

2027 Total Rewards List

OhioHealthRewards.com — Your one-stop shop for benefits details all year.

myCare	Description	Enrollment, Eligibility & Coverage Timing	Who pays?
Medical	myHealthPlan You have the choice of medical plans for you and your family: HDHP+HSA, Core PPO, Enhanced PPO and PPO Assist+HRA (for those who qualify).	You must enroll in Workday to have coverage under these plans. • New Hires: Enroll within 30 days of your start date. Coverage begins on your start date. • Annual Enrollment: Elect or change coverage during Annual Enrollment. Elections/changes to coverage will begin on January 1 of the next plan year. • Qualifying Life Event: Elect or change coverage within 31 days following a qualifying life event. • Newly Eligible: Enroll within 30 days of becoming eligible. Coverage begins as of the date you became eligible.	Shared
Prescription Drugs Included with medical	Navitus Prescription coverage is included as part of medical plan coverage. It is comprehensive and includes access through a network of retail pharmacies, mail-order and specialty pharmacies.		Shared
Dental	Delta Dental Provides preventive and diagnostic dental care for you and your family.		Shared
Vision	VSP Provides coverage for eyeglasses and contact lenses for you and your family.		You
Accident Insurance	Lincoln This voluntary insurance complements your medical plan by helping you pay for out-of-pocket expenses in the event of non-work-related accidental injury. Payments are made directly to you regardless of whether you have met your medical deductible or not.		You
Critical Illness Insurance	Lincoln This voluntary insurance complements your medical plan, Life Insurance and Long-Term Disability Insurance. It provides you or a covered family member with a lump sum payment (\$10,000 – \$40,000) in the event of a diagnosis for over 35 critical illnesses — including cancer, heart attack, stroke, kidney failure, and COVID-19 (you must be hospitalized for 5 or more days).		You
Hospital Indemnity Insurance	Lincoln This voluntary insurance provides you with a lump sum payment to help you cover out-of-pocket costs in the event of hospitalization. You can use the lump sum as you see fit, including to cover inpatient treatments, tests, therapies and other services, or your deductible, copays/ coinsurances, and any other costs not covered by your medical plan.		You
Genomic Life	Genomic Life Includes proactive genetic tests that will unlock insights into your inherited risks for cancer and other diseases. Through Pharmacogenomic testing, you can learn how your body metabolizes medications to optimize treatment and minimize side effects. Also includes personalized support and expert cancer navigation resources for those with a cancer diagnosis.	Eligible on your start date. Register on the vendors' sites at any time.	You
Healthcare Navigation & Virtual Care	Luminare Medical plan members gain access to a resource that helps find a provider, make provider appointments, answer medical benefit questions, and provide virtual care.		OhioHealth
Medical Plan Decision Support	ALEX This virtual interactive benefits counselor walks you through your benefit options (primarily medical) and provides personal assistance in pointing out which options may make the most sense for you.		OhioHealth

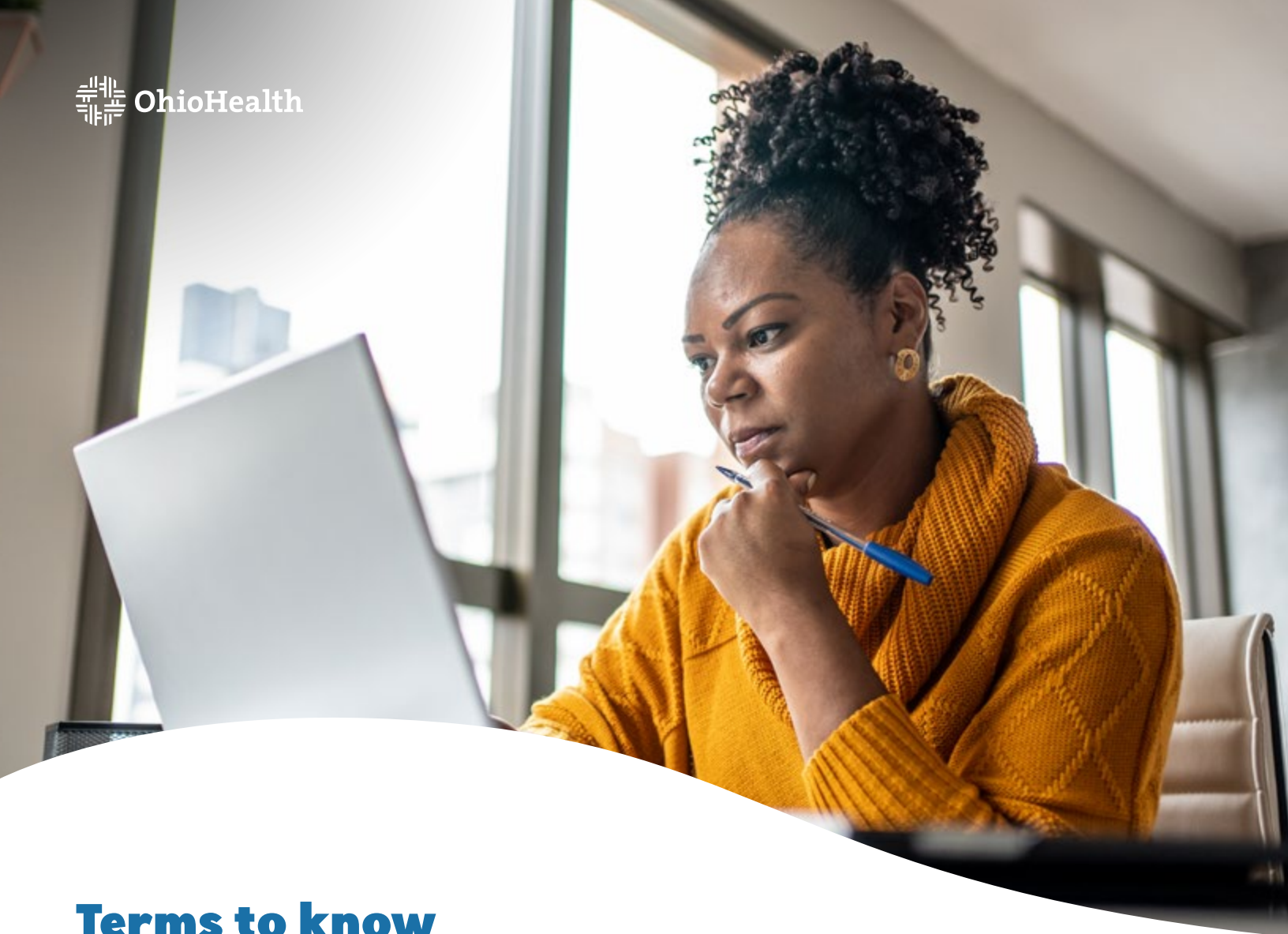
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403(b) & 401(k) Retirement Savings Plan	Fidelity This plan lets you save for retirement and lower your current taxes. You can contribute pre- or after-tax, and OhioHealth matches 50% of your contributions, up to 2% of your pay. To get the full 2% match, you need to contribute at least 4%. After 20 years of service, you're eligible for a maximum match of 3%.	You're auto enrolled at a 1% contribution rate when you start. Once your contributions begin, you are eligible for OhioHealth's matching contributions. Set your contribution level through Fidelity .	Shared
Annual Retirement Contribution (ARC) Retirement Savings Plan	Fidelity OhioHealth will make an annual contribution (usually in March) to your account equal to a percentage of your pay ranging from 2% to 5% based on your age and years of service.	All associates with a start date of Jan. 1, 2012 or later (who are at least 20½ years old) become eligible on Jan. 1 after six months of service.	OhioHealth
Health Savings Account (HSA)	Fidelity HDHP+HSA participants can use this account to pay for healthcare expenses with pre-tax dollars, while saving on taxes. OhioHealth matches your contributions up to a maximum of \$1,000.	- Eligible on your start date (unless you are a Medicare participant). - You must enroll in the HDHP+HSA medical plan and the HSA plan in Workday. You can change your contribution amount in Workday at any time.	Shared
Health Reimbursement Account (HRA)	Forma PPO Assist+HRA medical plan participants receive this employer-funded account that reimburses for qualified medical expenses. OhioHealth will contribute up to \$1,400 to the HRA on your behalf. The contribution you receive depends on the dependents you cover and your start date.	- Eligible once you are enrolled in the PPO Assist+HRA plan. - No separate enrollment required.	OhioHealth
Healthcare Flexible Spending Account (FSA)	Forma Available to non-HSA participants to pay for eligible healthcare expenses using pre-tax dollars.	You must enroll to have coverage under these plans. New Hires: Enroll within 30 days of your start date. Coverage begins on your start date.	You
Limited Purpose Flexible Spending Account (FSA)	Forma Available to HSA participants as an additional way to pay for eligible dental, orthodontia and vision expenses using pre-tax dollars.	Annual Enrollment: Elect or change coverage during Annual Enrollment. Elections/changes to coverage will begin on January 1 of the next plan year.	You
Dependent Care Flexible Spending Account (FSA)	Forma Available to all employees regardless of medical plan election. Helps you pay for daycare expenses for elderly family members using pre-tax dollars.	Qualifying Life Event: Elect or change coverage within 31 days following a qualifying life event. Newly Eligible: Enroll within 30 days of becoming eligible. Coverage begins as of the date you became eligible.	You
Commuter Benefits	Forma OhioHealth subsidizes bus passes. Pay with pre-tax dollars through payroll deduction.		You
Payroll Deductions for Purchases	Purchasing Power Shop thousands of brand-name products online and pay over time through payroll deductions.	Eligible on your start date.	You
Associate Discounts	Perks Place Discounts on many of your favorite products, services and experiences.	- Eligible on your start date. - Register online at any time.	You
Earned Wage Access	Rain Access up to 30% of your earned wages before your regularly scheduled payday.	All non-exempt (hourly) full-time and part-time associates not in a leave status or have certain pay profiles and deductions.	OhioHealth

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Employee Basic Life Insurance	Lincoln The benefit amount received by your beneficiaries in the event of your death will be equal to your annual pay, up to a maximum of \$50,000. No EOI required.	Coverage begins on your start date. No enrollment required; you're automatically enrolled in Workday.	OhioHealth
Employee Voluntary Life Insurance	Lincoln Choice of coverage from one to four times your annual pay, up to a maximum of \$600,000 payable to your beneficiaries in the event of your death. No EOI required up to \$600,000 if chosen when first eligible.	You must enroll to have coverage under these plans. • New Hires: Enroll within 30 days of your start date. Coverage begins on your start date. • Annual Enrollment: Elect or change coverage during Annual Enrollment. Elections/changes to coverage will begin on January 1 of the next plan year. • Qualifying Life Event: Elect or change coverage within 31 days following a qualifying life event. • Newly Eligible: Enroll within 30 days of becoming eligible. Coverage begins as of the date you became eligible. • LTC: Enroll directly with Chubb. Health screening questionnaire may be required for spouse coverage. Coverage that requires EOI (for all plans, except for LTD) begins after your application has been approved.	You
Spouse Life Insurance	Lincoln Choice of coverage in increments of \$5,000 up to a maximum of \$110,000 payable to you in the event of your spouse's death. No EOI required up to \$60,000 if chosen when first eligible.		You
Child Life Insurance	Lincoln Choice of coverage in increments of \$5,000, up to a maximum of \$15,000 payable to you in the event of your child(ren)'s death. No EOI required.		You
Employee Accidental Death & Dismemberment (AD&D)	Lincoln Choice of coverage in increments of \$25,000, up to a maximum of \$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.		You
Spouse AD&D	Lincoln Choice of coverage equal to 50% of your own 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.		You
Spouse & Child AD&D	Lincoln Choose coverage for your spouse equal to 40% of your own coverage and 10% for each child payable to you in the event of their accidental death. Dismemberment benefits are payable if your spouse or child(ren) loses functionality of a part of their body due to an accident. No EOI required.		You
Child AD&D	Lincoln Choose coverage for each child equal to 15% of your own coverage payable to you in the event of their accidental death. Dismemberment benefits are payable if your child(ren) loses functionality of a part of their body as the result of an accident. No EOI required.		You
Long-Term Disability (LTD) Insurance	Lincoln If you miss work due to an injury or illness for more than 120 days, you will receive 60% of your pay up to a maximum monthly benefit of \$6,000. Benefits end at age 65 or upon the end of disability — whichever occurs first.		You
Child Disability Coverage	Juno Enroll in this plan to receive a monthly cash benefit and personalized caregiving guidance if your child develops a new, severe illness, injury or disability.		You
Permanent Life Insurance with Long-Term Care (LTC)	Chubb Provides monthly income in the event of long-term care (LTC) needs and/or a lump sum payment in the event of death.		You
Temporary Disability Pay (TDP)	If you miss work due to an injury or illness for seven calendar days, you receive 70% of your pay without using TAP for up to 120 days.	Eligible on your start date if scheduled for at least 32 hours per pay period.	OhioHealth

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Time Away Pay (TAP)	This single bank of hours is based on years of service and can be used for personal and family needs such as vacations, personal time, and short-term illness. If eligible, you can choose to receive a payout for unused TAP days during Annual Enrollment.	- You begin accruing TAP immediately. Managers (EO, M Bands, & P4+): Your TAP bank resets annually on the first pay of the calendar year.	OhioHealth
Paid Holidays	You will receive paid holiday time (without using TAP) for New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.	Eligible on your start date if scheduled for at least 32 hours per pay period.	OhioHealth
Parental Leave	In addition to the four paid weeks Bonding Leave all parents receive, birth mothers are eligible for additional 6-8 weeks of paid time off to recover from birth.	Eligible on your start date.	OhioHealth
Bereavement Leave	Take up to five days of bereavement leave after the death of any individual with whom you had a strong personal bond, regardless of legal status, blood relation or cohabitation.		OhioHealth
The OhioHealth Well-Being Center	Offers access to EAP, the Mindfulness Center, and Provider Well-Being services. Includes 12 confidential EAP counseling sessions per year (in-person or virtual) for you and your dependent family members.		OhioHealth
Lyra Health	Lyra & MyHealthPlan Access 12 therapy sessions and digital wellness tools. Medical plan participants can continue therapy beyond the 12 visits through the medical plan.		OhioHealth
Group Legal	MetLife Provides access to legal expertise for yourself, spouse and dependents. Tap into a nationwide network of legal professionals or receive reimbursement for using your existing attorney.	- You must enroll to have coverage under these plans. - Eligible on your start date.	You
Identity Theft	LifeLock Receive identity theft protection and device security for yourself and enrolled dependents. Protects your identity, personal information and connected devices (at work and home) from threats. Receive restoration support if needed.		You
Auto & Home Insurance	Farmers Insurance Gain access to special group rates for auto and home insurance needs (auto, home, boat, trailer, RV, motorcycle, renter's insurance, etc.)		You
Pet Insurance	MetLife Provides access to special group rates for pet care related to accidents, illness, exams, medications, surgeries and more.		You
Associate Emergency Assistance Fund	OhioHealth Foundation Helps you with unexpected catastrophic life events such as a house fire, high medical expenses or theft that causes financial hardship.	Eligible after one year of service.	OhioHealth
Adoption Assistance	Maven Helps cover qualified expenses associated with up to two adoptions for a maximum of \$13,460 per child.	Eligible after six months of service if scheduled for at least 32 hours per pay period.	OhioHealth
Weight Watchers Discount	Weight Watchers OhioHealth subsidizes the cost to access tools and resources that will help you lose weight, eat healthier, move more and develop a more positive mindset.	Eligible on your start date.	Shared
WE Give Program	OhioHealth Foundation Through WE Give, you can make charitable contributions to the OhioHealth Foundation or United Way through payroll deductions or by credit card.		You

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Volunteer Opportunities	Mission Matters To help you get involved in supporting your community through volunteering, OhioHealth gives you access to Mission Matters — a platform that allows associates to track, promote and identify volunteer opportunities close to where they live and work.	Volunteering during work hours is limited to full-time and benefit-eligible part-time associates with at least six months of continuous service.	OhioHealth
Tobacco Cessation	myHealthPlan Gain access to resources to help you kick the tobacco habit.	Eligible on your start date. Call (614) 566-4321 to register at any time.	OhioHealth
Family Building & Menopause Support	Maven Receive personalized programs for starting or growing your family (navigating treatment, choosing agencies and mental health support) or for managing menopause (symptom management and treatment guidance). This free services offers 24/7 virtual support and guidance.	Eligible on your start date. Register at any time.	OhioHealth
Pregnancy/Maternity Support	Maven Receive 24/7 personalized access to care, from OB-GYNs and pediatricians to sleep coaches and mental health providers.	Eligible once you are enrolled in the myHealthPlan medical plan.	OhioHealth
Diabetes, Asthma & Chronic Condition Management	myHealthPlan Once your medical deductible is met, eligible OhioHealthy members receive formulary medication, education, support and access to clinicians at no cost to help better manage these chronic conditions.	Eligible once you are enrolled in the OhioHealthy medical plan and have a diabetes and/or asthma diagnosis.	Shared
Wellhub	Wellhub Access discounts on plans and tools that support your mind, body and mood. Explore the premium versions of several well-being apps that promote fitness, nutrition, mindfulness, sleep and financial planning.	• Eligible on your start date. • Download the Wellhub app and register with your date of birth and OhioHealth associate ID (i.e. 01091995-12345).	Shared

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Education Programs & Support	OhioHealth offers generous education benefits, educational partnerships and opportunities, individual development plans and access to a wide range of educational webinars and resources.	• Eligible on your start date. • You must enroll to use these programs. Register online at any time.	OhioHealth
Student Loan Relief	EdAssist In-depth education and comprehensive assistance with student loan restructuring options.		Shared
Education Benefits	EdAssist OhioHealth may reimburse tuition for associates up to \$5,250 if full-time, and up to \$3,000 if part-time. Part-time associates in WorkForce Critical Roles fields of study may be eligible to receive the full \$5,250 of reimbursement.		OhioHealth
Education Coaching	EdAssist Receive expert academic and educational financial wellness guidance to help you navigate your career goals and your education benefits.		OhioHealth
Associate Recognition Rewards	Inspire OhioHealth's recognition program — providing an opportunity to recognize and be recognized for doing great work. Receive rewards and redeem them for travel, online shopping and gift cards.		OhioHealth
Shopping Trip	The Shopping Trip is our time-honored tradition of celebrating our long-term associates. This is a unique opportunity for our associates to be with one another, walk the red carpet, reminisce, enjoy music, food and fun!	Eligible upon completing 20 years of service, then five-year increments afterward (up to 55 years).	OhioHealth



Terms to know

Evidence of Insurability (EOI)

The covered individual must complete a health questionnaire and be approved for coverage.

Eligibility

You and your dependents are eligible for most benefits if you are regularly scheduled to work at least 48 hours per pay period, and employed by one of the OhioHealth entities that participates in the benefit programs. Your eligibility for benefits depends on the specific benefit, the entity at which you work, the plan coverage you elect, your employment status and other factors.

Start Date

For the purpose of this document, your start date means your first day of work and the first day you are eligible for benefits. It is sometimes referred to as your hire date. If you are not eligible for benefits upon hire, the day you become eligible for benefits is treated like your start date when determining timing.

Qualifying Life Event

You are not permitted to make changes to certain benefits during the year unless you experience a qualifying work or family status change, such as marriage, divorce, birth/adoption, death, change in spouse's employment, change in dependent eligibility, or change in your benefit eligibility.

Disclaimer: This list includes a sample of key benefits available to eligible hourly and salaried associates, and does not include all benefits offered by OhioHealth, nor those only offered to associates in certain jobs. In addition, it does not include grandfathered benefits for associates who are eligible by virtue of their hire date or location. If any information in this benefit list varies from the plan documents, the plan documents will govern.