

<p><b>Health Insurance</b> <span style="float: right;">Full-time/Part-time</span></p>	<p><b>Accidental Death &amp; Dismemberment (AD&amp;D)</b> <span style="float: right;">Full-time/Part-time</span></p>
<p><b>Health First Health Plans</b></p> <ul style="list-style-type: none"> <li>Open-Access for Primary Care Physicians &amp; Specialists</li> <li>EPO Primary, EPO Plus, and EPO Choice plans</li> <li>Prescription &amp; Vision riders</li> <li>Health First Family Pharmacy prescription discounts</li> <li>Complimentary Active&amp;Fit nationwide fitness center membership for covered associates and dependents. Active&amp;Fit gyms are available nationwide. Health First Pro-Health &amp; Fitness Centers are part of the program.</li> </ul>	<p><b>Lincoln Financial Group</b></p> <ul style="list-style-type: none"> <li>Covers accidental bodily injury that directly causes dismemberment (e.g., the loss of a hand, foot, or eye) or death.</li> <li>Up to 6x annual salary, maximum of \$1,000,000 for associate. Coverage for spouse and children cannot exceed 50% of associate's coverage.</li> </ul>
<p><b>Dental</b> <span style="float: right;">Full-time/Part-time</span></p>	<p><b>Employee Assistance Program (EAP) All Associates</b></p>
<p><b>Delta Dental</b></p> <ul style="list-style-type: none"> <li>Offers 3 Plans: Basic Plan, Plus Plan, and Premium Plan</li> <li>Orthodontic coverage available for Plus and Premium plans</li> </ul>	<p><b>Personal Assistance Services</b></p> <ul style="list-style-type: none"> <li>Short-term counseling and referral for longer-term services for a variety of needs.</li> <li>All Health First Associates and their dependents are eligible for up to six free, confidential sessions per incident.</li> </ul>
<p><b>Life Insurance</b> <span style="float: right;">Full-time/Part-time</span></p>	<p><b>Compassionate Leave</b> <span style="float: right;">Full-time/Part-time</span></p>
<p><b>Lincoln Financial Group</b></p> <ul style="list-style-type: none"> <li><b>Basic Term Life:</b> 1 x annual salary (employer paid)</li> <li><b>Supplemental Term Life:</b> 1 to 6 x annual salary (Associate paid)</li> <li><b>Dependent Life insurance</b> – spouse and child(ren)</li> </ul> <p><b>*Evidence of Insurability required if Life Insurance is over \$500,000 (\$30,000 for spouse) and for annual open enrollment increases and status changes.</b> <b>**Maximum coverage allowable – \$1,000,000</b></p>	<p>Paid time off for scheduled work days following the death of family member</p> <ul style="list-style-type: none"> <li>Up to 24 hours (<i>full-time</i> benefit-eligible Associates)</li> <li>Up to 12 hours (<i>part-time</i> benefit-eligible Associates)</li> </ul>
<p><b>Short-Term Disability</b> <span style="float: right;">Full-time</span></p>	<p><b>Jury Duty</b> <span style="float: right;">Full-time/Part-time</span></p>
<p><b>Lincoln Financial Group</b></p> <ul style="list-style-type: none"> <li>60% or 70% benefit (Associate paid). Begins on the 15th calendar day of disability for a maximum of 11 weeks.</li> </ul>	<p>Paid time off for jury time served for <i>full-time</i> and <i>part-time</i> benefit-eligible Associates on scheduled work days.</p>
<p><b>Long-Term Disability</b> <span style="float: right;">Full-time</span></p>	<p><b>Leaves of Absence</b> <span style="float: right;">All Associates</span></p>
<p><b>Lincoln Financial Group</b></p> <ul style="list-style-type: none"> <li>Basic 40% benefit (employer paid)</li> <li>Supplemental (optional) purchase: 50% or 60% benefit (Associate paid). * Begins on the 91st calendar day of disability.</li> </ul> <p><b>*Evidence of Insurability required for increases to 50% or 60% during open enrollment.</b></p>	<ul style="list-style-type: none"> <li><b>Family Medical Leave of Absence (FMLA)</b> — eligible after one year &amp; 1,000 hours of employment</li> <li><b>Medical</b> — Non-FMLA</li> <li><b>Personal</b> — eligible after one year of employment</li> <li><b>Military</b> — available anytime Associate has to be absent for active U.S. Military duty</li> <li><b>Educational</b> — eligible after one year of employment</li> </ul>
<p><b>Health Care &amp; Dependent Care (Flexible Spending Accounts-FSA's)</b> <span style="float: right;">Full-time/Part-time</span></p>	<p><b>Pro-Health &amp; Fitness Centers Membership</b></p>
<p><b>TASC</b></p> <ul style="list-style-type: none"> <li>Associates are able to set aside pre-tax money through payroll deduction to pay for eligible medical or daycare expenses in FSAs for:</li> </ul>	<p><b>Three locations:</b> Melbourne, Merritt Island and Viera</p> <ul style="list-style-type: none"> <li>Enrollment fee of \$100 is waived for all associates.</li> <li>Full-Time/Part-Time benefit-eligible Associates are eligible for free membership. Immediate family members not covered by Health First Health Plans receive discounted membership to Pro-Health.</li> </ul>
<p><b>Tuition Reimbursement</b> <span style="float: right;">Full-time/Part-time</span></p>	<ul style="list-style-type: none"> <li><b>Health Care Spending Account</b> (Associates are eligible after the 1st of the month following 30 days of employment or at the next Open Enrollment period.)</li> <li><b>Dependent Care Spending Account</b> (Associates are eligible upon hire.)</li> </ul>
<ul style="list-style-type: none"> <li>Available after 3 months of employment in a <i>benefit-eligible position</i></li> <li>Must maintain <i>full-</i> or <i>part-time</i> status</li> <li>Must be a Health First-approved institution (degree-seeking) or program (non-degree or technical)</li> </ul> <p><b>*Reimbursement level is based on letter grade (A, B, or C, S, and P only)</b></p>	<ul style="list-style-type: none"> <li>Annual Reimbursement Benefit (per calendar year): <ul style="list-style-type: none"> <li><b>Full-time Associates:</b> Up to \$1,500* Undergraduate/Technical; up to \$4,600* Graduate degree; up to \$3,000 Bachelor of Science in Nursing (BSN); and up to \$5,000 Master of Science in Nursing (MSN).</li> <li><b>Part-Time Associates:</b> Up to \$750* Undergraduate/Technical; up to \$2,300* Graduate degree; up to \$1,500 BSN; and up to \$2,500 MSN.</li> </ul> </li> </ul>

**Health First, Inc. 401(k) Retirement Savings Plan (Milliman, Inc.)**

**For all Health First entities except Health First Medical Group**

- You can contribute 1% to 75% of your salary through payroll deduction before-tax and/or Roth after-tax starting the first day of the month following 30 days of employment.
  - **Associates < age 50:** Maximum contribution of \$18,500 a year
  - **Associates age 50+:** Maximum of \$24,500 per year
- **Employer contributions:** Begin the first day of the month after 30 days of employment
  - Matching employer contribution of 40 cents for every \$1, up to a maximum of 8% of Associate pay
- **Vesting:** 1 year = 0%, 2 years = 20%, 3 years = 40%, 4 years = 60%, 5 years = 80%, 6 years = 100%

**Health First Medical Group 401(k) Retirement Savings Plan (Milliman, Inc.)**

- You can contribute 1% to 75% of your salary before-tax through payroll deduction starting the first day of the month following 30 days of employment.
  - **Associates < age 50:** Maximum contribution of \$18,500 a year
  - **Associates age 50+:** Maximum of \$24,500 per year
- **Employer contributions:** Begin after one year (1,000 hours), starting after the next semi-annual Open Enrollment (January 1 and July 1 each year). 3% basic of your pay every pay period regardless of your contributions to the plan.
- **Vesting:** 100% from enrollment. See Summary Plan Description for details.

**Personal Leave Accrual & Maximum Chart (Full-Time & Part-Time Benefits Eligible Associates)**

**\*\*Days Accrued Annually**

Length of Service	PL Days Accrued Annually	Maximum Hours Accrued
0 – 11 months (< 1 year)	17 Days (5.2308 hours per pay period)	25.5 days / 204 hours
12 – 59 months (1-4 yrs. 11 months)	18 Days (5.5385 hours per pay period)	27 days / 216 hours
60 months – 119 months (5-9 yrs. 11 months)	22 Days (6.7693 hours per pay period)	33 days / 264 hours
120 months – 239 months (10-19 yrs. 11 months)	27 Days (8.3077 hours per pay period)	40.5 days / 324 hours
240 months (>20 years)	30 Days (9.2308 hours per pay period)	45 days / 360 hours

**Sick Leave Bank Accrual & Maximum Chart (Full-Time & Part-Time Benefits Eligible Associates)**

**\*\*Days Accrued Annually**

Length of Service	SL Days Accrued Annually	Maximum Hours Accrued
0 – 11 months (< 1 year)	11 Days (3.39 hours per pay period)	60 days / 480 hours
12 – 59 months (1-4 yrs. 11 months)	11 Days (3.39 hours per pay period)	60 days / 480 hours
60 months – 119 months (5-9 yrs. 11 months)	11 Days (3.39 hours per pay period)	60 days / 480 hours
120 months – 239 months (10-19 yrs. 11 months)	11 Days (3.39 hours per pay period)	60 days / 480 hours
240 months (>20 years)	11 Days (3.39 hours per pay period)	60 days / 480 hours

**Other Benefits Available**

See details on individual benefits in the 2018 *Showcase of Benefits* book

- Section 529 CollegeBound Fund
- Direct deposit of paycheck into bank institution of your choice (where available)
- Automobile Insurance payroll deduction feature (ChoicePlusAdvantage)
- Pet Insurance (payroll deduction) — Nationwide/Veterinary Pet Insurance
- AAA Auto Club South (via payroll deduction on annual basis)
- AFLAC Group Critical Illness and Accident Plan, Cancer and Hospital Plans
- Child Care services at Melbourne Pro-Health & Fitness Center
- Legal Plan — Hyatt Legal Plan
- Associate discount in Health First Hospital Cafeterias and Gift Shops
- Badge swipe payroll deduction for Associate purchases in Health First Hospital Cafeterias, Au Bon Pain, and in Gift Shops)
- Payroll deduction for Activities Committee area movie tickets (see details)
- Brevard Real Estate Assistance Program (BREAP)

**Disclaimer:** This is a summary and does not provide all the details of the plans listed. The actual terms of the plans are contained in the plan documents or certificates of coverage and are more fully explained within the 2018 *Showcase of Benefits* book.

**\*\* PL & SL are accrued in hours. For the purpose of this table, 8 hours equals 1 day.**

*Benefits are effective on the 1st day of the month following 30 days of employment except where otherwise noted.*