



Hi Team –

Thanks to our collective efforts and hard work through the first quarter of FY25, we've set the stage for what promises to be a breakthrough year, marked by industry-leading, top-decile performance across all Pillars. And this is how we consistently and authentically deliver on our brand promise to “see, hear, and heal... providing surprisingly human care that drives exceptional health outcomes.” To learn about our latest progress in our journey to take TriHealth from Good to Great in FY25 and beyond, please plan to **join us today at noon on [Bridge](#) for our October Team Member Town Hall** – our first town hall of the second quarter.

Today's Town Hall will also include an in-depth discussion on two important and timely topics – our **Annual Open Enrollment** for team member benefits and **TriHealth's response to the national IV solution supply chain disruption** caused by Hurricane Helene. Continue reading below to learn more.

Our Promise to You... Be Seen. Be Heard. Be Rewarded. Open Enrollment Begins October 21!

- Caring for the health and wellbeing of the communities we serve starts with our own TriHealth community, made up of the nearly 13,000 team members and physicians who bring our “surprisingly human care” to life each day.
- One of the major ways we support team member health and wellbeing is through our investments in TriHealth's Total Rewards program. Our Total Rewards provide valuable benefits and other resources that support and empower each of us to be our best, so we can give our best to our families and loved ones, and those we serve.
- And once again, it's time for you to make the most of your Total Rewards package by reviewing and updating your benefit elections for the coming year.
- **Open Enrollment for Calendar Year 2025 benefits begins Monday, October 21 and continues through Friday, November 1, 2024.**
- This is your once-a-year opportunity to make changes to your benefits to best support your family's anticipated healthcare and other needs for the new plan year (January 1, 2025 – December 31, 2025).
- **This is a passive enrollment**, which means if you do not take action during Open Enrollment, your current elections for benefits and insurance coverage will continue in 2025, **EXCEPT** for your Flexible Spending Account (FSA), Health Savings Account (HSA), and PTO “sellback” elections.
 - You **MUST** re-elect these options during Open Enrollment if you want them in 2025.
- Be sure to check [Bridge](#) often leading up to and during Open Enrollment for important updates.

IMPORTANT DATES

- **Now through the week of Oct. 21**
TriHealth ONE Campaign
- **Now through Nov. 8**
Free Flu Shots at TriHealth Employee Health Vaccine Clinics
- **Oct. 21 - Nov. 1**
Open Enrollment for Calendar Year 2025

New “Rewarding You” Time Off Benefit

- Each year, we evaluate our Total Rewards package to ensure we are offering valuable, cost-effective benefit options that are highly competitive with other regional employers and responsive to what you tell us is most important to your total wellbeing.
- Recognizing the value of providing flexible time away for personal, cultural, or religious reasons, **starting January 1, 2025, part-time and full-time team members will be gifted 10% of their bi-weekly full-time equivalent (FTE) hours annually** to be used one time each calendar year.
 - For example: A team member working 80 hours/pay period FTE will receive 8 gifted hours annually; a team member working 64 hours/pay period FTE would receive 6.4 hours annually, etc.
- This gifted time off can be used at your discretion, subject to manager approval.
- More information on additional changes to our benefits offerings for calendar year 2025, including voluntary life insurance and employer-paid life insurance, can be found [here](#).

TriHealth’s Ongoing Response to National IV Solution Supply Chain Disruption

- Our Incident Command Center leaders and physicians continue to meet daily to monitor and act on the latest developments in the national IV fluid supply chain disruption.
- This is allowing us to proactively manage through shortages we, and the entire U.S. healthcare industry, are now experiencing.
- As shared in last week’s Weekly Update, the disruption was caused by extreme damage from Hurricane Helene to the Baxter IV fluid plant in North Carolina, which reduced national production to just 40% of previous levels.
- **Baxter has reported that it expects to be at 70% production by the end of October, and returning to nearly full production by the end of the calendar year.**
- In the meantime, we continue to operate in “conservation mode” with our current supply, while at the same time, employing medically approved alternative protocols to using IV fluids, where viable.
- Our primary objective, as always, is to ensure our patients have uninterrupted access to the care they need while maintaining the highest safety standards and quality outcomes.
 - There have been no disruptions to patient care at TriHealth and we are not cancelling or delaying procedures, nor do we plan to.
- Click [here](#) to watch a Channel 12 news interview with TriHealth Chief Medical Officer **Dr. Helen Koselka** and I from last week aimed at educating and reassuring the community.



Final Weeks to Donate to the One Campaign

- We are officially in the home stretch of our One Campaign – and are looking forward to a strong close and setting a new record for participation as we cross the finish line next week!
- A BIG thank you to all of our team members and physicians who have generously donated to the campaign – helping us raise hundreds of thousands of dollars – all to benefit TriHealth’s three charitable giving priorities – United Way, ArtsWave, and our Foundations.

- Your generosity will help improve the lives of so many in need across the region, including many of our own TriHealth team members!
- If you have not donated yet, there's still time! Your participation – *in any amount* – is greatly appreciated and much needed.
 - And don't forget, your donation will enter you into our grand prize drawing to win \$500!
- The campaign ends the week of October 21, so please visit [TriHealth.com/One](https://www.trihealth.com/one) to donate today!

TriHealth Team Raises Funds and Spirits at AHA CycleNation

- Last Thursday, I had the opportunity to cheer on TriHealth team members who took part in CycleNation, a high-energy cycling fundraiser sponsored by the American Heart Association to raise money for stroke education and research.
- Led by team captains, **Lori Greiser** and **Darla Daniels**, TriHealth raised more than \$4,000 for the cause, and not surprisingly, also walked away with the Spirit Award!! Way to GO Lori, Darla, and Team!!



American Heart Association®
CycleNation™



*Because of you, our incredible TriHealth Team, we have **A LOT** to cheer about! Our care is better, more accessible and affordable, and our growing patient community is healthier and increasingly more satisfied with the “surprisingly human care” they receive at TriHealth! **THANK YOU** for all you’ve done – and continue to do – to help us Get Healthcare Right, always!*