

2023 Total Rewards Summary for Hourly Employees (other than Bargaining Unit employees)

Eligibility					Total Rewards Item	Description	Timing	Enrollment Required		Who Pays For It																					
FT	PT1	PT2	WO	PRN				No	Yes	WellSpan pays	You pay	Shared																			
Healthy Living																															
🔗	🔗	🔗	🔗	🔗	Medical	Choice of three medical plans for you and your family: WellSpan Plus (POS/PPO), WellSpan Standard (POS/PPO), WellSpan High Deductible (HDHP).	Upon hire, must enroll within 31 days. Coverage begins first day of the month after your start date. May also elect or change coverage during Open Enrollment or within 31 days following a qualifying life event.		🔗			🔗																			
🔗	🔗	🔗	🔗	🔗	Dental	Choice of two options for you and your family: Delta Dental or Population Health Dental.			🔗				🔗																		
🔗	🔗	🔗	🔗	🔗	Vision	Choice of two options for you and your family offered through Vision Benefits of America.			🔗				🔗																		
🔗	🔗		🔗		Health Care Flexible Spending Accounts	Choose to enroll in either the Health Care FSA or Limited Purpose FSA to pay for eligible medical and similar expenses on a pretax basis.			🔗			🔗																			
🔗	🔗		🔗		Health Savings Account	Available to high-deductible health plan members to pay for eligible medical and similar expenses on a pre-tax basis.			🔗				🔗																		
Balanced Lifestyle																															
🔗	🔗	🔗			Paid Time Off	You accrue paid time off based on years of service and employment status. PTO accrues on hours paid up to 80 in a pay period. <table border="1"> <thead> <tr> <th>YoS</th> <th>FT Accrual Rate</th> <th>PT Accrual Rate</th> </tr> </thead> <tbody> <tr> <td>0 - 5</td> <td>.0731</td> <td>.0731</td> </tr> <tr> <td>6 - 10</td> <td>.0924</td> <td>.0731</td> </tr> <tr> <td>11 - 20</td> <td>.1116</td> <td>.0924</td> </tr> <tr> <td>21 - 25</td> <td>.1116</td> <td>.1116</td> </tr> <tr> <td>Over 25</td> <td>.1308</td> <td>.1116</td> </tr> </tbody> </table>	YoS	FT Accrual Rate	PT Accrual Rate	0 - 5	.0731	.0731	6 - 10	.0924	.0731	11 - 20	.1116	.0924	21 - 25	.1116	.1116	Over 25	.1308	.1116	You begin accruing PTO immediately.	🔗			🔗		
YoS	FT Accrual Rate	PT Accrual Rate																													
0 - 5	.0731	.0731																													
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21 - 25	.1116	.1116																													
Over 25	.1308	.1116																													
🔗	🔗	🔗			Paid Time Off (Employees who work a 7/7 schedule)	Employees who work a 7/7 schedule are allocated 140 hours of PTO each fiscal year.	Your allocation is made at the start of the fiscal year (July 1) and must be used by the end of the year (June 30).	🔗				🔗																			
🔗					Holidays	If a holiday falls on a day you would be normally scheduled to work, you will receive your normal pay even if you don't work. If you do work, you will be paid time and a half and can schedule an alternative day off. Includes New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.	Provided with holiday hours at the beginning of each April, which must be used by the following March 31st.	🔗				🔗																			
🔗	🔗		🔗		Dependent Care Flexible Spending Account	A pre-tax benefit account used to pay for eligible dependent care services, such as preschool, summer day camp, before or after school programs, and child or adult daycare.	Upon hire, must enroll within 31 days. Coverage will begin the first day of the month after your start date. May also elect or change coverage during Open Enrollment or during the 31 days following a qualifying event.				🔗	🔗																			
🔗	🔗	🔗	🔗	🔗	EAP	Confidential counseling for you and your immediate family.	Coverage will begin the first day of the month after your start date.	🔗				🔗																			
🔗	🔗	🔗	🔗	🔗	MetLife Legal	Choice of High or Low plan will provide you with access to legal expertise.	Upon hire, must enroll within 31 days. Coverage will begin the first day of the month after your start date. May also elect or change coverage during Open Enrollment.				🔗	🔗																			

Employment Status Definitions

FT: Full-time employees have a regular schedule of at least 70 hours per pay period (FTE of .875 to 1.0).

PT1: Part-time 1 employees have a regular schedule of 32 to 69 hours per pay period (FTE at least .40 but less than .875).

PT2: Part-time 2 employees have a regular schedule of less than 32 hours per pay period (FTE less than .40).

WO: Weekend Option employees have a regular schedule with a specified time commitment for weekend coverage.

PRN: PRN employees do not have a regular schedule but work on an "as needed" basis.



This document is a summary and does not include all of the benefits provided by WellSpan or all of the information you may need to make an informed decision. For more information, ask for the Summary Plan Descriptions, Plan Documents or other resources available. If there is a discrepancy between what is summarized here and the official plan documents, the official plan documents rule. Your eligibility for benefits and the premiums you pay depends upon the entity at which you work, the plan coverage you elect, your employment status and potentially other factors.



2023 Total Rewards Summary for Hourly Employees (other than Bargaining Unit employees) continued...

Eligibility					Total Rewards Item	Description	Timing	Enrollment Required		Who Pays For It			
FT	PT1	PT2	WO	PRN				No	Yes	WellSpan pays	You pay	Shared	
Money Matters													
✔	✔	✔			Basic Employee Life Insurance	The benefit amount received by your beneficiaries in the event of your death will be equal to your annual pay, up to \$500,000. No EOI required.	Coverage will begin the first day of the month after your start date.	✔		✔			
✔	✔	✔			Basic Employee Accidental Death and Dismemberment Insurance (AD&D)	The benefit amount received by your beneficiaries in the event of your accidental death will be equal to your annual pay, up to \$500,000. Dismemberment benefits are payable to you if you lose functionality of part of your body as the result of an accident. No EOI required.		✔		✔			
✔	✔	✔			Supplemental Employee Life Insurance	Choice of coverage from one to 5 times your annual pay, up to \$1,000,000 payable to your beneficiaries in the event of your death. No EOI required up to \$500,000 if chosen at hire.	If you enroll within 31 days of hire, coverage that does not require EOI will begin the first day of the month after your start date. Coverage that requires EOI will begin after your application has been approved. You may elect coverage or change coverage at any time.		✔		✔		
✔	✔	✔			Supplemental Employee Accidental Death and Dismemberment Insurance (AD&D)	Choice of coverage in increments of \$10,000 up to the lesser of 5 times your annual pay or \$500,000 payable to your beneficiaries in the event of your accidental death. Dismemberment benefits are payable to you if you lose functionality of part of your body as the result of an accident. No EOI required.			✔		✔		
✔	✔	✔			Spouse Life Insurance	Choice of coverage in increments of \$10,000 up to the lesser of 5 times your annual pay or \$500,000 payable to you in the event of your spouse's death. No EOI required up to \$30,000 if chosen at hire.			✔		✔		
✔	✔	✔			Spouse Accidental Death and Dismemberment Insurance (AD&D)	Choice of coverage in increments of \$10,000 up to the least of 5 times your annual pay, \$500,000, or your own AD&D coverage payable to you in the event of your spouse's accidental death. Dismemberment benefits are payable if your spouse loses functionality of a part of their body as the result of an accident. No EOI required.			✔		✔		
✔	✔	✔			Child Life Insurance	Choice of coverage equal to \$2,500, \$5,000, or \$10,000 payable to you in the event of your child(ren)'s death. No EOI required.				✔		✔	
✔	✔	✔			Child Accidental Death and Dismemberment Insurance (AD&D)	Choice of coverage in increments of \$2,000 up to \$10,000 payable to you in the event of your child(ren)'s accidental death. Dismemberment benefits are payable if they lose functionality of a part of their body as the result of an accident. No EOI required.				✔		✔	
✔	✔	✔			Retirement Savings Plan — Employer Contributions	WellSpan offers a 403(b) plan and will match 50% of what you contribute. To receive the full match (2% of pay), you must contribute 4% or more. WellSpan will also contribute a base amount equal to 4% of your pay to the plan for a total of 6% of pay.		Eligible for employer matching contribution immediately upon hire and for base contribution after one year of service.	✔		✔		
✔	✔	✔	✔	✔	Retirement Savings Plan — Employee Contributions	You are auto-enrolled upon hire at a contribution rate equal to 4% of pay. You can change your contribution rate at any time. You can designate your contributions as pre-tax (traditional) or after-tax (Roth).	Your contributions to the plan will begin as soon as administratively feasible.	✔	✔		✔		
✔	✔	✔			Short Term Disability (STD)	WellSpan provides coverage that replaces 60% of your pay for up to 90 calendar days after a one-week waiting period in the event of a disability.	Coverage will begin the first day of the month following 90 days of employment.	✔		✔			
✔	✔	✔			Adoption, Foster Care or Parental Leave	STD benefits are also available for a parent not delivering the child in the case of adoption, foster care or parental leave. WellSpan pays a weekly benefit equal to 60% of pay for a period of 5 weeks after a one-week waiting period.		✔		✔			
✔					Long Term Disability	WellSpan provides coverage that replaces 50% of your pay, up to \$13,000 per month, after 3 months of disability.	Coverage will begin the first day of the month after your start date.	✔		✔			
✔					Long Term Disability Buy-Up	Choice of additional coverage of 10% of your pay, up to \$13,000 per month in combination with the WellSpan provided LTD benefit. No EOI required.		✔		✔		✔	
Opportunities For Growth													
✔	✔	✔	✔	✔	Tuition Reimbursement	Reimbursement of tuition costs for approved courses. If the course is satisfactorily completed, reimbursement will be from 50% to 85% of the total cost, subject to "per credit" maximums.	Eligible after 90 days of employment.		✔	✔			
✔	✔	✔	✔	✔	Forgivable Tuition Loans	Payment of tuition and related expenses for specific positions where it is determined that shortages of qualified staff are imminent. The loan is forgiven after you have satisfactorily completed your study and are working in the specific position for which the loan was approved.	Employees in specific positions are eligible after 90 days of employment. The loan will be excused on a month-to-month basis.		✔	✔			

EOI Definition: EOI stands for Evidence of Insurability and means that the covered individual must complete a health questionnaire and be approved for coverage.