

PROPELLED with PURPOSE

Employee Information Session

September 17, 2025

Agenda

Welcome and Prayer

Setting the Stage

Need To Know in HR

Benefits Review – 2025 & 2026

Information Technology

Next Steps

Questions & Answers

Welcome and Prayer

Christy Sneller

VP, AdventHealth Medical Group, North Carolina

Setting the Stage

Christine Stewart

Regional COO, Corporate Services

Team Member Promise

AdventHealth will be known as a place where team members thrive professionally and experience a sense of wholeness

Family from Day One

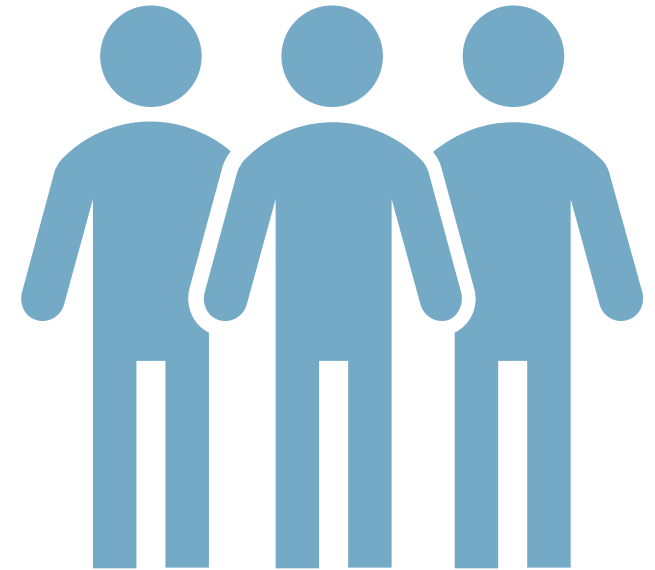
Choice of Benefits

Competitive Pay

Informed and Heard

Lighted Career Path

Wholistic Leader

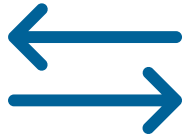


Need to Know in HR

Wilky Briette

VP, CPO AH North Carolina Market

Employment, Role, Pay



All employees in good standing will be retained. **You will not need to reapply for your position during the transition.**



Employees are anticipated to **continue in their current position under the same manager.**



Pay will remain unchanged on Day 1

*Planned activities are expected to launch October 1, pending all legal and regulatory agreements are completed.

Important Payroll Dates

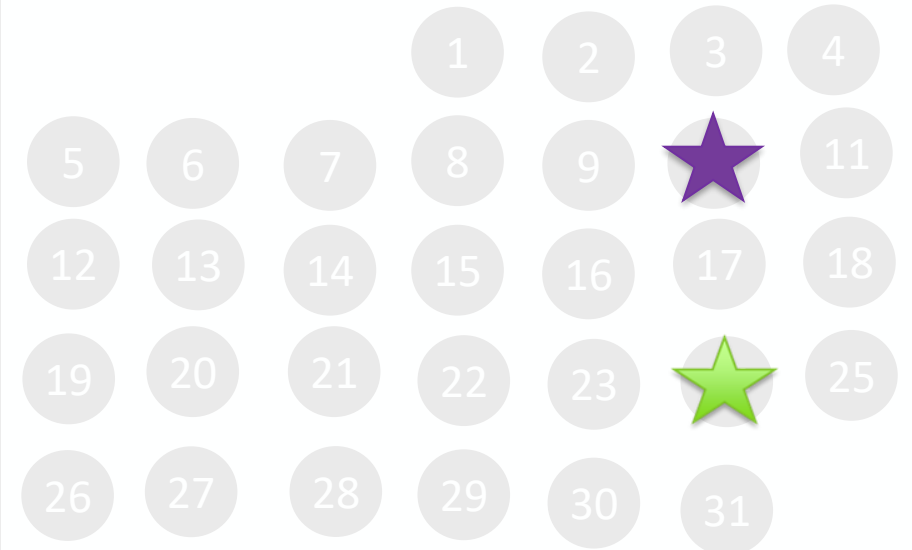
Last Paycheck from GenesisCare

- Last Full Paycheck: 9/26/25
- Last Partial Pay Period: 9/21/2025 – 9/30/2025
- Partial (7-day) Paycheck Date: 10/10/25 ★

First Paycheck from AdventHealth

- First Partial Pay Period: 10/1/25 - 10/4/25
- Partial (3-day) Paycheck Date: 10/10/25 ★
- First Full Paycheck Date: 10/24/25 ★

October 2025



*Scheduled payroll is contingent on all legal and regulatory agreements being completed.

AdventHealth Dress Code & Uniforms

Uniforms & Business Attire

Uniform colors are role-based for those that are required to wear a uniform. All other roles fall under the business casual dress code.

ID Badges

ID badges are also part of the AdventHealth dress code, helping team members and patients easily identify one another, reduce confusion, and enhance the care experience.



Uniform Colors

LPN
Registered Nurse
Medical Assistant
Royal Blue Scrubs

Radiation Therapist
CT Technologists
Dosimetrist
Pewter Scrubs
White Coat (Optional)

Uniform Required
Non-Clinical Roles

Financial Counselor
Patient Access Specialist
Patient Coordination Admin
Patient Service Specialist

Royal Blue Polo w/ Black pants

Providers

White Lab Coat
Royal Blue Scrubs

Uniform Not Required Roles

Business Casual

**Uniform Deadline is
November 30.**

Our vendor is Uniform Advantage.

Uniform Credit Details

Uniform Credits

Team Members Required to Wear Uniforms

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



One-Time Uniform Credit Gift Provided

Must Be Used Within **60 Days** of Day 1

Available in your account on the **Uniform Advantage Website**

I-9 Completion: What You Need to Know

Step 1: I-9 Email Notification

- Some team members may have received an email from donotreply@lawlogix.com to begin the I-9 process.

Step 2: Completing the I-9 (October 1–3)

- If you are required, please take action starting October 1 and ensure completion by October 3.
- HR staff will be rounding October 1–3. Please bring the appropriate identification documents so they can finalize the I-9 process.

Benefits Review 2025 & 2026

Carlton Casey

Sr. Manager, Benefits Administration

What's Changing

- Service Credit
 - PTO
 - Retirement
- Retirement
 - 100% Vesting
- Health Plan Deductibles
- Time Off
 - Vacation → PTO
 - Floating Holidays → PTO
 - Sick → Frozen Sick
 - Negative Balances



Enrollment – 2025 & 2026

You have **10 days** to enroll in benefits, and your benefits will be effective **October 1**

Our **Annual Enrollment** period is:

October 1 – 22, so you will make 2 elections:

- **First** for benefits effective 10/1/2025
- **Second** for benefits effective 1/1/2026



Caring for your Body, Mind and Spirit

Benefits Review - 2025

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, other Voluntary benefits, and 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	\$211.25	\$91.38	\$141.09	\$161.54
Team Member + Spouse	\$847.37	\$599.99	\$247.38	\$501.22	\$346.15
Team Member + Child(ren)	\$696.05	\$506.36	\$189.69	\$419.13	\$276.92
Team Member + Family	\$1,119.73	\$763.42	\$356.31	\$612.04	\$507.69
Health Savings Plan					
Team Member Only	\$288.39	\$259.77	\$28.62	\$241.31	\$47.08
Team Member + Spouse	\$922.85	\$817.16	\$105.69	\$692.08	\$230.77
Team Member + Child(ren)	\$749.81	\$675.50	\$74.31	\$565.19	\$184.62
Team Member + Family	\$1,211.23	\$1,048.31	\$162.92	\$888.15	\$323.08

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

These are team member rates

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 October 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 cannot work, and can last up to 26 weeks (6 months)

Long-Term Disability is offered and covers time away for medical reasons after 6 months.

- Physicians receive this benefit at no cost

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



Paid Parental Leave

4-weeks of Paid Leave

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, when not working scheduled shift 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!
- **Rolls over** year-to-year, up to 320 hours.

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

*Physicians receive Paid Leave Days (PLD) according to their contract



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.



Lyra



Scan the
QR code to
learn more.

AdventHealth

Benefits - 2026

Keeping 2026 Simple

Minimal Changes for Team Members

Summary

- **Medical Plans**
 - **No changes** to copays, deductibles or out-of-pocket maximums
 - **Adjusted** payroll deductions
- **Dental Plans**
 - Redesigned PPO plans: **Comprehensive** and **Preventive**
- **Updated FSA and HSA contribution limits**

Effective January 1, 2026



Keeping 2026 Simple

Minimal Changes for Team Members

Refreshed Dental Plan Options

Team members continue to have a choice of three dental plans through Delta Dental, with updates.

Three plans, two new names:

- PPO 50 becomes the **Comprehensive Plan**
- PPO 75 becomes the **Preventive Plan**
- No change to DeltaCare USA DMO

Comprehensive Plan

- Expanded coverage for dental implants
- Orthodontic care remains included

Preventive Plan

- Does not include orthodontic care
- Slight *decrease* in payroll deductions

Digital ID cards available in January



FSA & HSA Limits

Updates for 2026

There are three contribution limit updates for 2026:

- The Medical FSA maximum contribution is increasing from \$3,200 to **\$3,300**.
- Dependent Care FSA maximum contribution is increasing from \$5,000 to **\$7,500** (\$3,750 for married couples filing separately).
 - Contributions will be limited to \$1,200 for team members who earned more than \$160,000 in 2025.
- Health Savings maximum contribution:
 - **Single:** Increasing from \$4,300 to **\$4,400**
 - **Family:** Increasing from \$8,550 to **\$8,750**
 - **Catch-up:** \$1,000 for those age 55+

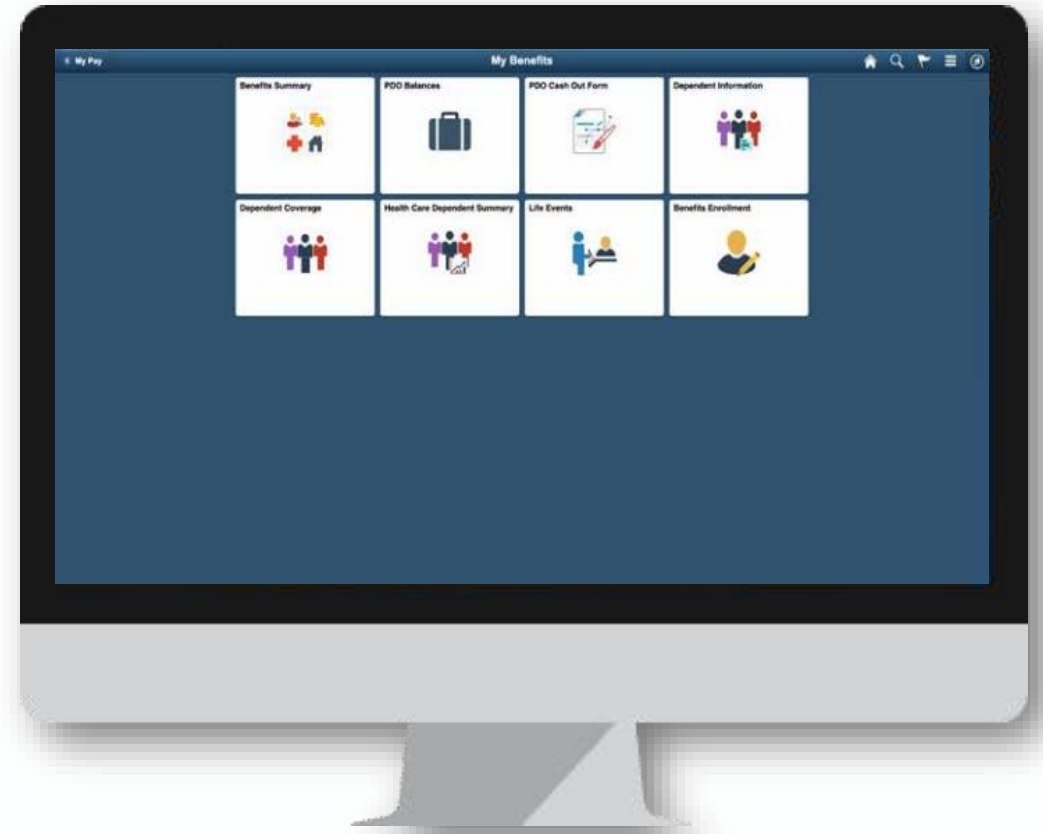
Effective January 1, 2026

What Happens If I Don't Complete Annual Enrollment?

- **Tobacco-User Status:** You will be defaulted into a tobacco-user status for medical coverage with a \$600 surcharge.
 - Be sure to complete your Tobacco Use Verification through **The Hub > Annual Enrollment**.
- **Flexible Spending Accounts:** You must enroll in the Medical FSA and Dependent Care FSA each year to participate. These elections do not carry over from 2025.
- **Health Savings Account:** You must choose HSA contributions each year, even if you are enrolled in the Health Savings Plan medical option today and making HSA contributions during 2025.

Annual Enrollment | How You Will Enroll

1. Visit **Hub.AdventHealth.com**
2. Enroll in **2025 Benefits | October 1 - 10**
3. Enroll in **2026 Benefits | October 1 - 22**



Benefits Tools and Resources

- **Benefits Enrollment Guide Posted on Transition Site**
Detailed benefit cost and coverage explanations
- **Virtual Benefits Fair Begins 10/1:**
Information on all benefits, including resources from our benefit vendors
- **ALEX Benefits Counselor:**
Interactive online tool for benefit selection guidance
- **October 1 – October 3** In-person Onsite Support



alex® | BENEFITS
COUNSELOR

Information Technology

Mike Crouch

Director, Strategic Clinical Initiatives

IT on Day 1

Everyone	Rad Onc	Urology
AH OPID – Password Password never expires	Finalizing dates for Epic Training *	Finalizing dates for Epic Training *
AH PCs * - AH Network *	Finalizing dates for IT swap & clinic impact *	Finalizing dates for IT swap & clinic impact *
AH Connect Internal launch page	Begin using Epic for some workflows	Begin using Epic for all workflows
The Hub HR/Benefits, Payroll, Finance	Continued GenesisCare system access during transition	Continued GenesisCare system access during transition
Outlook *, Teams, SharePoint * Email auto-forwarding for 60 days	Continue using Mosaik Move to AIT Rad Onc Dec 2025	
AIT Service Desk (24x7) Self-Service, Epic Help Button	Stop using OWAN Move workflows to Mosaik	
NC IT Support & IT Leadership		

IT on Day 1

PCs

- Start using an AH PC with access to GenesisCare systems (i.e., legacy applications) until data archiving is complete; evaluating a few locally installed applications
- GenesisCare requires Microsoft Authenticator for access to GenesisCare systems; please ensure you have Microsoft Authenticator prior to 10/1 or contact GenesisCare IT for assistance.

Email

- Start using your AH email address; Access to your pre-existing GenesisCare mailbox will be disabled.
- New mail sent to your pre-existing GenesisCare mailbox will be automatically forwarded to your new AH mailbox for 60 days; historical email will be migrated to your new AH mailbox starting on day 1. This will take several days to complete.
- All calendar appointments will need to be manually recreated in your AH Outlook calendar.

Files

- Department file shares will be copied to Microsoft Teams locations; Please move appropriate files for retention from your personal share / PC to department shares prior to 10/1.

No Action Needed Until Day 1

Your Info Will Be Entered Into PeopleSoft Before Day 1

You May Get Emails At Your Personal Address (*password reset or ALN Training*)

No Action Needed Before Day 1

After Day 1, Complete Tasks As Directed

Next Steps

Christine Stewart

Regional COO, Corporate Services

What Did You Hear?



Will I Have To
Reapply For My Job?



Where Can I Learn
More About The
Transition?



What's My New
Email Going to Be?



How Long Do I Have
To Complete
Benefits Enrollment?



How Will I Get My
Username And
Password?

Employee Cheat Sheet Distribution

Includes:

- ✓ New Username
- ✓ New password
- ✓ Important Day 1 To-Do List

Distribution: Week of Sept. 29

AdventHealth

Your AdventHealth Employment Information

Welcome to AdventHealth. Your personal employment information is below:

Name	
Employee ID	
OpID	
Temporary Password	
Email Address	
Position	
Job Code	
Job Title	
Location	
Department Number	
Department Name	
Manager Name	

October 1st "To Do" List

☐ **Reset Password**

- Use the OPID and password provided above, visit [selfservice.adventhealth.com](#) and **change your password**. See *step-by-step instructions in packet*.

☐ **Setup Outside Network Access:**

- After setting your AdventHealth password, we recommend enrolling in multi-factor authentication (SecureAuth) to enhance security when accessing AH Connect or AdventHealth applications in a new browser window on a computer or mobile device -- *see the packet for step-by-step instructions*.

☐ **Verify Information on the Hub:**

- Check information above. If incorrect, call the Employee Contact Center at 1-844-843-6363 or visit the Command Center
- Go to [hub.adventhealth.com](#)
- Check the "My Profiles" tile to add or edit information
- Verify direct deposit information and adjust Federal W-4 exemptions, if needed in the "My Pay" tile
- For People Managers:** Verify downline in "My Team" drop down in top left corner

☐ **Enroll in 2025 Benefits before October 10:**

- Gather required documents (i.e., marriage license, spouse SSN, birth certificates, etc.)
- Go to [hub.adventhealth.com](#)
- Go to the "My Benefits" tile and enroll

For additional support call 1-844-843-6363 or visit Command Center

☐ **Payroll**

- Verify direct deposit information in the "My Pay" tile on The Hub ([hub.adventhealth.com](#))
- Adjust your Federal W-4 exemptions, if needed.
- Final paychecks from Bond will be paid on October 10.
- The first **full** paycheck from AdventHealth will be paid on August 1.

Need More Help?

Visit: [www.adventhealth.com/transitions/bond-cms](#) for links to FAQs, Quick Reference Guides and more

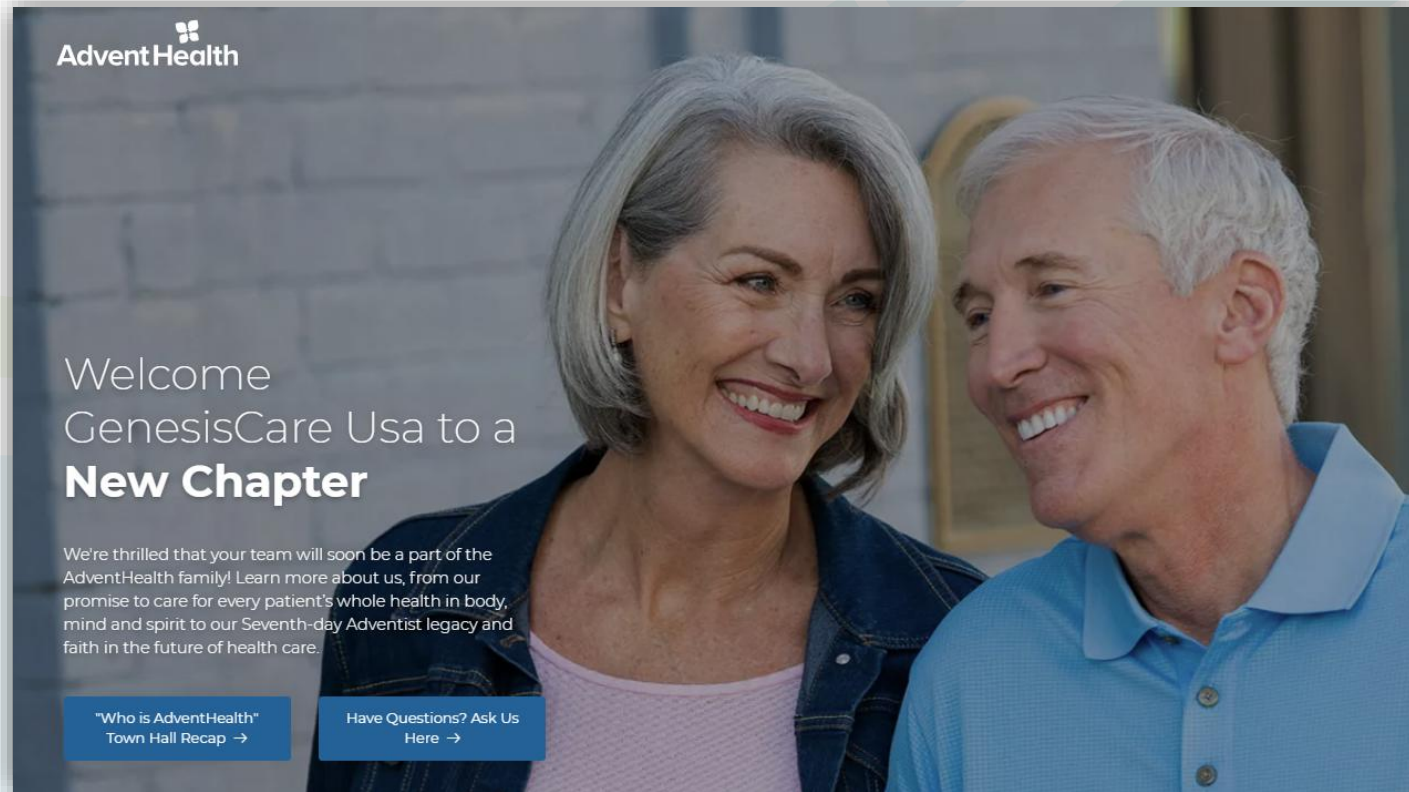
Call: IT Service Desk Support: 1-800-873-4024 for technical support

Still Stuck? Visit the Full Command Center at the Main Campus beginning October 1

Your Next Steps

- ☒ Keep Prioritizing Patient Care
- ☒ Check Transition Site Frequently for Updates
www.adventhealth.com/transitions/genesiscare
- ☒ Participate in Training as Communicated
- ☒ Be Flexible and Patient
- ☒ Badge Photos!

Get the Latest Information Here!



Scan The QR Code To Stay
Up-to-Date With Day 1 Transition Details

www.adventhealth.com/transitions/genesiscare



Extending the Healing Ministry of Christ