

# 2024 NEW HIRE BENEFITS ELIGIBILITY, ENROLLMENT AND EFFECTIVE DATES

## HEALTH & WELLBEING

Benefit	Employee Eligibility	Enrollment Period	Effective Date
Medical (includes prescription benefits)	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Health Savings Account	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Dental	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Vision	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Flexible Spending Accounts	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date

## INCOME SECURITY

Benefit	Employee Eligibility	Enrollment Period	Effective Date
Basic Short-Term Disability	Regularly scheduled to work a minimum of 30 hours per week	Automatically enrolled, if eligible	1st of the month following 90 days from hire date
Basic Long-Term Disability	Regularly scheduled to work a minimum of 30 hours per week	Automatically enrolled, if eligible	1st of the month following 90 days from hire date
Long-Term Disability Buy-Up	Regularly scheduled to work a minimum of 30 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following 90 days from hire date
Supplemental Long-Term Disability	Regularly scheduled to work 20-29 hour per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following 90 days from hire date
Basic Life/AD&D Insurance	Regularly scheduled to work a minimum of 20 hours per week	Automatically enrolled, if eligible	1st of the month following hire date
Supplemental Life/AD&D and Dependent Life Insurance	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date, unless evidence of insurability (EOI) is required

## RETIREMENT & LIFESTYLE

Benefit	Employee Eligibility	Enrollment Period	Effective Date
Qualified Transit Account	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
401(k) Retirement Plan	All employees	Anytime	Contributions generally reflected within 2 pay periods of making your election

## VOLUNTARY BENEFITS

Benefit	Employee Eligibility	Enrollment Period	Effective Date
Hospital Indemnity Insurance	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Critical Illness Insurance	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Accident Insurance	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Legal Insurance	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Identify Theft Protection	Regularly scheduled to work a minimum of 20 hours per week	Within 31 days of hire date (31 days includes date of hire)	1st of the month following hire date
Pet Insurance	Regularly scheduled to work a minimum of 20 hours per week	Anytime	Deductions generally reflected within 2 pay periods of making your election
Permanent Life with Long-Term Care	Regularly scheduled to work a minimum of 20 hours per week	Annual Open Enrollment (generally occurs late October)	1st of the following calendar year
Supplemental Short-Term Disability	Regularly scheduled to work 20-29 hour per week	Annual Open Enrollment (generally occurs late October)	1st of the following calendar year

The effective dates listed in this chart assume the employee meets the eligibility requirements and has completed the benefit election process within the required period. For some leaders and physicians, there may be certain benefits, such as retirement, life, AD&D, and disability, which differ from the benefits listed on this document. Individuals should refer to Workday, the Endeavor Health's Enterprise Resource Planning system, during enrollment to see the benefits available to them.

This document is intended to provide you with a general summary of the employee benefit programs offered by Endeavor Health. This document is only a summary of the terms and conditions of the benefit programs – it does not contain complete details about all plan provisions. Summary plan descriptions (SPDs) contain more information about each of these programs, and the actual plan documents contain the full and complete legal and governing terms of the plan's provision and benefits. To the extent that there is any conflict between this document and/or the SPD or actual plan documents, the terms of the actual plan provisions shall govern. Endeavor Health may modify or terminate any of the programs described herein at any time.