

## Trinity Health – Summary of Benefits

**SECTION 1** - Full-time and part-time **benefit-eligible employees** may participate in the following benefits, **effective the first day of active employment**. The employee must enroll within 30 days from date of hire or the date the employee becomes benefits eligible.

### Health & Welfare Benefits

Benefit	Who Pays	Description
<b>Medical</b>	Employer + Employee (pre-tax)	Trinity Health provides meaningful choice by offering <b>three</b> different plan options: <ul style="list-style-type: none"> <li>• Traditional Plan</li> <li>• Health Savings Plan</li> <li>• Essential Plan</li> </ul>
<b>Health Savings Account (HSA)</b>	Employer + Employee Contributions (pre-tax)	Dependent upon enrollment in the Health Savings Plan and establishing an HSA with Health Equity. <b>Trinity Health will make an annual contribution</b> – amount depends on family size. Unused funds <b>roll over</b> from year to year.
<b>Health Care Flexible Spending Account (HC FSA)</b>	Employee Contribution (pre-tax)	Set aside pre-tax salary deductions for healthcare expenses, up to the IRS annual limit. Unused funds <b>do not</b> roll over from year to year.
<b>Dependent Care Flexible Spending Account (DC FSA)</b>	Employee Contribution (pre-tax)	Set aside pre-tax salary deductions for dependent care expenses, up to the IRS annual limit. Unused funds <b>do not</b> roll over from year to year.
<b>Dental</b>	Employer + Employee (pre-tax)	<b>Two</b> plan options to choose from: <ul style="list-style-type: none"> <li>• High Plan – includes Ortho coverage for eligible <b>children &amp; adults</b></li> <li>• Standard Plan</li> </ul>
<b>Vision</b>	Employee Paid (pre-tax)	<b>Two</b> plan options to choose from: <ul style="list-style-type: none"> <li>• High Plan – lenses (glasses or contacts) and frames <b>every 12 months</b></li> <li>• Standard Plan</li> </ul>
<b>Basic Group Term Life and Accidental Death and Dismemberment (AD&amp;D)</b>	Employer	Employee coverage equal to 1x base annual salary, subject to plan maximums, with matching AD&D coverage.
<b>Supplemental Life, Supplemental AD&amp;D; Spouse and Dependent Life</b>	Employee (after-tax)	Purchase additional group term life insurance and/or AD&D insurance for yourself and spouse and/or child(ren), subject to policy limits and requirements:

### Time Away from Work Benefits

Benefit	Description
<b>Short-Term Disability (STD)</b>	Pays a portion of pre-disability earnings for a qualified personal medical leave of absence.
<b>Long-Term Disability (LTD)</b>	Pays a portion of pre-disability earnings for a qualified personal medical leave of absence that lasts longer than the Short-Term Disability period.
<b>Paid Time Off (PTO)</b>	Used for personal, sick, and vacation time away from work.
<b>Holidays**</b>	Six (6) paid Federal holidays and one (1) Float Holiday per calendar year.

\*\*Employment contract language may apply

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**SECTION 2 - ALL employees** (including PRNs) may participate in the following benefits, **effective the first day of active employment.**

### Trinity Health Retirement Savings Plan

Benefit	Provisions
401(k) or 403(b)	Employees may elect to make pre-tax contributions up to the annual contribution limits regulated by federal law. Participants may receive employer match contributions according to plan eligibility requirements.

At Trinity Health, we believe our spiritual, mental, emotional, physical, financial, social, and vocational well-being can positively affect quality of life, not only for ourselves, but also for our families and those we serve. *Life Your Whole Life* is the integrated well-being program for employees and their family members; and is comprised of activities, tools and benefits that support in achieving our unique well-being goals.

### Live Your Whole Life: Well-being Resources

Benefit	Provisions
Personal Well-Being Platform	Confidential, secure access to telephonic health coaching, self-guided video courses, digital coaching modules, healthcare tracker tools, self-assessments and more.
Mental Well-being Benefit	The mental well-being benefit provides Trinity Health employees and members of their household high-quality support from diverse providers, at no cost.
Employee Discounts	Access to exclusive discounts at many national and local merchants. There are hundreds of deals available, including discounts on electronics, health & wellness, entertainment, travel and more.

Trinity Health offers payroll deduction for *non-sponsored* voluntary insurance offerings, such as but not limited to:

- Accident Insurance
- Critical Illness Insurance
- Hospital Indemnity Insurance
- Identity Theft Insurance
- Auto/Home Insurance
- Pet Insurance
- Permanent Life Insurance
- Legal Services

*The information provided in this document is designed to assist you with understanding the benefits offered by Trinity Health. It is only an overview and is not intended to be a complete description of benefits or an employment contract. The formal plan documents will govern if there are any inconsistencies or inaccuracies between the terms of the plan documents and this summary. The formal plan documents are the only sources to determine your benefits and rights under the plans and this document is not meant to interpret, extend, or change any plan provisions in any way.*