



## TriHealth Support & Thank You Total Rewards Enhancements

Enhancement	What	How	Why	Effective
<b>TriHealth Support &amp; Thank You Phase II</b>				
<b>Student Loan Repayment</b>	Team members with <b>federal</b> student loan debt will have access to a TriHealth Student Loan Repayment program where TriHealth will help pay off student loans for up to \$200 (FT)/ \$100 (PT) per month up to \$2,400 (FT)/ \$1,200 (PT) or the IRS maximum limits every year through 2025, as a part of the Cares Act legislation	Enrollment information will be available in November for payments beginning in December	This is an investment of millions of dollars in our team members to help improve their financial well-being by assisting them with reducing the financial burden of their student loan debt	October
<b>Increased PTO Sellback Maximum for Calendar Year 2022</b>	This year only, the PTO sellback maximum has been increased from up to 80 hours to up to 120 hours with multiple sellback dates	Team members can make a PTO sellback election during Open Enrollment from November 1- November 12	If team members have been unable to take PTO because they were caring for patients or managing urgent Shared Services projects due to COVID, this enhancement allows them to exchange their PTO for the cash value to support their financial well-being and help reduce their PTO bank	October
<b>Implement a Temporary Moratorium on PTO Bank Maximum</b>	A temporary moratorium on PTO bank maximums has been extended to July 30, 2022  After the last period in July, team members will retain any hours over the PTO bank maximum; however,	No action is required by team members to accrue PTO hours beyond their PTO bank maximum until the last pay period in July 2022  Team members <b>at or near the PTO bank maximum</b> are <b>strongly</b>	The temporary moratorium on PTO bank maximums are one more way we are helping preserve team members' PTO accruals, so they don't miss out on using their PTO to take time off to promote their well-being	October

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<b>Implement a Temporary Moratorium on PTO Bank Maximum (con't)</b>	they will not accrue any additional PTO until they are back under the PTO bank maximum	<b>encouraged to participate in the PTO sellback program and select a January 2022 payout date</b> so they will be back under the bank maximum and can accrue PTO again		October
<b>Mass Transit Discount</b>	Team members who earn \$22 per hour or less and have difficulty finding reliable transportation or who routinely utilize Cincinnati's mass transit to get to work are eligible to request a one-month mass transit voucher each month, good for unlimited rides	Team members can request mass transit vouchers through the HR Service Center at 513 569 5950	This is a significant investment towards supporting team members' ability to get to work and help reduce the financial impact of their transportation needs	October
<b>Hardest to Fill Jobs Pay Rate Targeted at P60</b>	<p>We are increasing the base pay rate for our hardest to fill jobs throughout TriHealth to more closely target the 60th percentile instead of the 50th percentile of the market</p> <p>Current Hardest to Fill Jobs include:</p> <ul style="list-style-type: none"> <li>• Med Techs</li> <li>• Pharmacy Techs</li> <li>• Access Associates in Revenue Cycle</li> <li>• Appointment Coordinators in Revenue Cycle</li> <li>• PCA/Unit Coordinators</li> </ul>	<p>If your position is impacted by this change, your one-up leader will provide you with additional details over the next two weeks</p> <p>Qualifying jobs are determined by 1) the level of difficulty to find qualified applicants, 2) the necessity of providing core patient care services, 3) the volume of recurring open positions, and 4) the volatility of market pay practices</p> <p>Based on new information and needs, the list of eligible jobs will be updated monthly</p>	<p>This change helps ensure we continue to have very competitive compensation packages and offer one more reason TriHealth retains and recruits more than our fair share of great talent</p> <p>This is additional investment of millions of dollars in the financial well-being of our team members</p>	October



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<b>Hardest to Fill Jobs Pay Rate Targeted at P60 (con't)</b>	<ul style="list-style-type: none"> <li>Sterile Supply Techs</li> <li>Revenue Cycle Financial Clearance Representatives</li> <li>Patient Care Assistants</li> <li>Revenue Cycle Telephone Operator</li> </ul>			October
TriHealth Support & Thank You Phase I				
<b>Relax &amp; Refresh PTO Gift</b>	<p>All team members eligible to accrue PTO per our Paid Time Off policy will be eligible for a Relax &amp; Refresh PTO gift, <b>deposited during the week of October 25, 2021, and no later than October 29, 2021</b></p> <p>Relax &amp; Refresh PTO gift amounts vary depending on FTE status and years of service:</p> <p>Full-time team members</p> <ul style="list-style-type: none"> <li>Less than 5 years of service: 24 hours</li> <li>5-9 years of service: 36 hours</li> <li>10 or more years of service: 40 hours</li> </ul> <p>Part-time team members</p> <ul style="list-style-type: none"> <li>Less than 5 years of service: 8 hours</li> </ul>	<p>No action is required to add the Relax &amp; Refresh PTO gift to eligible team members' accounts.</p> <p>These hours will be deposited into a separate PTO bank from team members' regular PTO banks</p> <p>Team members will have access to this PTO gift until December 31, 2022, and therefore, when they take PTO, we will deduct hours from this PTO gift first, until the gift hours are exhausted, before accessing their regular PTO hours</p> <p>This PTO gift does not payout if you have a change in FTE status or terminate employment</p>	<p>This Relax &amp; Refresh PTO gift is a distinct allowance of Paid Time Off given to eligible team members to allow them to take time away without utilizing their allocated PTO</p>	August

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<b>Relax &amp; Refresh PTO Gift (con't)</b>	<ul style="list-style-type: none"> <li>• 5-9 years of service: 16 hours</li> <li>• 10 or more years of service: 24 hours</li> </ul>			August
<b>COVID SERVE Bonus</b>	<p>Every employed full-time, part-time, optional, and PRN team member and physician hired on or before August 30, 2021, is eligible for the COVID SERVE bonus</p> <p>Vice Presidents and above are not eligible for the COVID SERVE bonus</p> <p>COVID SERVE bonus amounts vary depending on FTE status and years of service:</p> <p>Full-time team members</p> <ul style="list-style-type: none"> <li>• Less than 5 years of service: \$500</li> <li>• 5-9 years of service: \$800</li> <li>• 10 or more years of service: 1,200</li> </ul> <p>Part-time team members</p> <ul style="list-style-type: none"> <li>• Less than 5 years of service: \$350</li> <li>• 5-9 years of service: \$600</li> <li>• 10 or more years of service: \$800</li> </ul>	<p>No action is required to payout the COVID SERVE bonus to eligible team members</p> <p>Team members must be in an <b>active paid working status</b> at TriHealth when the bonus is <b>paid out on December 10, 2021</b>. This would <b>exclude</b> anyone in an inactive or unpaid leave status.</p>	<p>The COVID SERVE bonus is an investment of millions of dollars in our team members designed to recognize our long-service team members as well as our new team members for their commitment to TriHealth and our patients</p>	August

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<b>COVID SERVE Bonus (con't)</b>	Optional/PRN team members <ul style="list-style-type: none"> <li>• Less than 5 years of service: \$250</li> <li>• 5-9 years of service: \$400</li> <li>• 10 or more years of service: \$600</li> </ul>			August
<b>Advanced PTO Access for New Team Members</b>	Effective August 16, 2021, after newly hired team members reach 90 days of service, they will receive an advance of 40 (FT)/ 24 (PT) hours of their PTO bank on the first payroll following 90 days	No action is required to add the advance PTO to new team members' account	To provide our new team members the opportunity to take time off when joining TriHealth from another employer	August
<b>Career Development Pathways</b>	The Team Member Resource Center Resource Navigators provide personalized, dedicated assistance to help team members in entry-level positions in Environmental Services, Food and Nutrition, Patient Transport/Logistics and Patient Access develop the skills and mindset to set and achieve their career goals	Team members in these roles are encouraged to contact the Team Member Resource Center at 513 569 4000 for more information	To help team members to build long and fulfilling careers at TriHealth	August
<b>Improved Staffing Incentives and Sign-on Bonuses</b>	We have introduced various staffing incentives and sign-on bonuses, including reducing the work commitment to one year for sign-on bonuses	If you are in one of these areas or roles, your one-up leader will reach out to you	To help hiring into hard-to-fill roles and hire more than our fair share of top talent	August

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<b>Increased Referral Bonus Amount and Availability</b>	<p>The referral bonus amount and frequency, based on the role, has been enhanced so team members can earn</p> <ul style="list-style-type: none"><li>• \$4,000 for referring hospital-based RNs;</li><li>• \$2,000 for referring MAs, PCAs, Respiratory Therapists, STNAs, LPNs and Phlebotomists; and</li><li>• \$500 or more for referring full-time or part-time team members in other qualifying roles</li></ul>	<p>When the candidate the team member referred completes the application, they must put the team member's name on the application as the team member who referred them</p>	<p>To inspire and reward our team members for referring a candidate, especially in hard-to-fill roles</p>	<p>August</p>