



What's New and What's Changing

At TriHealth, we are committed to supporting all our team members in living happy, healthy, and productive lives. When you feel your best and your family's healthcare needs are supported, you are better able to care for our patients and your fellow team members.

Open Enrollment is your opportunity to review and change your benefit elections to ensure you have the benefits that make the most sense for you and your family during the 2022 calendar year.

To help you make the best decisions, take note of [what's new and what's changing](#). Visit the Benefits section of HRCentral for more information or to enroll in these valuable new benefits.

What's New

Allstate Identity Theft – If you are one of the millions of Americans that store and share their personal identification information websites and apps, your identity may be at risk. With the Allstate Identity Protection (AIP) benefit, you can increase your security through credit monitoring, 24/ alerts, fraud recovery and up to \$2 million in identity theft expense coverage.

MetLife Legal Services – With this new benefit, you'll have access to MetLife's network of prequalified attorneys that can offer legal support when buying a home, starting a family, caring for aging parents and so much more. You can use attorneys outside of MetLife's network and a percentage of the legal costs will be reimbursed under this coverage.

What's Changing

Vacation Sellback – This year only, you can sell up to 120 hours of unused Paid Time Off (PTO) and select multiple payout days. Sellback dates and amounts must be elected during Open Enrollment and **cannot be changed** until the next Open Enrollment period.

Sellback dates in 2022 are:

- January 6
- August 4
- May 12
- December 8

Also, between October 2021 and January 2022, you will keep any PTO hours accrued or gifted over the PTO bank maximum. The PTO bank maximums will be added back after the first PTO Sellback Date. At that point, you will not accrue any additional PTO until your PTO bank is back under the PTO bank maximum.

Select Benefits Elections Roll Over - You will keep many of your enrolled benefits without taking action during Open Enrollment. Insurance coverage like medical, dental and vision coverage, among other benefits, will continue in 2022. However, you should still take action to review your current benefits and ensure they continue to meet your needs. You have to take action if you want to elect a PTO sellback, or designate contributions to a flexible spending account.