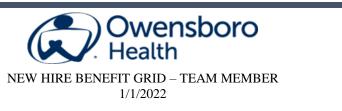


BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE			WHAT'S PRO	OVIDED	
	Full-Time Part-Time	Owensboro Health & Team member	ELIGIBLE	taken out of the last par Plan 1 with a Health Sa	y period of each ravings Account (Figure 1997) pay. Owensboro	nonth. HSA), account ac	dministered by Feh up to \$500 in	of each month and the other half IealthEquity. HSA contributions your HSA. Please see match In 1 20 User Part-time \$284 \$498
			The 1st day of	EE+ Children	\$156	\$302	\$244	\$390
			the month following 30 days of employment	Family	\$314	\$552	\$402	\$640
Health Insurance				Plan 2 with a Health Roclaims incurred in 2022 Monthly Premiums (\$)	Plan 2 Tobacco Free		Pla Tobaco	n 2 co User
					Full-time	Part-time	Full-time	Part-time
				EE Spanse	\$141	\$226	\$229	\$314
				EE+ Spouse EE+ Children	\$422	\$601	\$510	\$689
				Family	\$270	\$433 \$751	\$358 \$574	\$521 \$839
						· · ·	·	rticipate in the Health Insurance



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE		WHAT'	'S PROVIDED		
Wellness Program	All Team members and Spouses on Health Plan	Owensboro Health	Upon hire	Virgin Pulse is an incentive based long well-being. It is personalized 1-888-671-9395 if you have any q	and team memb			
				Below is the monthly premium rat taken out of the last pay period of		out the first pay p	period of each me	onth and the other half is
				Monthly Premiums (\$)	Low	Medium	High]
				Single	\$16.30	\$24.74	\$28.40	
				Team member & Spouse	\$34.18	\$51.94	\$59.42	
			The 1st day of	Team member & Child(ren)	\$43.96	\$74.20	\$85.20	
	Full-Time Part-Time	Team member	the month following 30 days of employment	Family	\$56.32	\$86.56	\$99.38	
Dental Insurance				Benefit of Low Plan: Preventative 100%, Minor 50%. M Benefit of Medium Plan: Preventative 100%, Minor 50%. M Benefit of High Plan: Preventative 100%, Minor 70%, M Ortho Lifetime Max. \$1,500.	Major: 50%, Maz Major Services 5	x. Annual Benefi	t \$1,500. <u>Ortho</u> : 50%. Max. Ann	not covered. nual benefit \$1,500.
Vision Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	Below is the monthly premium ra is taken out of the last pay period of Monthly Premiums (\$) Single Team member + Spouse Team member + Child(ren) Team member + Family		Plan 2 94 84	period of each m	onth and the other half

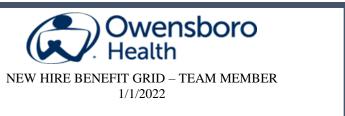


NEW HIRE BENEFIT GRID – TEAM MEMBER 1/1/2022

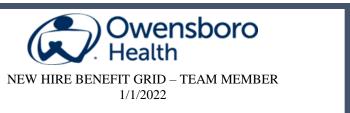
BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Basic Life and Accidental Death & Dismemberment Insurance (AD&D)	Full-Time Part-Time	Owensboro Health	The 1st day of the month following 30 days of employment	For a full-time team member Owensboro Health provides life insurance equal to 1 1/2 times the team member's annual salary, up to a maximum of \$500,000 at no cost to the team member. For a part-time team member, Owensboro Health will provide a \$25,000 life insurance policy at no cost to the team member.
Supplemental Life and (AD&D) Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	Supplemental Life can be purchased from \$10,000 to \$300,000 in \$10,000 increments up to 5 times your annual base pay up to a maximum of \$300,000, whichever is less. Rates are based on age and amount of coverage.
Dependent Life and AD&D Insurance	Full-Time Part-Time Enrolled in Supplemental Life Insurance	Team member	The 1st day of the month following 30 days of employment	SPOUSE-Coverage for your spouse may be purchased in increments of \$5,000 UP TO 50% of the team member supplemental amount or \$150,000, whichever is less. CHILD-Coverage for your child, regardless of the number of eligible children, may be purchased in the amount of \$5,000 or \$10,000, not to exceed 100% of the team member supplemental amount.
Short Term Disability Insurance	Full-Time	Owensboro Health	The 1st day of the month following 30 days of employment	Employer provided accident and sickness insurance coverage for team members. Covers approved non-work related accident or illness. Benefit is 60% of basic weekly income, up to plan limit. Benefits payable the later of 15 days or after all accrued sick time is exhausted. Payable up to 26 weeks.
Short Term Disability Insurance	Part-Time	Team member	The 1st day of the month following 30 days of employment	Accident and sickness insurance coverage for team members. Covers approved non-work related accident or illness. Part-time team members can purchase a benefit of 50% or 60% of basic weekly income, up to plan limit. Benefits payable the later of 15 days or after all sick time accrued is exhausted. Payable up to 26 weeks. Cost is based upon age and benefit.
Long Term Disability Insurance	Full-Time Part-Time	Team member	The 1st day of the month following 30 days of employment	Team members can purchase 50% or 60% of basic monthly earnings up to a maximum of \$7,500 per month. Benefits begin after 180 day waiting period, age restrictions apply. Benefits are coordinated with Social Security, Worker's Compensation, etc.



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED	
403(b) Retirement Plan	All Team members	Owensboro Health & Team member	Upon hire	Contributions are taken out each pay period of each month. Savings prior to taxes through payroll deduction. Owensboro Health matches 100% of the first 1% and then 50% the next 5%, plus 1.5% non-elective match based on previous year's eligible wages if team member is employed as of December 31. Fully vested after 2 years of 1,000 hours per calendar year. Auto enrolled at 3% then auto escalation of 1% each year up to 6%. Assets are held by Prudential. IRS max for 2022 is \$20,500 and catch up is \$6,500 for ages 50 and over.	
College Bound Fund 529 Savings Plan	All Team members	Team member	Upon hire	Savings program designed to meet the requirements of a qualified state tuition program under section of the Internal Revenue code.	
Fitness Membership	Full-Time Part-Time Eligible dependents	Owensboro Health	Upon hire	Owensboro Health pays for the cost of membership to several fitness centers for team members and their eligible dependents. This is taxable income to the team member. Please contact HealthPark at 270-688-5433, Central City Convention Center at 270-757-1723, Hopkins County Family YMCA at 270-821-9622, Made4More at 270-971-1247, or Family Wellness Center 270-298-4500.	
Action Center	All Team members	Owensboro Health	Upon hire	Workout center available at no cost to team members on Owensboro Health Regional Hospital campus. A waiver must be signed for use.	
Tuition Reimbursement	Eligible Team members	Owensboro Health	Upon hire	Owensboro Health provides tuition reimbursement in accordance with the Tuition Reimbursement Policy.	



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE		WHAT'S P	ROVIDED		
Paid Time Off	Full-Time Part-Time	Owensboro Health (At Base Rate)	Upon hire	Tenure Date of hire to 2nd anniversary (0 – 24 months of employment) 2nd anniversary to 4th anniversary (25 – 48 months of employment) 4th anniversary to 9th anniversary (49 – 108 months of employment) 9th anniversary to 14th anniversary (109 – 168 months of employment) 14th anniversary to 19th anniversary (169 – 228 months of employment) 19th anniversary (229 months or more of employment) *Part-time team members accrue based of Note: Team member must be in an active			Part-Time* PTO hours per each qualified hour paid .0385 .0462 .0577 .0616 .0693 .0770	Maximum PTO accrual potential per pay period 3.077 3.693 4.616 4.924 5.539 6.154
Employee Assistance Program	All Team members and dependents	Owensboro Health	Upon hire	Six free counseling sessions, per issue, per Outpatient Counseling Behavioral Health Health Resource Center, HealthPark 1006 Ford Ave. Owensboro, KY 42301 270-688-4811	•	nber, per year	Contact:	



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Access Perks Team Member Discount Program	All Team members	Owensboro Health	Upon hire	Provides discounts at participating area businesses. Owensboro Health team members present their employee badge at time of purchase to receive the savings. A list of participating businesses can be found on the Link website.
Bereavement Days	Full-Time	Owensboro Health (At Base Rate)	Upon hire	Owensboro Health offers bereavement time in accordance with policy.
Paid Jury Duty	Full-Time Part-Time	Owensboro Health (At Base Rate)	Upon hire	Your base pay for regular scheduled work hours. See Jury Duty Policy for specific guidelines.
Cafeteria Discount	All Team members	Owensboro Health	Upon hire	Discount of 25% at OHRH, OHMCH, Twin Lakes, Healthpark, Business Center and Parrish cafes. Team members must wear their employee badge for identification.
Pastoral Care	All Team members		Upon hire	This service is available to all team members.