

Wellstar Rewards

For Your Total Wellbeing



Your Wellness

Benefits for Body and Mind

MEDICAL BENEFITS

Medical Plan

- Two high-deductible PPO options (HSA/HRA provided) with co-insurance and in/out of network benefits
- One EPO option with co-pays, in network only

Dental Plan

- Two plan options with in/out of network benefits

Vision Plan

- Two plan options with in/out of network benefits

Healthcare Flexible Spending Account

- Dependent Care
- General Purpose Health Care
- Limited Purpose Health Care

Critical Illness Insurance

- Pays a lump sum benefit to help cover costs associated with critical illness or event

Hospital Indemnity Insurance

- Pays a lump sum benefit due to hospitalization

Accident Insurance

- Pays a lump sum benefit for expenses resulting from non-work related injuries and accidents

Pet Insurance

- Two plan options: one with medical only and one with medical and wellness protection
- Covers vet bills up to define limit after annual deductible

Benefit Navigators

- Personal one-on-one benefits enrollment and benefits review assistance

WELLNESS PROGRAMS

Center for Best Health

Are you ready to be your best self? The Center for Best health is a metabolic clinic that provides all the tools you need to control weight, diabetes, blood pressure and cholesterol. Team members that are on Wellstar's insurance plan are eligible for incentives like: additional \$750 HSA contribution and free dietitian and exercise physiology sessions.

Change Your Range

Change Your Range is a behavior modification program designed specifically for you. During this program, you will work with a Wellness Coach and Wellness Specialist to set wellness goals, build your behavioral toolkit, and practice nutrition, exercise, stress management, and motivational skills to make progress and see real change in your health and wellness.

Eat Well

Eat Well is designed to help you recognize which food items to choose more of, and which to choose less of, all by looking at the color of the star placed next to the food item! Team members that eat an all-green meal will receive a 25% discount when eating at Wellstar cafeterias and bistros.

Living Well at Work

An eight-week interactive wellness program led by your Wellness Specialist, that provides content around healthy living, while also providing applications and how to's for work and at home.

Maintain Don't Gain

Weight gain is common at the holidays – but it doesn't have to be. All team members are eligible to participate in our holiday challenge designed to help you maintain, and potentially lose weight over the holiday season. Get the support you need to become your best self – even during the stressful holidays.

ShareCare

Get moving and reach your health goals with Sharecare, now available to all eligible Wellstar team members. With the Sharecare app, you'll be able to take advantage of Sharecare's tools and resources to help you manage your well-being.

- Earn incentives through fun challenges. Including RealAge Test, Steps Challenge and Green Day Challenge.

PHYSICAL FITNESS

On-Site Fitness Centers

Wellstar has 13 employee fitness centers and two community fitness centers, all of which are available to Wellstar team members.

- Membership is free for Wellstar team members from 4/5/21 through 4/1/22.
- Each fitness center has a designated personal trainer to support the team members onsite.
 - Our trainers offer free consultations, fitness assessments, and fitness center tours to all new members.
 - Personal trainer services are available at discounted rate to team members.
- Group exercise classes are offered on-site where space permits.



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WELLNESS OFFERINGS

Wellness Coach

As a Wellstar team member, you get the special and unique benefit of having an onsite Wellness Coach. Wellness Coaches can lead you in individual, group and leader training tailored to your individual wellness goals. Including, work-life balance, stress management, mindful eating, healthy weight management, and fostering a social connection.

Wellness Consultations

A one-time meeting with a Wellness Specialist to assess your Wellness needs, and refer you to the most appropriate resource.

Wellness Committees

Site specific committees that work to create a work environment and culture that promotes a healthy lifestyle.

Wellness Specialist

Wellness Specialists are your on-site resource navigation that can help you connect with other special and unique benefits, as well as present interactive wellness activities and exercises to benefit your total well-being. Wellness Specialists can create customized department specific exercise or nutrition based challenges, interactive team building exercises promoting a healthy lifestyle in your work environment, or kick off a staff meeting with some ergonomic stretching or tension release exercises.

Virtual Trainer/Dietitian

On demand videos with Wellstar Wellness Specialist and Registered Dietitians. Tips, tricks, and routines to help with healthy living.



Your Joy

Workplace Culture, Recognition and Work-Life Balance

WELLSTAR CULTURE

Trust and Engagement

- Commitment to being an Employer of Choice allowing us to recruit and retain top talent
- Creating a culture of high trust and engagement and a great place to work FOR ALL team members
- Recognition as a Fortune Best Workplace
- Recognition as Working Mother Top 100 Company
- Wellstar's Trust Collaborative – a System steering committee of dedicated culture ambassadors

EMPLOYEE ASSISTANCE PROGRAM

Spring Health is a mental wellness benefit at no cost to team members. Members can use Spring Health to complete a short wellness assessment which will recommend a care plan to address the individual's specific needs. Spring Health also provides each member with a dedicated Care Navigator to review care options, discuss needs, and answer any questions. Spring Health Services are 100% confidential and information provided by members is never shared. With Spring Health, members have access to:

- Unlimited mental and emotional wellness assessments
- A licensed Spring Health Care Navigator, unlimited and at no cost
- Therapy Sessions, virtual or in person
- Psychiatry appointments, virtual or in person
- On-demand, self-help exercises
- Specific medication, if appropriate
- Work-Life services

How to access Spring Health

- Online: wellstar.springhealth.com
- Phone: 240-558-5796 (For crisis support and immediate assistance, team members should press '2' after dialing this number)
- Mobile App: "Spring Health Mobile" in the Apple iOS App Store and Google Play Store

Once enrolled, the team member can complete their wellness assessment and their Care Navigation team will reach out to begin guiding them to appropriate care.

FOR YOUR FAMILY

Flexible Work Options

36 Weeks Job Protected Time Off

Adoption Assistance

Wellstar's Adoption Assistance Plan provides \$10,000 per finalized adoption up to a lifetime benefit of \$20,000 per family.

Paid Maternity/Paternity Leave

- Full-time team members receive four weeks paid maternity/paternity leave for birth or adoption
- Part-time team members receive two weeks paid maternity/paternity leave for birth or adoption



Your Joy

Workplace Culture, Recognition and Work-Life Balance

WORK-LIFE BENEFITS

On-Site Child Care Centers

Team members may enroll dependent children in one of our childcare facilities managed by Bright Horizons. The centers are open year-round, Monday through Friday from 6a-8p.

- The Children's Nest at Cobb Hospital
- The Learning Academy at Kennestone Hospital
- Bright Beginnings in Midtown

Back-Up Care

Benefit eligible full time and part time team members receive 80 hours per calendar year of care for those times that school is cancelled, your child is ill, or a family member is recovering from a procedure. Bright Horizons will arrange high quality care for you so you'll have the peace of mind, and your loved ones will get the care they need. Care is very affordable at \$2 per hour for center-based care (for children) and \$4 per hour for in home care (for both children and adult/elders).

Virtual Tutoring for Kids

Now available through your Back-Up Care Benefit. With online and hybrid learning, the past school year has been challenging for many children. Help your kids get back on track with specially priced, easy-to-access virtual tutoring.

Get Discounted Nanny Placement

Get personalized help from a local nanny agency with recruiting, vetting, and selecting a nanny that will match your family's specific needs. Work with an experienced team at a local College Nannies location. Take advantage of \$300 or 30% off placement fees for a nanny you select.

Get Quality Pet Care

Finding a trustworthy pet sitter can be a challenge. That's why Wellstar provides an easy solution: free access to Sittercity. The most comprehensive online network of pet sitters, Sittercity lets you search at your convenience for dog walkers, groomers, trainers, and more, whether for drop-in visits or extended stays. Search listings or post online to find experienced pet caregivers in your area with the skills you need.

Perks at Work

Discounts and access to Sporting Events, Amusement Parks, and Movie Screenings

Help with Tutoring & Test Prep

When it comes to academic success, the right study habits can make a world of difference. Gain easy access to high-quality tutoring and test prep providers offering a variety of online and in-person options with exclusive discounts for Bright Horizons families. Delivered by trusted professionals, our broad range of offerings helps students succeed by boosting academic performance and reducing family stress.

Wellstar Concierge

Helping you balance work and life. Team members can take advantage of this free timesaving benefit.

- Free errand running within a 15-mile radius of your Wellstar location (no mileage fees)
- One additional family member can use the service (spouse/partner, child, parent)
- Seasoned professionals handle the ordinary (like buying and delivering gifts) and the extraordinary (like planning complicated trips and team-building events)

Access Special Needs Support

Understand, advocate for, and support your child from birth to young adulthood with personalized guidance and resources. Does your child have difficulty focusing in school? Is she lagging behind developmentally or struggling with social skills? Does he have ADHD, Autism, learning disabilities, or undiagnosed difficulties? Get free access to an online platform, a live webinar series, and additional resources to help your child overcome educational and developmental hurdles.

Get a Spot in a Quality Child Care Center

Get an edge in your search for convenient, high-quality childcare. Jump ahead on the waiting list at select highly desirable Bright Horizons childcare centers nationwide with preferred enrollment access. Even better, your registration fee will get waived when you sign up. Or take advantage of exclusive tuition discounts (up to 10%) at participating high-quality network centers across the country.

Search for Sitters, Nannies & Housekeepers

Let Bright Horizons connect you with additional resources to help locate ongoing care and support for your entire family.

Need help for date night, weekend, or after school? Your benefits include free access to Sittercity's comprehensive database of sitters, nannies, and housekeepers.

Find Elder Care Resources

Supports available to you include an online needs assessment, information on selecting between elder care choices – including specialized facilities for memory/hospice care and independent/assisted-living communities – a search tool for finding and evaluating care providers. Visit Years Ahead and Sittercity to access your free membership to online tools for finding in-home companions or facility-based care.

Purchasing Power

Wellstar understands a major purchase can arise when you least expect it, like you come home from work and your dishwasher is broken. Purchasing Power allows you to buy brand-name electronics, furniture, and appliances through automated payments that are deducted from your paycheck over time.



Your Joy

Workplace Culture, Recognition and Work-Life Balance

RECOGNITION

Rewards & Recognition

- Shining Star Program - recognizes team members who go above and beyond to improve the patient or team member experience in the following categories: Shining Star and Shining Team.
- WOW Program - provides an instant way to recognize a fellow team member for exemplifying one of our values and exceeding expectations.
- Recognize and celebrate a Wellstar Working Mother and Working Father each year

Growth & Career Development

- Mentoring Program
- Wellstar Leadership Academy
- Women in Leadership
- Internships
- New Leader Development
- Emerging Leader Training



Your Pay

Earnings and Incentives

Competitive Pay

- Base salaries commensurate with that of similar work in the industry and relevant experience

Paid Time Off (PTO)

- Accrual Bank to use for vacation, holidays and incidental sick days

Extended Illness Bank (EIB)

- Accrual bank to use for extended illnesses

Merit Increases

- Increases in pay based on team member performance and organizational success

Performance Pay Plan (PPP)

- Opportunity to participate in Wellstar's Incentive Plan



Your Future

Financial Health and Retirement Support

Retirement Savings 403(b) Plan

- Wellstar match and Wellstar annual contribution
- On-site retirement planning consultants

Identity Theft Protection

- Helps safeguard your finances, reputation and credit against theft and abuse

Health Savings Account (HSA)

- Available if enrolled in high deductible medical plan option. (eligibility requirements apply)

Short Term Disability Insurance

- Pays benefits in the event you experience a short-time disability that prevents you from working

Long Term Disability Insurance

- Provides a monthly benefit for extended disability beyond 90 days

Life and Accidental Death & Dismemberment Insurance

- Wellstar paid basic life insurance. Optional Life and Dependent Life may be purchased for you and your dependents

Scholarship Opportunities

Financial Wellness - Coming Soon

Let an Education Coach Help You

Highly trained Education Coaches help you choose a learning program that matches your learning preferences, career objectives and schedule.

College Finance Coaches are experts in all aspects of saving and paying for school, and ready to help you maximize savings and minimize the cost of your education.

Tuition Assistance

This program is designed to get you back in the classroom sooner. Wellstar encourages team members to continue in a job related or Wellstar related field of study. Any active benefit eligible full time or benefit eligible part time team member may apply after six months of continuous employment.

MembersFirst Credit Union

MembersFirst Credit Union offers competitive products and services from checking and savings accounts to loans. Branches are located on Wellstar Cobb and Kennestone campuses and in DeKalb, Douglas and Paulding counties.