

Love Me

Own It

Make It Easy

Every Person

Service
STANDARDS

Every Time

Living our Service Standards

Propels us to deliver preeminent, faith-based, consumer-focused clinical care for the whole person

KEEP ME SAFE

I make safety my number one priority.

I protect privacy and confidentiality.

I keep my environment clean.

I follow dress code and wear my badge correctly.

LOVE ME

I treat others with uncommon compassion.

I nurture whole-person care.

I treat others with fairness and respect.

I listen and communicate using iCARE.

MAKE IT EASY

I help guests to their destination.

I speak highly of others to provide connected care.

I collaborate to create solutions, not excuses.

I innovate and continually seek ways to improve our work.

OWN IT

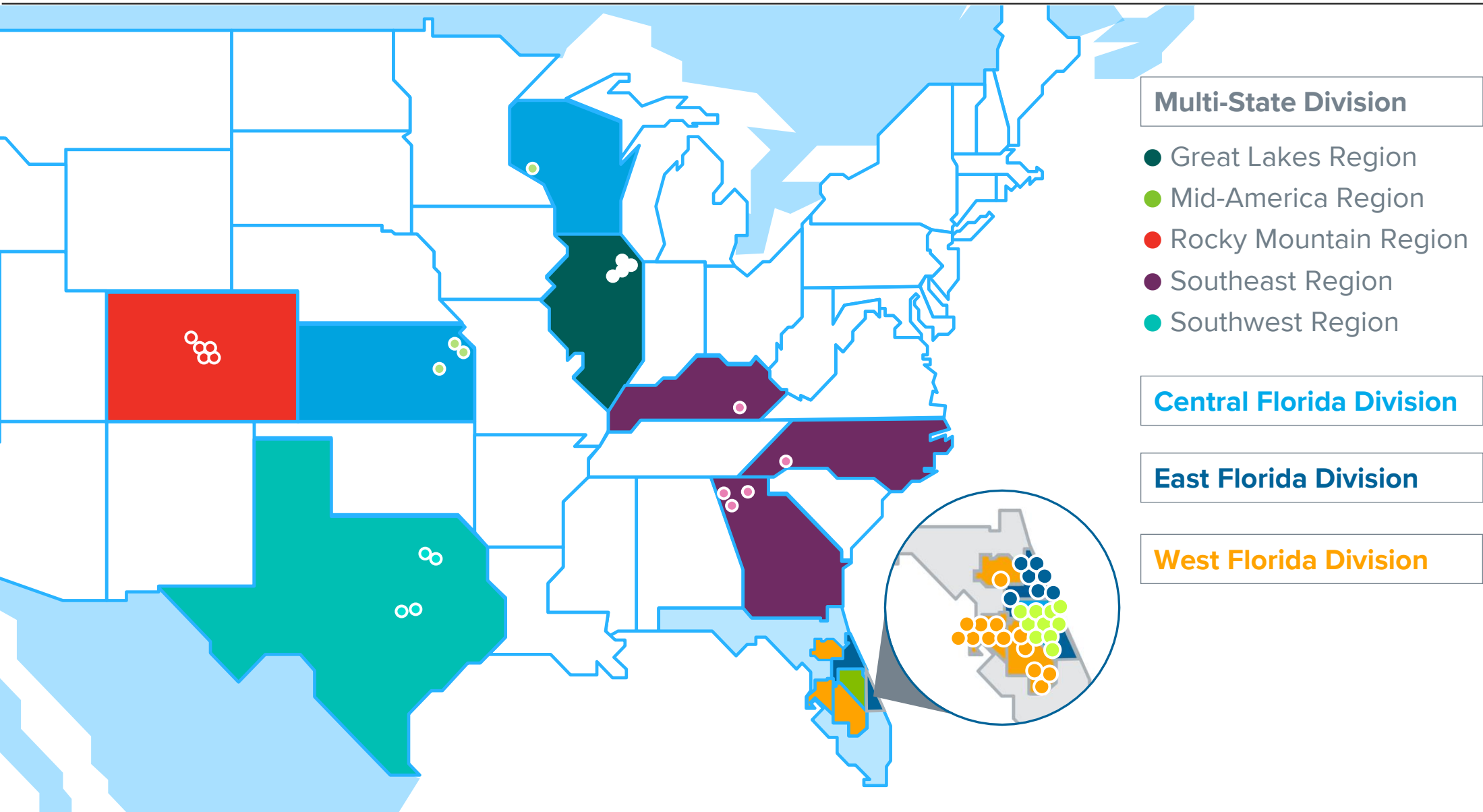
I am positive and aim to exceed all expectations.

I follow through on commitments.

I use discretion with personal devices.

I recover service and restore trust using ACT.

AdventHealth Divisions



Welcome to WFD

Jennifer Snider

President/CEO AdventHealth Medical Group West





Jennifer Snider

President/CEO AHMG

AdventHealth West Florida Division

West Florida Division Network of Care

Legacy Hospitals through 2009



Zephyrhills



Sebring



Lake Placid



Wauchula

From UCH in 2010



Tampa



Connerton



Carrollwood



North Pinellas

Built in 2012



Wesley Chapel

From CHS in 2018



Dade City



Ocala

From CHS in 2019



Heart of Florida

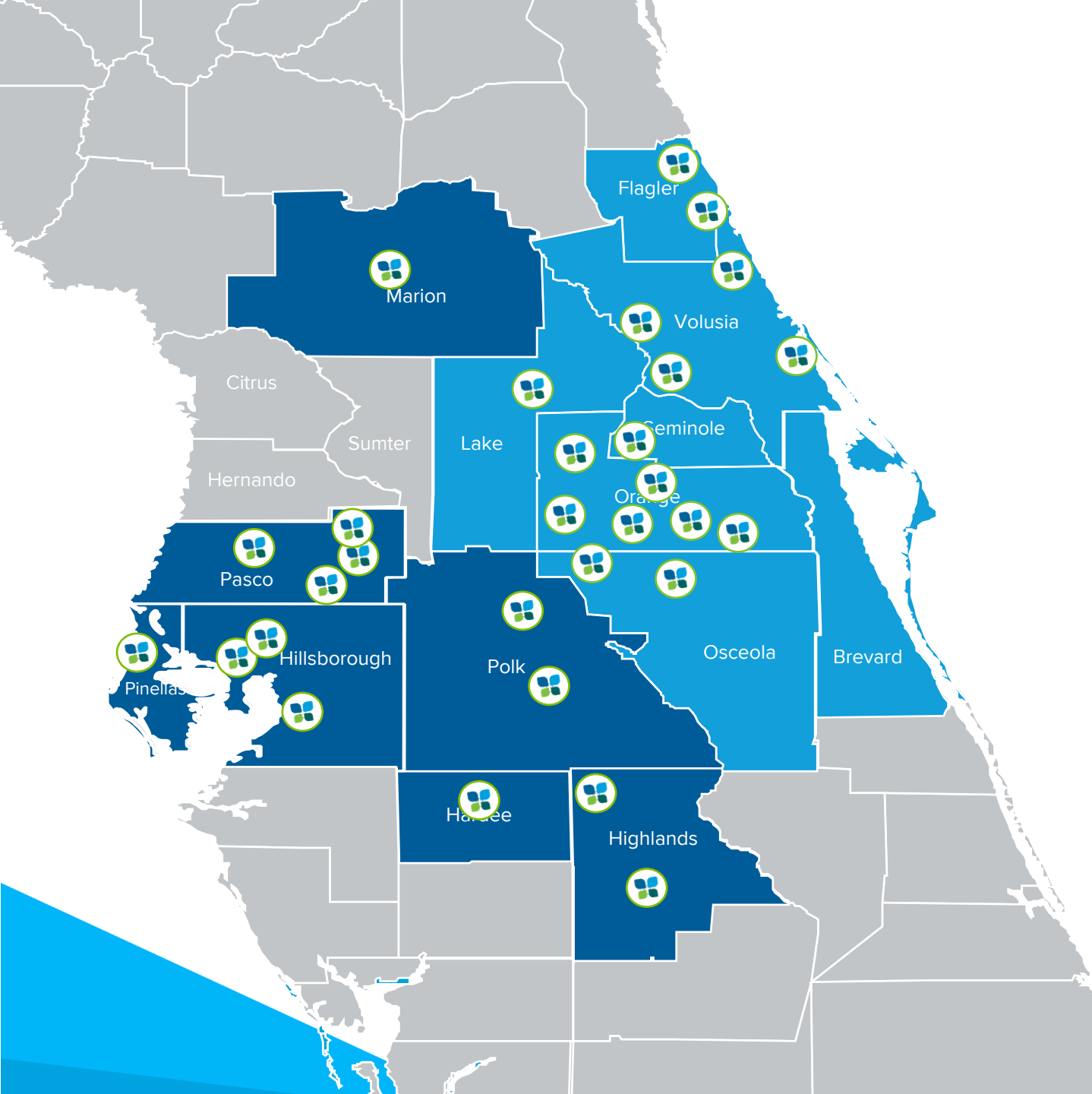


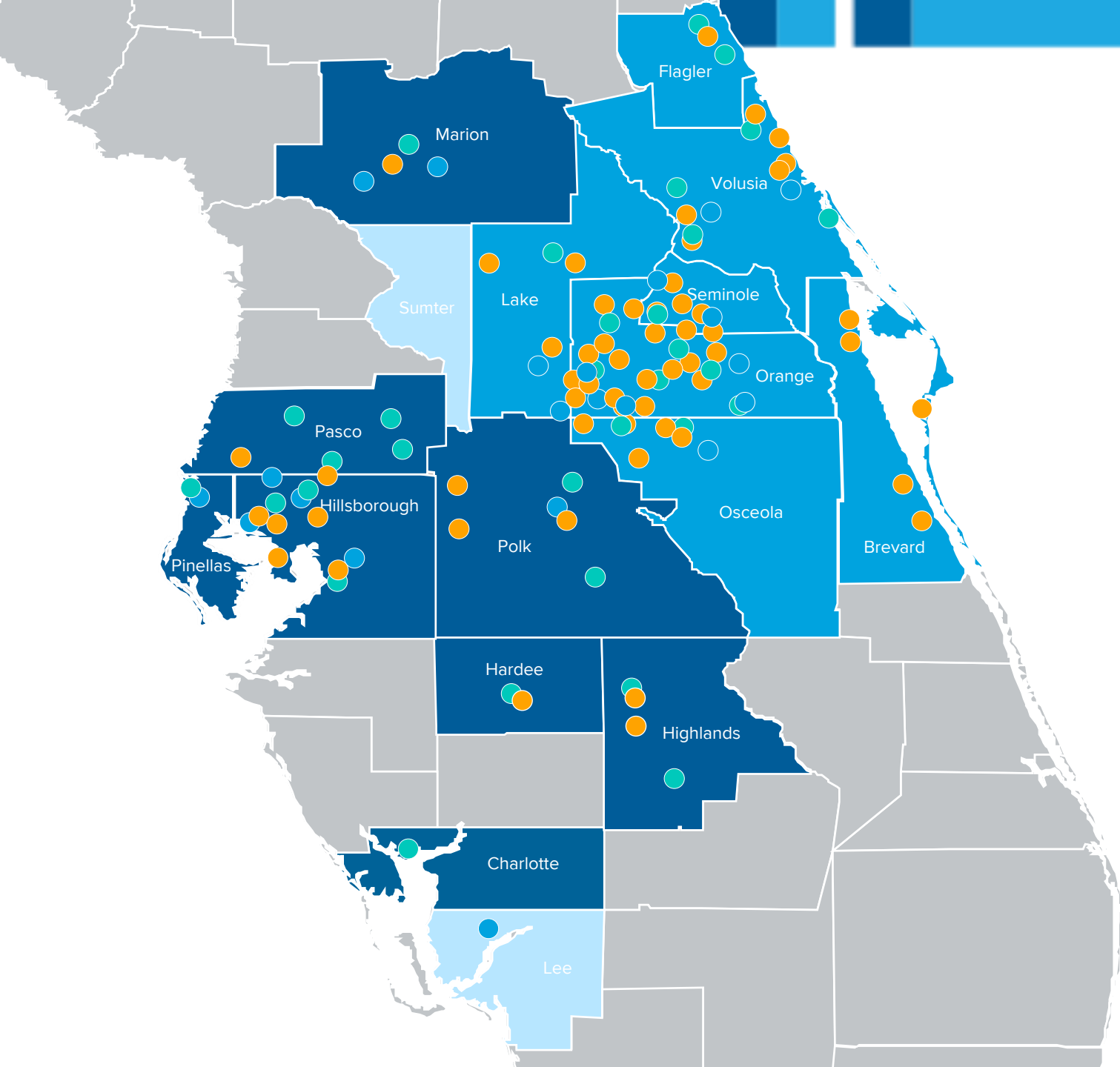
Lake Wales

Built 2024



Riverview





ADVENTHEALTH FLORIDA

2025 Snapshot

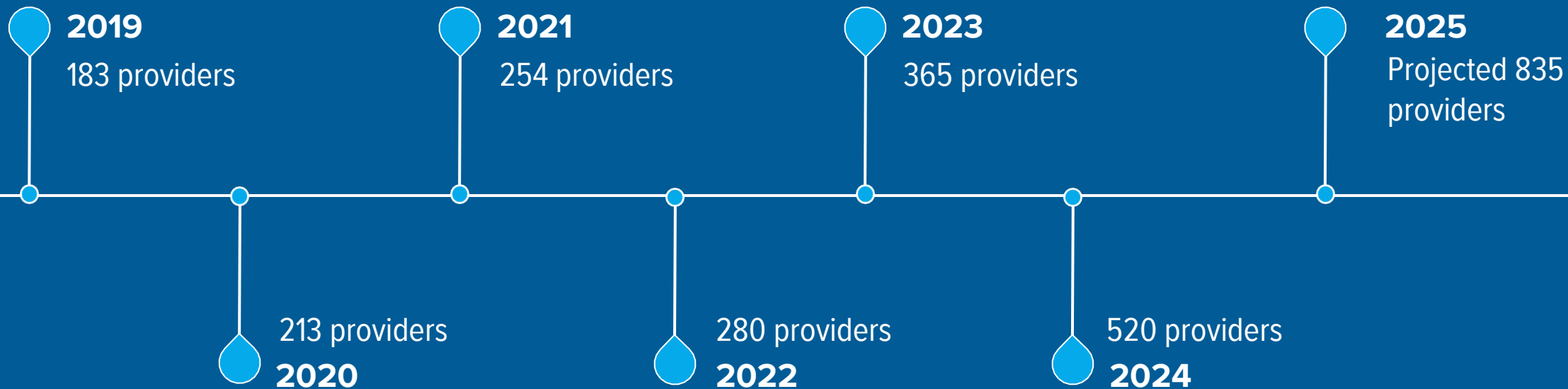
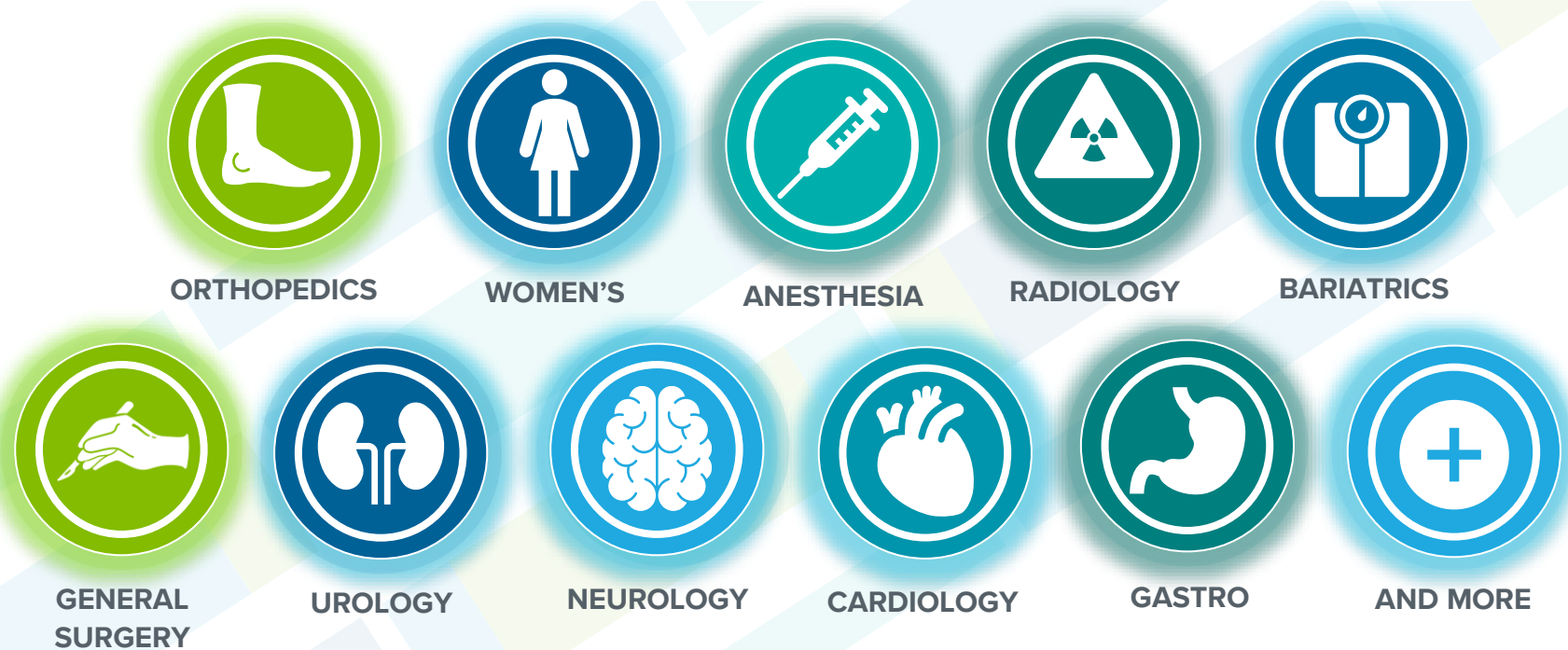
AdventHealth Florida 2025 Footprint

-  32 Hospitals
-  56 Urgent Care Centers
-  21 OSEDs

AdventHealth Florida 2024 Stats

-  5.1m+ Patient Interactions
-  \$1.4M Community Investment

West Florida Growth



AHMG and WFD Overview

AHMG Overview

- Multispecialty Medical Group
 - ❖ **440** Providers with **1400** staff employees
 - ❖ **100+** Locations (**5** Large Centers)
 - Imaging (**5**)
 - Lab (**20**)
 - Physical Therapy Centers (**38**)
 - ❖ **40+** medical specialties
- 2024 Annual Revenue: ~**\$172M**

AHMG WFD Specialties

- | | | |
|---|--|----------------------------------|
| ✓ Acute Care | ✓ Dietician/ Nutrition | ✓ Neurology |
| ✓ Anesthesiology | ✓ Electrophysiology | ✓ Obstetrics & Gynecology |
| ✓ Adult Health & Medicine | ✓ Endocrinology | ✓ Orthopedic & Spinal Surgery |
| ✓ Bariatric | ✓ Family Medicine | ✓ Otolaryngology |
| ✓ Bariatric & General Surgery | ✓ Gastroenterology | ✓ Pediatrics |
| ✓ Breast Surgery | ✓ General Surgery | ✓ Podiatrist |
| ✓ Cardiovascular Disease | ✓ Internal & Palliative Medicine | ✓ Pulmonary Disease |
| ✓ Clinical Cardiac Electrophysiology | ✓ Interventional Cardiology | ✓ Rheumatology |
| ✓ Colon & Rectal Surgery | ✓ Interventional Neuroradiology | ✓ Speech Pathology |
| ✓ Dermatology | ✓ Maternal-Fetal Medicine | ✓ Thoracic Surgery |
| ✓ Diabetes & Endocrinology | ✓ Neurological Surgery | ✓ Urogynecology |
| | | ✓ Urology |
| | | ✓ Vascular Surgery |
| | | ✓ Wound Care |

Foundation for Future Success

Patient Access

Strengthen the Model

Honor Legacy

Growth



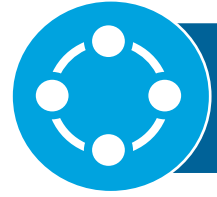
Looking Ahead



Enhancing Systems and Technology



Growing Talent and Capabilities



Creating Consistency Through Standardization



Strengthening Collaboration Across Regions

WFD | Cabinet Structure



David Ottati
President/CEO West Florida Division



Jennifer Wandersleben
Regional CEO



Dima Didenko
Division CFO



Robin McGuinness
Chief Nursing Executive



Rajan Wadhawan, MD
Chief Clinical Officer



Leilani Scott
Chief People Officer



Christine Frederic
Chief Strategy Officer

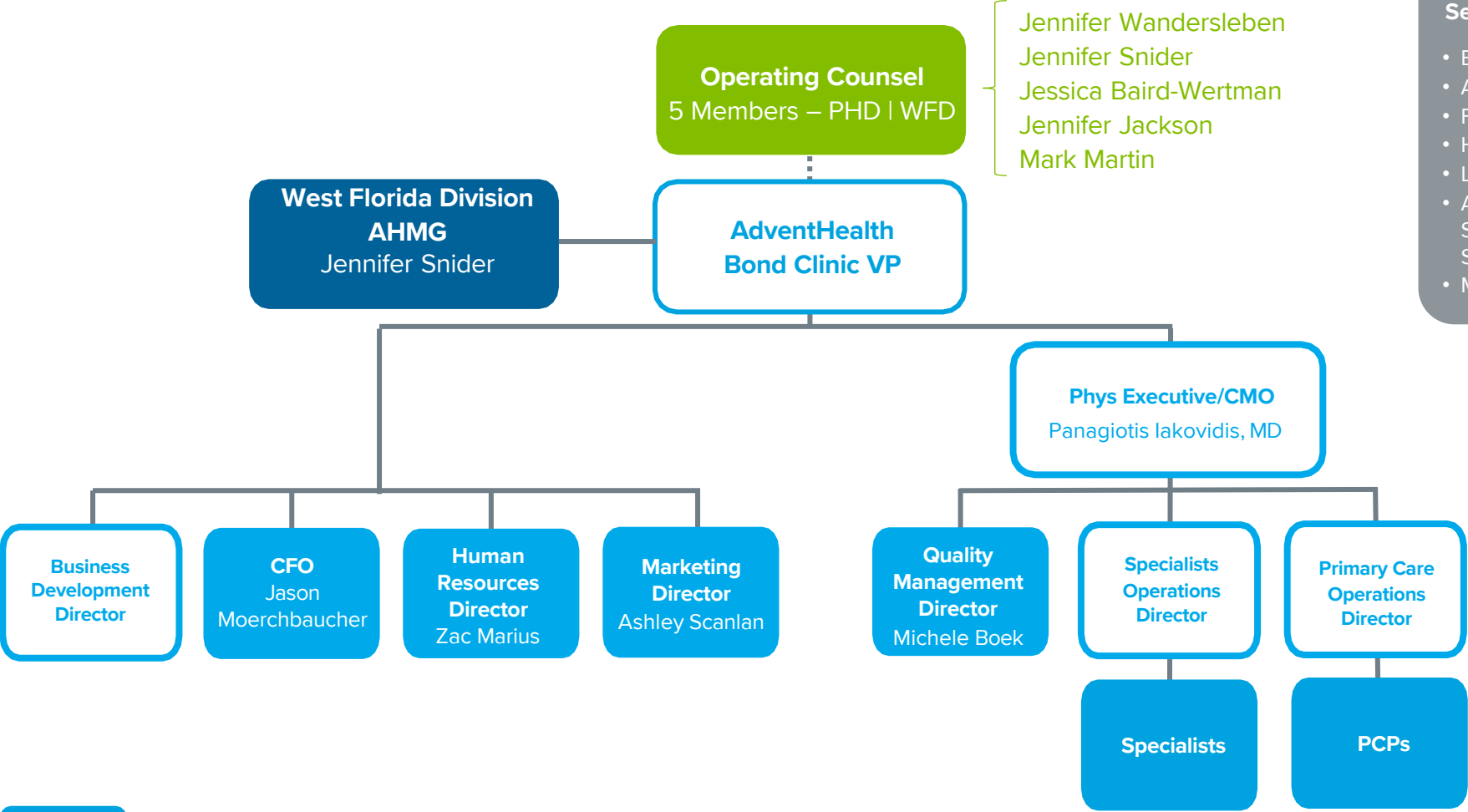


Lauren Key
SEO Consumer
Engagement



Jennifer Snider
CEO AHMG

Contemplated AdventHealth Bond Clinic Post-Closing Organization Structure



WFD Support Services

- Billing
- AIT
- Facilities
- HR
- Legal
- Ancillary Strategy & Support
- Marketing

PHD Support Services

- PCP Contracting & Compensation
- Value-based Care Contracting & Support
- Ancillary Support: Urgent Care

New AH
appointed
position

Existing
Bond Clinic
Position

A photograph of four healthcare professionals in a clinical setting. A Black male doctor in blue scrubs stands in the center, leaning over a white male doctor who is seated on the left. To the right, a woman with grey hair and a blonde woman, both in blue scrubs, are looking down at a patient or document. The background is a blurred hospital hallway. A semi-transparent blue overlay covers the bottom half of the image.

"What's Changing" for Bond Clinic

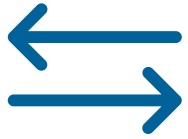
May 2025

Human Resources

Deena DeThomas

VP, Associate CPO AH WFD

Employment



Commitment to hire all employees in good standing and will not be required to apply for their job at transition



Current roles will be retained for the first 90 days, though changes may follow as we align for the future.

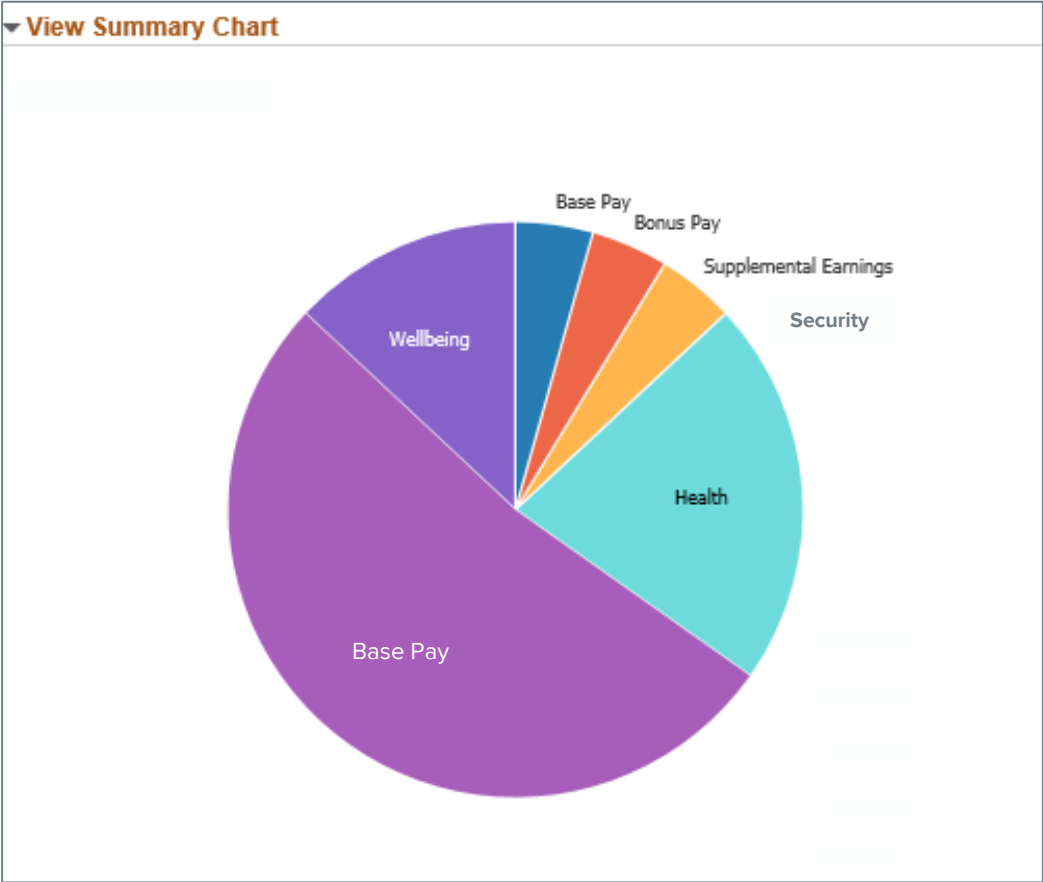


Certain employment and tax-related forms may be required for the transition



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 |
| Well-Being | Paid time off and Lyra 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, not benefits-eligible

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 July 1, 2025

We offers the following benefits:

- Traditional Plan and Health Savings Plan – Health Savings Account (quarterly employer contributions for full-time team members earning < \$21/hour)
- Health Care and Dependent Care FSA
- Dental and Vision
- Voluntary options: hospital indemnity, accident, critical illness, identity theft and pet care
- 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
- Jury Duty and Bereavement pay
- Well-being benefits, mental health resources, and 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

Important Payroll Dates

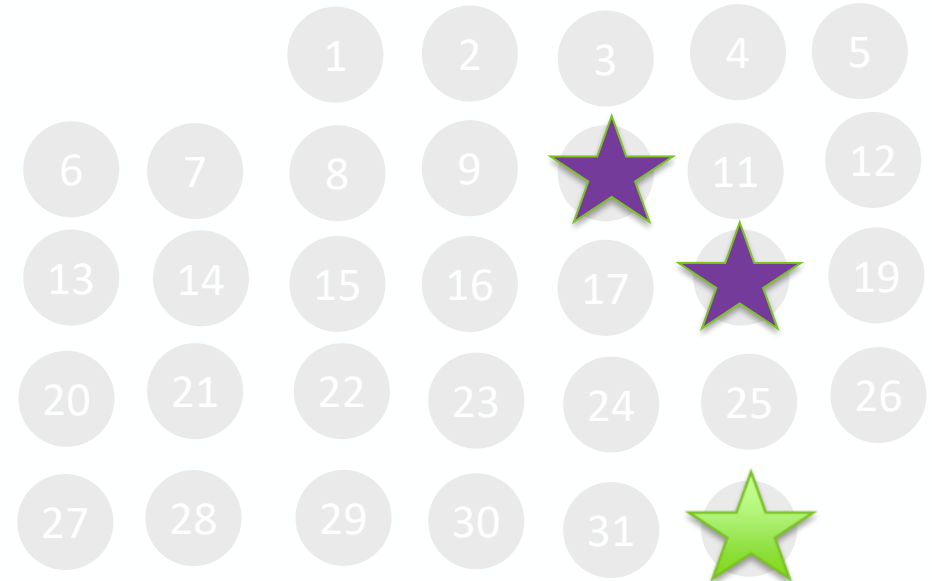
Last Paycheck from Bond

- Last Full Paycheck: 6/26/25
- Last Partial Pay Period: 6/22/2025 – 7/5/2025
- Partial (9-day) Paycheck Date: 7/10/25 

First Paycheck from AdventHealth

- First Partial Pay Period: June 29 - July 12
- Partial (8-day) Paycheck Date: July 18 
- First Full Paycheck Date: August 1 

July 2025



Key Changes in the First Month

July 2025

HR Self-Service Tools:

- My Hub
- My Team

Time and Attendance:

- Time and attendance tracking
- Payroll-related processes

More Information to come

IT System Changes

Mike Crouch

Director, IT Strategic Clinical Initiatives



Bond Clinic IT on Day 1

What's changing on July 1, 2025

Requesting IT Support

Current

Calling internal phone extension for Bond Clinic IT support



July 1

Contact **AIT Service Desk** or use **Self-Service site**; tickets go to Bond Clinic IT or AIT based on the issue.

NextGen EPM / EHR

Current

Using the current Bond Clinic **NextGen** instance



July 1

NextGen building a **new group** within the current instance to separate accounts after 7/1, **no change to user account for NextGen access**

Access to AdventHealth applications

Current

No access to AdventHealth applications



July 1

Bond Clinic PCs will have an **AH Connect** link to access **The Hub, Office 365**, and all Day 1 IT apps using an **AH OPID/Password**.

Productivity and Communications Tools

Current

Bond Clinic email using Outlook, limited MS Teams use, and local storage



July 1

Start using AH email in **Outlook**, full **Teams** access, and file storage with **OneDrive/SharePoint**

**Bond Clinic teams will continue using existing PCs on July 1.*

**Bond Clinic team members will retain access to all legacy email, files, until they are migrated to AH Outlook, SharePoint, etc.*

IT Transition Timeline



July 1, 2025

Day 1 go-live is **7/1/2025**

AdventHealth Connect, AIT Service Desk, HR / Benefits, Finance, Office 365, policies, learning management, and others



July '25 – March '26

Preparing for Epic go-live

IT build & testing, end user training, data conversion, and readiness activities to prepare for EMR go-live

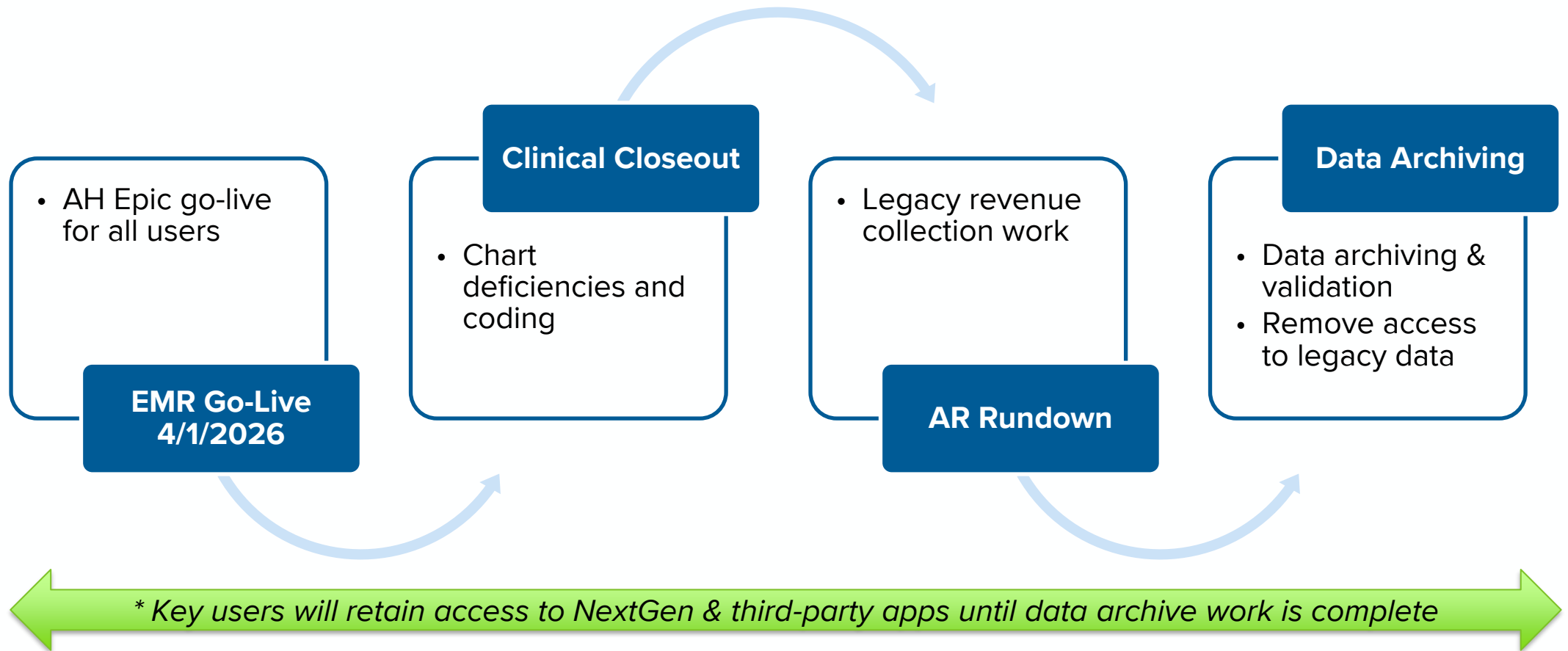


April 1, 2026

EMR go-live is **4/1/2026**

Replace NextGen and third-party applications with the AdventHealth Epic suite of applications (clinical, revenue, imaging, lab, etc.)

April 1, 2026 and Beyond



Transition Process

Christine Stewart

VP Regional COO, Corporate Services

Teams Working on Transition

Transition Steering Committee

Corporate Development

Work Groups

AIT

BRAND/MKTG/DIGITAL

COMMUNICATIONS

COMPLIANCE

PHYSICIAN
CONTRACTING

FINANCE

HUMAN RESOURCES

MANAGED CARE

MEDICAL GROUP (Incl.
PE/CIN/VBC)

FACILITIES

REAL ESTATE

REGULATORY

REVENUE CYCLE

RISK MANAGEMENT

SUPPLY CHAIN/BUS
SVCS

CLINICAL QUALITY

Engagement Activities Timeline

Activities to help discover, engage, activate, and celebrate Bond Clinic team members

Change Impact Identification

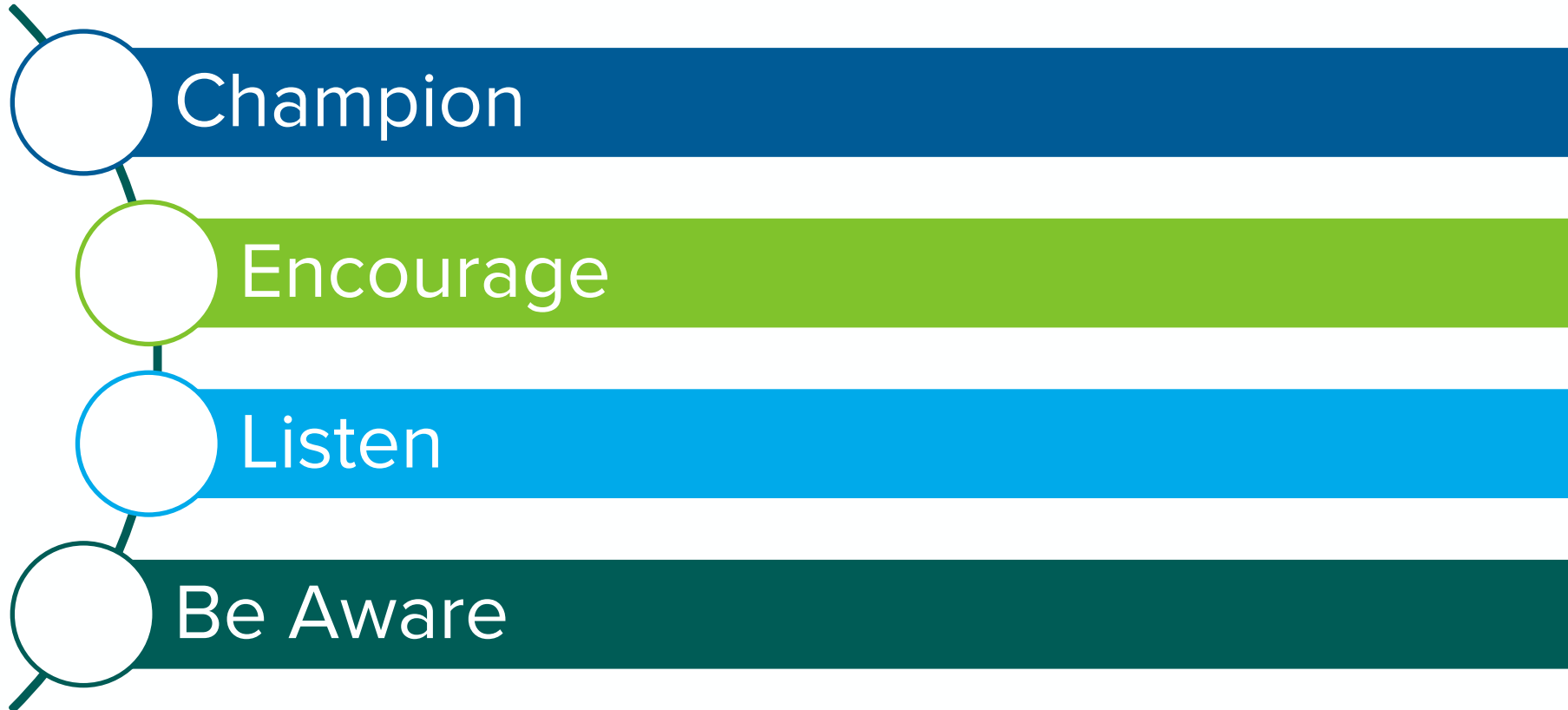


Targeted Readiness Communication

*Some dates are subject to change as we learn more.

Your Role in Change Management

Change is not a single event supporting the objective; but a transitional process moving an organization and its stakeholders from a current state to a future state.

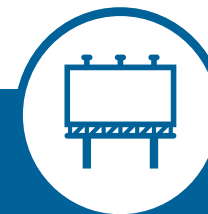




Will I Have To
Reapply For My Job?



Where Can I Learn
More About The
Transition?



What Is The Medical
Group



How Long Do I Have
To Complete Benefits
Enrollment?



How Will I Get My
Username And
Password?

Extending the Healing Ministry of Christ

