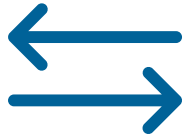


What's Changing in HR

Employment



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



Current roles will be retained for the first 90 days, though job titles may change as we align with AH structure.

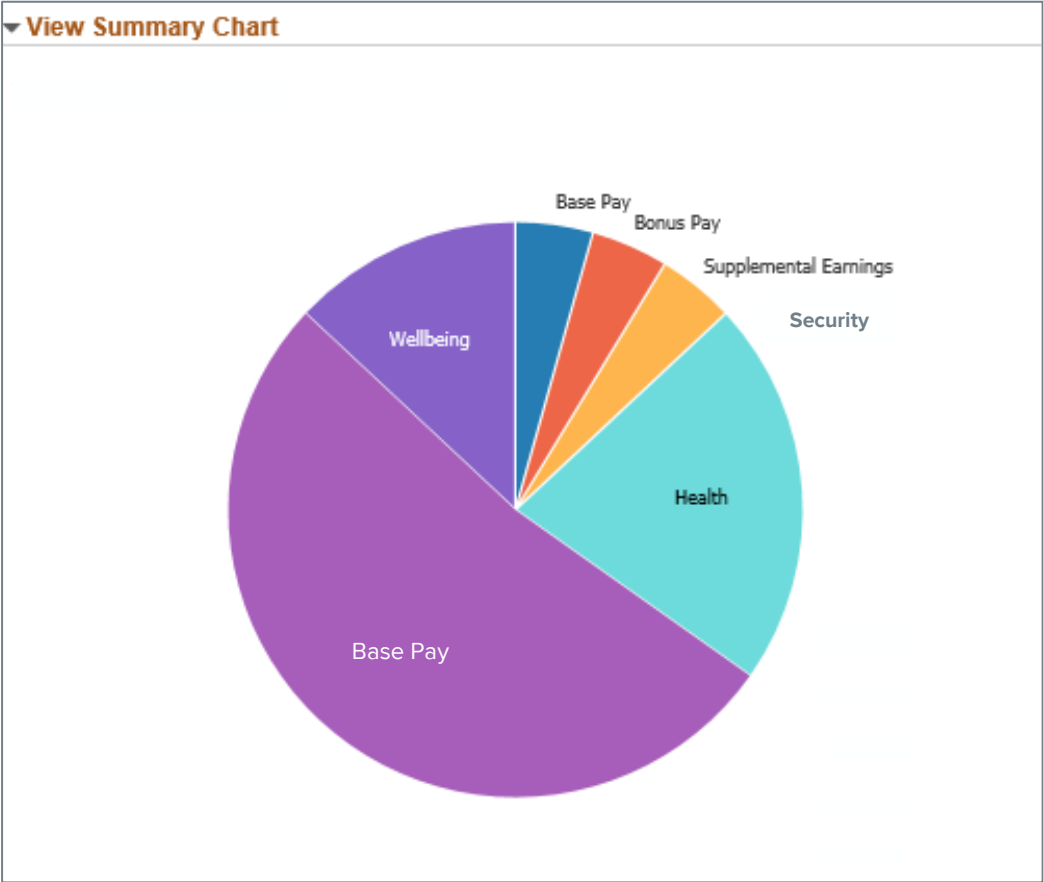


Certain employment and tax-related forms may be required for the transition



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
(July 1 – July 10)

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



Benefits Deep Dive

A Closer Look

Benefits – JUNE 10

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

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 

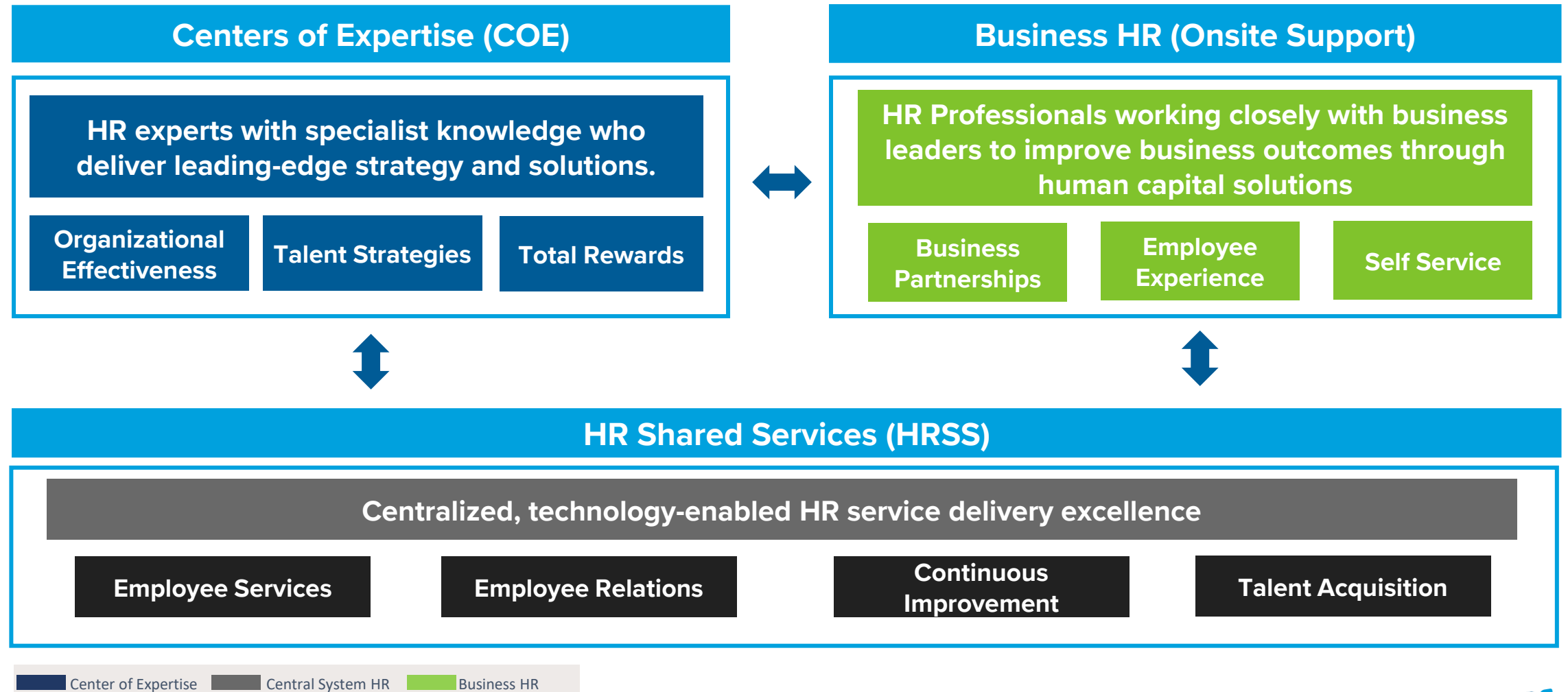
First Paycheck from AdventHealth

- First Partial Pay Period: 6/29/25 - 7/12/25
- Partial (8-day) Paycheck Date: 7/18/25 
- First Full Paycheck Date: 8/1/25 

July 2025



How HR Works



Key Changes in the First Month

HR Self-Service Tools:

The Hub

Time and Attendance:

UKG

Training to come