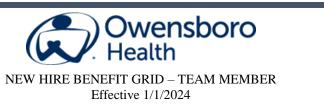
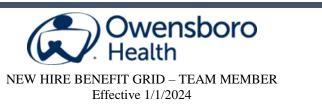


BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE			WHAT'S PRO	OVIDED		
Health Insurance	Full-Time Part-Time	Owensboro Health & Team member	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	raken out of the second  Plan 1 with a Health Sa will be deducted every  Monthly Premiums (\$)  EE EE+ Spouse EE+ Children Family	payslip of each revings Account (Epay. Owensboro  Pla Tobac Full-time \$121 \$254 \$159 \$320  eimbursement Accils.	ris taken out the month.  HSA), account at Health will cont  The state of the state	first payslip of edministered by Fribute up to \$500  Pla Tobace Full-time \$209 \$342 \$247 \$408	n 1 co User Part-time \$289 \$509 \$398 \$654  a will reimburse up to \$500	outions
					ccount (FSA) is a		· ·	\$856 rticipate in the Health Insu	urance,



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 o	d and team mem		-	
Dental Insurance	Full-Time Part-Time	Team member	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	Below is the monthly premium ra taken out of the second payslip of  Monthly Premiums (\$)  Single  Team member & Spouse  Team member & Child(ren)  Family  Benefit of Low Plan: Preventative 100%, Minor 50%. If  Benefit of Medium Plan: Preventative 100%, Minor 50%. If  Benefit of High Plan: Preventative 100%, Minor 70%, If Ortho Lifetime Max. \$1,500.	Low \$16.30 \$34.18 \$43.96 \$56.32 Max. Annual Be	Medium   \$24.74   \$51.94   \$74.20   \$86.56	#igh \$28.40 \$59.42 \$85.20 \$99.38 or Services and O	Ortho not covered. ot covered.



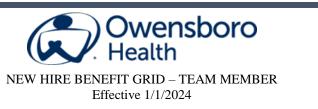
BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Vision Insurance	Full-Time Part-Time	Team member	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	Below is the monthly premium rate, half is taken out the first payslip of each month and the other half is taken out of the last payslip of each month.    Monthly Premiums (\$)   Basic Plan
Basic Life and Accidental Death & Dismemberment Insurance (AD&D)	Full-Time Part-Time	Owensboro Health	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	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.



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Supplemental Life and (AD&D) Insurance	Full-Time Part-Time	Team member	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	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 after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	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.



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Short Term Disability Insurance	Full-Time	Owensboro Health	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	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 7 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 after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	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 7 days or after all sick time accrued is exhausted. Payable up to 26 weeks. Cost is based upon age and benefit.



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Long Term Disability Insurance	Full-Time Part-Time	Team member	The 1st day of the month after the team member's hire date. If the team member's hire date is on the first of the month, eligibility for benefits will begin the first of the month after their hire date.	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.
403(b) Retirement Plan	All Team members	Owensboro Health & Team member	Upon hire	Contributions are taken out each payslip of each month. Pre-tax and Roth options. Owensboro Health matches 100% of the first 1% and then 50% of 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. Vested after 2 years of vesting service as defined by the Plan. Auto enrolled at 3% then auto escalation of 1% each year up to 6%. Assets are held by Empower (formerly known as Prudential). Team members can contribute up to the annual IRS maximum.
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 529 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 <b>HealthPark</b> at 270-688-5433, <b>Central City Convention Center</b> at 270-757-1723, <b>Hopkins County Family YMCA</b> at 270-821-9622, <b>Made4More Fitness</b> at 270-971-1247, <b>Henderson County Family YMCA</b> at 270-827-9622 or <b>Ohio County Family Wellness Center</b> 270-298-4500.
Action Center	All Team members	Owensboro Health	Upon hire	Workout center available at no cost to team members at Owensboro Health Regional Hospital campus. A waiver must be signed to use the facility.



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED					
Tuition Reimbursement	Eligible Team members	Owensboro Health	Upon hire	Owensboro Health provides tuition reimbursement in accordance with the Education Benefits policy. Eligibilty criteria is outlined in the policy.					
				Tenure	Full-Time Hourly PTO hours per pay period	Full-Time Salaried PTO hours per pay period	Part-Time*  PTO hours per each qualified hour paid	Maximum PTO accrual potential per pay period	
Paid Time Off	Full-Time Part-Time	Owensboro Health (At Base Rate)	Upon hire	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	7.077 7.693 8.308 8.924 9.539 10.154 on qualified ho	8.616 9.231 9.539 9.847 10.154 10.462 urs.	.0385 .0462 .0577 .0616 .0693	3.077 3.693 4.616 4.924 5.539 6.154	



BENEFIT	ELIGIBLE	PAYOR	WHEN ELIGIBLE	WHAT'S PROVIDED
Employee Assistance Program	All Team members and dependents	Owensboro Health	Upon hire	Six free counseling sessions, per issue, per family member, per year at the HealthPark in Owensboro or Multicare in Madisonville. Contact:  Healthpark Outpatient Counseling Behavioral Health Services: 270-688-4811  Multicare Madisonville: 1-800-711-5752
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 company intranet, LINK.
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, 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.
Success Share	All Team Members	Owensboro Health	As determined by the Plan	Success Share is the Owensboro Health bonus program. Eligibility is governed by the Plan document. Payment is not guaranteed, and certain overall organization performance goals must be met and approved by the Board before any potential payment occurs. This program is subject to change and is not a guarantee of payment.