

A photograph of three men in a professional setting. On the left, a man with short dark hair, wearing a white shirt, is seen from the back, writing on a whiteboard with a blue marker. In the center, a man with light brown hair, wearing a light blue button-down shirt, is smiling and looking towards the whiteboard. On the right, a man with a beard and short dark hair, wearing a grey button-down shirt, is looking at the whiteboard. The whiteboard is covered with numerous colorful sticky notes (yellow, orange, pink, blue) containing handwritten text. The background is a bright, out-of-focus office space with large windows.

HR & Benefits Information Session

June 2025

Uniforms

Uniform Policy



LAB
Eggplant scrubs, or
Eggplant scrubs with White lab coat



**LPN / LVN
West FL**
Royal Blue scrubs



**MATERIALS MANAGEMENT
SUPPLY SUPPORT**
Pewter scrub top,
Black pants

AdventHealth's uniform policy defines ***“Core uniforms”*** as items that are required and are intended to reflect consistency throughout a department.

Workforce members may only order the AdventHealth approved uniform color, collections/brands, and styles made available through Uniform Advantage for their selected position.

All new team members will receive **one-time 60-day credit** for use on the Uniform Advantage website or at the Uniform Fitting event, after Day 1.

Uniform Credits

Team Members Required to Wear Uniforms

- Full-Time - \$150
- Part-Time & PRN - \$100

Team Members Not Required to Wear Uniforms

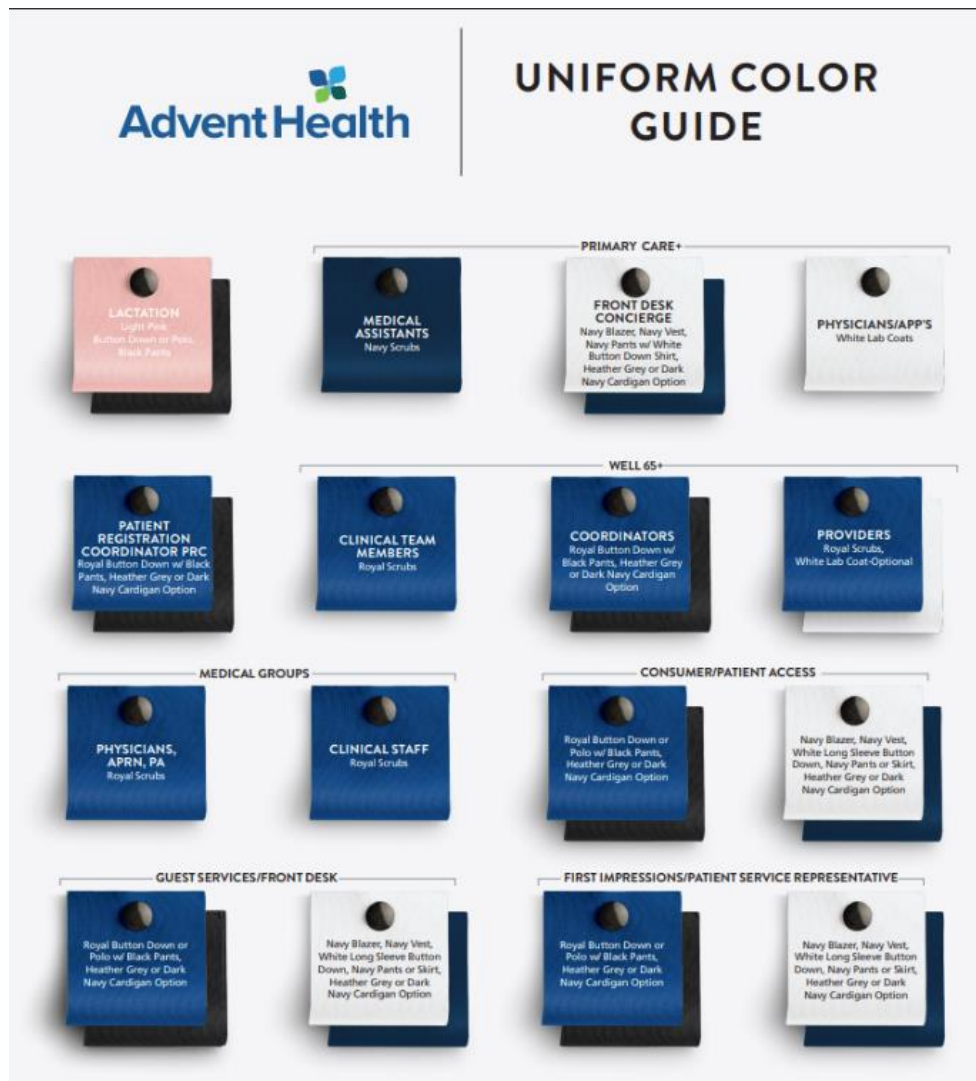
- Full Time/Part-Time/PRN - \$50



Uniform Advantage®

**Uniform fitting event details will be communicated soon*

Sneak Peak: Uniform Colors



All team members should be in AdventHealth branded uniforms for their position/area by October 1. Our vendor is Uniform Advantage.

Benefits Update

What We Know | FAQ

- Service Credit
 - PTO
 - Retirement
- PTO
- Retirement
 - Vesting
 - Loans – more information coming in July
- Health Plan Deductibles

You have 10 days to enroll in benefits and your benefits will be effective July 1!



Caring for your Body, Mind and Spirit

Benefits Review

At AdventHealth, we are part of something bigger: A community, a commitment and a shared passion to care. That's why we're pleased to offer our team members a comprehensive **Total Rewards program**, including body, mind and spirit benefits to support your whole person health.

Body

To help you maintain your physical health through preventive and other medical care with Medical Plans, Tax-Advantaged Accounts like FSA and HSA, Prescription Drug Coverage, and Dental and Vision benefit options.

Mind

To help provide peace of mind and security in relation to potential health setbacks with Disability, Accident, Hospital Indemnity, Life & AD&D Plans, as well as retirement planning.

Spirit

To help nourish your overall and spiritual well-being through our Wellness Program, Paid Time Off, Mental Health and other services included in the Bereavement Program and Team Member Discount Program.

Benefits Eligibility Requirements

Benefits Eligible

Full-Time

36 – 40 hours / week

Part-Time

16 – 35 hours / week

PRN

< 16 hours / week

Eligible for well-being

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.*

Care for Your Health

Medical Plans | Aetna

Health Savings Plan	Traditional Plan
<ul style="list-style-type: none">• Costs <u>less</u> per paycheck• May pay more at time of service• Deductible to meet, then pay co-insurance	<ul style="list-style-type: none">• Costs <u>more</u> per paycheck• May pay less at time of service• Copay options and lower deductible

Both plans:

- To find a provider, please visit [Aetna.com/AdventHealth](https://www.aetna.com/AdventHealth)
- Utilize the same in-network provider directory; no out-of-network coverage
 - Tier 1 – AdventHealth and closely affiliated providers and facilities
 - Tier 2 – Aetna
- Emphasis on preventive care (covered at 100%)
- Include prescription drug coverage and mail-order pharmacy

Medical | Aetna

Medical/Rx MEMBER COST SHARE		
Coverage	Traditional Plan Tier 1 / Tier 2	Health Savings Plan Tier 1 / Tier 2
Annual Deductible Individual Family	\$750 / \$2,000 \$1,500 / \$4,000	\$2,000 / \$4,000 \$4,000 / \$6,000
Employer Account Funding, if eligible	n/a	\$1,000 / \$2,000
Out of Pocket Max Individual Family	\$4,000 / \$6,000 \$8,000 / \$12,000	\$4,000 / \$6,000 \$8,150 / \$12,000
Inpatient Hospital	15% / 30%	10% / 30%
Emergency Room Visit	\$400 / \$400	20%*
Urgent Care	\$50 / \$80	10% / 30%
PCP Visit, including virtual	\$25 / \$40	10% / 30%
Specialist Visit, including virtual	\$50 / \$80	10% / 30% / N/A*
Virtual Care (urgent) - eCare	\$0	\$0 after deductible
Behavioral Health – Office Visits	\$25 / \$40	10% / 30%
Behavioral Health – Substance Use Disorder	15% / 30%	10% / 30%
Retail Rx	\$10 – 20% - 20%	\$10 – 20% - 20%*
Mail Order Rx	\$10 – 20% - 20%	\$10 – 20% - 20%*
Actuarial Value	85%	81%
Payroll Contributions	\$\$\$	\$



Medical | Payroll Deductions

Health Plan Rates – Per Pay Period

Coverage Level	Total Bi-Weekly Premium	Full-Time Team Members		Part-Time Team Members	
		Employer Contribution	Team Member Cost	Employer Contribution	Team Member Cost
Traditional Plan					
Team Member Only	\$302.63	\$228.78	\$73.85	\$141.09	\$161.54
Team Member + Spouse	\$847.37	\$611.52	\$235.85	\$501.22	\$346.15
Team Member + Child(ren)	\$696.05	\$519.74	\$176.31	\$419.13	\$276.92
Team Member + Family	\$1,119.73	\$793.88	\$325.85	\$612.04	\$507.69
Health Savings Plan					
Team Member Only	\$288.39	\$263.93	\$24.46	\$241.31	\$47.08
Team Member + Spouse	\$922.85	\$817.62	\$105.23	\$692.08	\$230.77
Team Member + Child(ren)	\$749.81	\$674.58	\$75.23	\$565.19	\$184.62
Team Member + Family	\$1,211.23	\$1,049.23	\$162.00	\$888.15	\$323.08

Bi-weekly, non-tobacco rates are shown above. Tobacco users are subject to an additional \$600 annual surcharge. Attestation required to receive non-tobacco user rate.

Pharmacy | Rx Plus

- Pharmacy benefits are embedded in both medical plans
- **Short-term Rx** (30 days or less) can be purchased at any local participating pharmacy
- **Long-term Rx** (maintenance or recurring) can be ordered from AdventHealth Rx Plus mail order service
 - Saves money on 90-day supply
 - \$10 for many generics

Visit MyAdventHealthRx.com to learn more.

Recommendation: Refill priority prescriptions before July 1



HSA & FSA | Optum Financial

Features	Health Savings Account (HSA)	Health Flex Spending Account (FSA)
Maximum Annual Contribution	\$4,300 for Individual \$8,550 for Family Age 55+ can contribute additional \$1,000	\$3,200
Can unused funds rollover?	Yes	\$50 minimum up to max of \$640
When are funds available?	Each pay period	Front-loaded at enrollment
Which health plan does it work with?	Health Savings Plan	Traditional Plan or no medical plan election
Can the unused funds go with you upon employment ending?	Yes	No
Any employer funding?	Yes, quarterly deposits made if earning < \$21/hour and full-time. \$1,000/single and \$2,000/family	No

Dependent Care FSA | Optum Financial

- Covers children under 13 or over-age dependents who are not capable of self-care
- Covers childcare, preschool, extended care, day camps
- **NOT** a front-loaded account; funds are available each pay period
- Funds must be spent by December 31, 2025 – **no rollover provision**



Dental Plans | Delta Dental

PPO 50 Plan

- Lower deductibles
- Higher maximum benefit
- Higher premiums

PPO 75 Plan

- Higher deductibles
- Lower maximum benefit
- Lower premiums

HMO Plan

- No deductible
- No maximum
- Lowest premiums
- Available in select states only (review Benefit Guide for details)

**All plans cover preventive care, standard services and orthodontia with varying deductibles and coinsurance or copay.*

Biweekly Dental Plan Rates

	Delta Dental PPO 50	Delta Dental PPO 75	DeltaCare USA DMO
Team Member	\$14.65	\$12.99	\$8.27
Team Member + Spouse	\$27.37	\$23.14	\$12.13
Team Member + Children	\$39.14	\$34.70	\$14.91
Team Member + Family	\$51.76	\$45.89	\$22.82

Vision Plan | VSP

Access care through VSP's Choice Network of providers

- Exams every 12 months
- Eyeglass frames or contact lenses every 12 months

Biweekly Vision Plan Rates

	VSP
Team Member	\$3.77
Team Member + Spouse	\$6.96
Team Member + Children	\$7.92
Team Member + Family	\$11.13



Life Insurance | New York Life

Basic Life and AD&D is employer-paid for full-time team members.

Part-time team members may purchase coverage at a subsidized rate (1x annual base salary).

Spouse and Child life insurance may be purchased.

**Preexisting condition exclusions (including pregnancy) may apply to these plans.*



Disability | New York Life

Short-Term Disability is offered and provides income in the event you are not able to work, and can last up to 6 months

Long-Term Disability is offered and covers time off after 6 months.



Paid Parental Leave

4 weeks of paid leave to team members who become parents!

Eligibility:

- Full-time team members
- Birth and non-birth parents
- Must be taken consecutively and used within 12 months of birth or adoption placement



Additional Benefits Offered

- Accident and Critical Illness
- Hospital Indemnity
- Norton LifeLock Benefit Plans
- Pet Discount
- Identity Theft Protection
- Legal Services

PerkSpot - Visit **AdventHealth.PerkSpot.com** for exclusive discounts:

- Apparel
- Travel
- Electronics
- Cell Phones
- Restaurants
- Theme Parks
- Events, and more!



AHRP | Fidelity

- **Automatically enrolled at 4% pre-tax**
 - AdventHealth will match your contributions up to this rate when you contribute.
 - You will have 35 days to opt out
- Roth and After-Tax contributions offered
- 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%

- **Vesting Schedule**
 - 100% vested after 3 years, working 1,000 each year



Paid Time Off

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

**Not applicable in all locations per state law*

PTO Donation Program

- Program assists team members in difficult circumstances who have depleted their time off banks and meet recipient eligibility



July 4th PTO & Vacation Request Guidance

- To support you during the transition, **8 hours will be frontloaded** into your PTO bank as a **one-time gift**, allowing you to take PTO for the **July 4th holiday** without using your current accrued hours. However, future holidays will be deducted from your current PTO balance.
- **Vacation requests** submitted in **ADP** for dates **after July 1** must be **resubmitted** in AdventHealth's system (UKG).



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

Lyra | Mental Health Resource

6 no-cost sessions

per year for team members and household dependents

Individualized care
that fits your schedule

Support for the whole
family

Work/Life services

On-demand resources

Your mental well-being matters.



Benefits Tools and Resources

- **Benefits Enrollment Guide:**
Detailed benefit cost and coverage explanations
- **Virtual Benefits Fair:**
Information on all benefits, including resources from our benefit vendors
- **ALEX Benefits Counselor:**
Interactive online tool for benefit selection guidance



Next Steps

Your Next Steps

- ✓ Keep Prioritizing Patient Care
- ✓ Check Transition Site Frequently for Updates
 - www.adventhealth.com/transitions/bond-clinic
- ✓ Attend the June 13 Benefits Fair
 - Talk to Vendor Representatives
 - New Badge Photos
- ✓ Participate in Training as Communicated
- ✓ Be Flexible and Patient



Extending the Healing Ministry of Christ