



2026 Benefits Guide

Plan Year:
January 1, 2026 – December 31, 2026

Augusta
Health™

How to Enroll

Enrollment is completed online

Log in to Ultipro UKG <https://e15.ultripro.com>

1. Once logged in you will be taken to your home screen.
2. Click the Side Navigation Menu (three bars in the upper left corner).
3. Select Myself (icon of a person).
4. From the Myself Menu, select (as applicable):
 - Life Event / New Hire
 - Life Event / My Status Has Changed
 - Open Enrollment
5. Verify your dependents and beneficiaries by checking the appropriate box on the contact page and making the necessary updates.
6. On each page, elect or decline the benefits.
7. Where applicable, be sure you select the names of any dependents or beneficiaries you want to add.
8. Review your information, print your confirmation page, and then click Submit to complete your enrollments.

IMPORTANT: Your benefits will not save unless you click **SUBMIT!**

Review Additional Benefits Information on the Augusta Health HR Website

<https://investingin.us.augustahealth.com/benefits/>

View or Change Your Benefits in Ultipro (UKG) Self-Service

<https://e15.ultripro.com>

Questions about your benefits? HR is here to help!

Email: humanresources@augustahealth.com

Phone: **540-332-4700**

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Who Is Eligible?

If you are an Augusta Health team member, you are eligible for benefits if one of the following applies to you:

- You are a regular full-time team member scheduled to work 36-40 hours per week
- You are a regular part-time team member scheduled to work 20-35 hours per week

Dependent Coverage

Your eligible dependents (for all plans that offer dependent coverage) include:

- Legally married spouse
- Biological children, stepchildren, adopted children, children in your custody for adoption or under your legal guardianship through the end of the calendar year in which they turn age 26
- Permanently disabled dependent children over plan age restrictions

You may elect or waive coverage if you change from full-time to part-time or part-time to full-time. You must contact Human Resources within 60 days of the effective date of your status change.

Proof of Eligibility Documentation

Proof of eligibility documents are required for newly added dependent(s).

Spouse – adding a spouse

Marriage certificate and copy of the first two pages of most recent federal tax return showing dependent listed as spouse.

Ex-Spouse – removing spouse and/or child(ren)

Divorce decree with judge's stamp or signature. Ex-spouses are not eligible for benefits, even with a court order.

Child(ren) – adding a child or children

Copy of birth certificate or copy of the court document with name of team member or spouse receiving custody, date of change of eligibility, name(s) of minor child(ren), and judge's stamp or signature.

Death – loss of dependent spouse or child

Copy of death certificate or obituary for medical, dental, vision, Health Savings Account (HSA) or Flexible Spending Account (FSA). Copy of death certificate required for life/AD&D/critical illness.

Gain/Loss of other coverage – you/spouse/child changes coverage with another provider or government sponsored program. Documentation from other employer or government sponsored program showing change in eligibility. Must include benefit plan(s) and date of gain/loss of coverage. Must include a consistent gain/loss of coverage.

Cost/coverage of other provider changes – documents from the employer showing the cost and/or changes in coverage including effective date, type, and % of change. Cost/change must be an increase of 20% or more.

Change in place of home residence – documentation showing proof of old/new address and that residency changed by more than 60 miles.

Change in worksite (Dependent Care FSA only) – documentation from employer confirming change in worksite from home to office or vice versa and effective date of the change.

When already enrolled in the benefit, change in plan options mid-year is not permitted (ex. change health benefits to/from HDHP/POS, or dental benefits to/from Enhanced/Basic, etc.) You must contact the Augusta Health HR Benefits Office and provide proof of eligibility by the number of days to elect, or you will lose your right to change your election mid-year (see chart on next page).



Changing Your Plan Options

You can sign up for benefits or change your elections/covered dependents at the following times.

Annual Open Enrollment

Annual Open Enrollment (October 23 – November 8, 2025). You can elect or make changes for the next plan year during the annual benefits Open Enrollment period.

Newly Hired at Augusta Health

31 days from start of employment.

Job Status Change

60 days from job status change that makes you benefit eligible.

Qualifying Life Event

Outside of an enrollment period, you can only elect or make changes to your coverage if you have a qualifying work or family status change event such as a birth, marriage, divorce, or a gain or loss of other coverage. Please consult the chart below for the number of days you have to elect benefits after experiencing a qualifying life event.

Note: When already enrolled in the benefit, change in plan options mid-year is not permitted.

Enrollment Reasons	Days to Elect
Open Enrollment	Open Enrollment runs from October 23, 2025 through November 8, 2025. Elections must be made in UKG by midnight November 8, 2025. Open Enrollment benefits are effective January 1, 2026. You must actively elect all benefits for 2026.
Newly hired at Augusta Health	31 days from start of employment.
Change in job status at Augusta Health to/from full-time/part-time status	60 days from job status change.
Marriage	60 days from date of the ceremony with recorded file date.
Divorce	60 days from the effective date of the court document.
Death of spouse/dependent	60 days from date of death.
Birth	60 days from date of birth.
Adoption/placement for adoption	60 days from the effective date of the court document.
Gain or loss of eligibility for other group coverage or government-sponsored program	60 days from the other group coverage or government program start/end date.
Start or end of employment for spouse or dependent	60 days from other group coverage start/end date.
Leave of absence	60 days from absence status change.
Change in place of residence greater than 60 miles	60 days from change in residency.
Change in worksite (Dependent Care Flexible Spending Account (FSA) only)	60 days from the change in worksite.
Cost and/or coverage change in the spouse and/or child's health and/or dental benefit	60 days from the change.
Reduction in hours at Augusta Health to a non-benefit status (example: PRN)	Medical, dental, vision, and FSA benefits automatically cancel at midnight on the last day of the month in which the change in status is effective. All other benefits end on date of change in status.
Termination or retirement from Augusta Health	Medical, dental, vision, and FSA benefits automatically cancel at midnight on the last day of the month in which the change in status is effective. All other benefits end on date of termination.



Cost of Premiums

Medical, Dental, and Vision Premiums for 2026

In 2026, there will be 26 pay periods. All benefit deductions will be withheld across all 26 pay periods.

Full-Time Team Members

Benefit	Team Member Only		Team Member + Child		Team Member + Children		Team Member + Spouse		Family (1 FT Team Member)		Family (2 FT Team Members)		Family (1 FT-1 PT Team Member)	
	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays
Medical Options:														
HDHP	\$58.79	\$334.72	\$131.59	\$535.13	\$192.78	\$790.17	\$190.71	\$692.71	\$264.29	\$1,081.46	\$187.52	\$1,162.00	\$239.38	\$1,107.95
POS	\$83.95	\$345.18	\$178.30	\$549.40	\$270.62	\$797.79	\$238.34	\$727.12	\$343.06	\$1,121.17	\$240.45	\$1,226.07	\$308.86	\$1,156.13
J-1 Visa Medical Benefit Plan	\$83.95	\$345.18	\$178.30	\$549.40	\$270.62	\$797.79	\$238.34	\$727.12	\$343.06	\$1,121.17	\$240.45	\$1,226.07	\$308.86	\$1,156.13
Dental Options:														
Delta Basic	\$8.53	\$3.84	\$17.44	\$5.45	\$29.50	\$9.21	\$17.44	\$5.45	\$29.50	\$9.21	\$17.70	\$21.00	\$25.06	\$13.64
Delta Enhanced	\$13.61	\$3.84	\$26.84	\$5.45	\$45.38	\$9.21	\$26.84	\$5.45	\$45.38	\$9.21	\$33.58	\$21.00	\$40.95	\$13.64
	You Pay		You Pay		You Pay		You Pay		You Pay		You Pay		You Pay	
Vision Care:														
EyeMed Network	\$2.88		\$5.46		\$8.46		\$5.75		\$8.46		\$8.46		\$8.46	

Part-Time Team Members

Benefit	Team Member Only		Team Member + Child		Team Member + Children		Team Member + Spouse		Family (1 PT Team Member)		Family (2 PT Team Members)		Family (1 FT-1 PT Team Member)	
	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays	You Pay	Augusta Health Pays
Medical Options:														
HDHP	\$128.48	\$263.72	\$235.27	\$428.10	\$347.21	\$632.27	\$343.06	\$536.94	\$475.73	\$865.29	\$396.96	\$945.82	\$239.38	\$1,107.95
POS	\$184.49	\$242.39	\$322.34	\$403.16	\$489.31	\$574.19	\$427.02	\$533.20	\$617.72	\$840.34	\$515.11	\$945.26	\$308.86	\$1,156.13
Dental Options:														
Delta Basic	\$11.95	\$0.42	\$20.93	\$1.96	\$35.39	\$3.31	\$20.93	\$1.96	\$35.39	\$3.31	\$32.44	\$6.26	\$25.06	\$13.64
Delta Enhanced	\$17.01	\$0.42	\$30.32	\$1.96	\$51.28	\$3.31	\$30.32	\$1.96	\$51.28	\$3.31	\$48.32	\$6.26	\$40.95	\$13.64
	You Pay		You Pay		You Pay		You Pay		You Pay		You Pay		You Pay	
Vision Care:														
EyeMed Network	\$2.88		\$5.46		\$8.46		\$5.75		\$8.46		\$8.46		\$8.46	



Choosing the Right Care Can Save You Time and Money

Knowing where to go for care makes a big difference — both in how quickly you're seen and how much you pay. Use the quick guide below to help decide when to visit your primary care provider, an urgent care clinic, or the emergency department. Choosing the right setting helps you get the right care at the right cost.

Where to Go for Care — and What It May Cost

Type of Care	When to Use	Typical Cost	Examples
Primary Care Provider (PCP)	For routine care, checkups, chronic condition management, or minor illnesses and injuries.	\$ Lowest cost	Annual physicals, prescription refills, cold/flu, follow-up visits
Urgent Care	When you need care quickly, but it's not a life-threatening emergency and your PCP isn't available.	\$\$ Moderate cost	Sprains, minor cuts, ear infections, mild asthma attacks, X-rays
Emergency Department (ED)	For serious or life-threatening conditions that require immediate attention.	\$\$\$ Highest cost	Chest pain, severe bleeding, broken bones, head injuries, trouble breathing

Tip: When it's not a true emergency, visiting urgent care or your primary care provider can save you time and money — but if it is a true emergency, always go to the Emergency Department or call 911.



Understanding The Provider Tiers

It's important to understand the difference between Tier 1 and Tier 2 networks, so you can make informed decisions when choosing healthcare providers and services.

Augusta Health Medical Benefit Plan Tiers

Tier	What It Means	Your Cost	Examples
Augusta Health Tier 1 Network	It consists of preferred providers who offer services at the lowest out-of-pocket cost. Choosing a Tier 1 provider means lower co-pays, co-insurance, and overall medical costs, helping you maximize the benefits of your medical plan while minimizing expenses.	Lowest out-of-pocket costs	Augusta Health providers, hospitals, and clinics
Aetna Tier 2 Network	It includes approved providers but at a higher cost compared to Tier 1. While you still receive coverage, you will have higher out-of-pocket expenses, such as increased co-pays or deductibles, when using providers in this tier.	Higher out-of-pocket costs	Other in-network hospitals, clinics, or specialists

How Your Benefits Work Behind the Scenes

To help manage your medical plan, Augusta Health partners with several trusted vendors.

- **Meritain Health (an Aetna company)** is our Third-Party Administrator (TPA) for the Augusta Health Medical Plan.
- **MedImpact** is our Pharmacy Benefit Manager (PBM) for the Augusta Health Medical Plan and manages your prescription drug coverage.

Meritain Health
an  company

MedImpact

These vendor partners work behind the scenes with Augusta Health to ensure you have access to the care and coverage you need. You will see their names on your Medical Plan ID card and may appear on communication tools.



Ways to Save in 2026

- **Choose Tier 1 Providers:** Receive high-quality care at the lowest cost and maximize your plan's benefits by using Augusta Health Tier 1 providers.
- **Use Preventive Care:** Your annual wellness check and preventive care will continue to be covered at 100% when you use an in-network provider. Preventive care means routine screenings and exams to help you stay healthy. It's important to know that if additional non-preventive services (e.g., lab work, diagnostic tests, or treatment for a condition) are provided during the visit, those services are not considered preventive care and may be subject to your deductible, co-insurance, or co-pays.
- **Compare Costs with Rightway:** Use Rightway to find lower-cost options for lab work, imaging, and procedures. A Rightway health guide can help you navigate the healthcare system, identify lower-cost providers and resolve billing issues.
- **Use Urgent Care Instead of ER (When Appropriate):** For non-emergencies, urgent care centers are significantly less expensive than emergency rooms.
- **Choose Generic Medications:** Ask your provider or pharmacist about generic or cost-saving alternatives to brand-name prescriptions.
- **Take Advantage of Telehealth:** Virtual visits can be more affordable and save time compared to in-person appointments.
- **Stay In-Network:** Tier 1 Augusta Health in-network providers cost less than Tier 2.
- **Participate in the Augusta Well Together Program:** Work toward your best health and earn up to \$100 per quarter. Learn more at <https://investinginus.augustahealth.com/taking-care-of-us/>.
- **Use Pre-Tax Dollars with Benefits Savings Accounts:** Benefits savings accounts such as the Flexible Spending Account (FSA) and/or Health Savings Account (HSA) allow you to set aside pre-tax dollars to pay for eligible expenses.
 - **Dependent Care FSA:** Tax-free funds for eligible childcare expenses for dependents under age 13, or care for a spouse or adult dependent who is incapable of self-care.
 - **Medical FSA:** Tax-free funds for eligible out-of-pocket healthcare expenses like co-pays, deductibles, co-insurance, and eligible over-the-counter items.
 - **Health Savings Account (HSA):** Tax-free savings for medical expenses — available with Augusta Health's High Deductible Health Plan (HDHP) medical option.
 - **Limited Purpose FSA:** Covers dental and vision expenses for those enrolled in the Augusta Health HDHP medical option.



Preventive Exam Incentive Coming

in 2027: Prioritize your health in 2026 by completing a preventive wellness exam. In 2027, we'll introduce an incentive for team members who complete this important step in 2026.

Preventive care helps catch issues early and supports long-term wellness.



Health Savings Account (HSA)

An HSA is a tax-advantaged savings account that individuals can use to pay for qualified medical expenses. The IRS sets annual contribution limits for HSAs. To be eligible for an HSA, you must be enrolled in the Augusta Health High Deductible Health Plan (HDHP).

What Makes an HSA So Great?

Augusta Health will contribute to your HSA:

- \$1,000 for Team Member Only
- \$2,000 for Families (Team Member + Child/Children/Spouse/Family)

The combination of your contributions and your employer's cannot exceed the IRS limits per calendar year.

HSA IRS Contribution Limits for 2026

- Team Member Only: \$4,400
- Team Member + Child/Children/Spouse/Family: \$8,750

If you are age 55 or older, you can contribute an extra \$1,000 on top of the normal IRS limits.

Key Features

- The money you save in your account can be spent on qualified medical, dental, and/or vision expenses.
- The money you save stays with you if you change jobs. Just like any other bank account, unspent funds remain yours.
- An HSA is a great way to save for your immediate expenses and for retirement.
- The money in the account is available as it's deposited.
- You have the option to start, stop, or change your contribution per pay period.
- The IRS requires expenses to be substantiated (keep copies of your HSA receipts and documentation of expenses).

Take Advantage of Triple Tax Savings

1. Reduce your taxable income by contributing to an HSA.
2. Pay for qualified medical, dental, and/or vision expenses free of tax.
3. Earn tax-free interest on HSA dollars and invest tax free.

Note: You cannot have a Health Savings Account and:

- Be enrolled in Medicare, Medicaid, Tricare, or a non-HDHP plan (if you gain this coverage, you must stop contributions, but you can spend down any money in the account).
- Be claimed as another person's tax dependent.
- Have a Full Purpose Medical Flexible Spending Account — nor can your spouse, even if you are not participating in their medical plan and/or they are not enrolled with you.





Flexible Spending Account (FSA)

An FSA is a great way to save money. You never pay taxes on this money as long as you use it to pay eligible expenses, so it boosts your spending power. Flexible Spending Accounts must be reelected each year during Open Enrollment. You cannot stop or change your FSA contribution(s) during the plan year unless you experience a qualifying life event. There are three types of FSAs, as shown in the chart below.

	Full Purpose Medical FSA	Limited Purpose Dental and Vision FSA	Dependent Care FSA
Eligibility	Open to all benefits-eligible team members except those enrolled in Augusta Health's HDHP plan (or another HDHP medical plan)	Open only to team members enrolled in Augusta Health's HDHP medical option	Open to all benefits-eligible team members — note the dependent eligibility rules prior to electing
Use It or Lose It	Unspent funds are forfeited at the end of the plan year	Unspent funds are forfeited at the end of the plan year	Unspent funds are forfeited at the end of the plan year
Interest Bearing	No	No	No
Funds Availability	Full annual election available day one	Full annual election available day one	Available as deposited
Eligible Expenses	Qualified medical, dental, and vision expenses	ONLY for qualified dental and vision expenses	Tax dependents — qualified childcare expenses through age 12, or adult daycare (to be used so you and your spouse, if applicable, can go to work)
Employer Contribution	No	No	No
Pre-Tax Funding	Yes	Yes	Yes
2026 IRS Maximum Contribution	\$3,400 Maximum \$250 Minimum	\$3,400 Maximum \$250 Minimum	\$7,500 Maximum \$250 Minimum
IRS Required Expense Tracking	IRS rules require that all FSA claims be substantiated. You must be able to provide receipts and accompanying documentation.	IRS rules require that all FSA claims be substantiated. You must be able to provide receipts and accompanying documentation.	IRS rules require that all FSA claims be substantiated. You must be able to provide receipts and accompanying documentation.



Vision Insurance

Vision insurance helps offset expenses for eye exams, glasses, or contact lenses. [View vision premiums on page 5](#). All coverage shown is in network. Receive the highest level of benefits available by choosing an EyeMed participating provider.

	EyeMed Network
Eye Exam	\$10 co-pay for a refractive eye exam
Frames	\$0 co-pay, \$130 allowance, 20% off balance over \$130
Contact Lens Fit	Up to \$40, 10% off retail
Conventional Contacts	\$0 co-pay, \$130 allowance, 15% off balance over \$130



Dental Insurance

Good dental hygiene has substantial impact on your overall health. Staying current with your preventive dental care prevents both oral conditions and other diseases. Something to smile about: With our dental plans, preventive care (cleanings and checkups) doesn't count toward your annual maximum.

[View dental premiums on page 5](#). All coverage shown is in network. Receive the highest level of benefits available by choosing a participating Delta Dental Premier dentist.

	Delta Dental Premier Network
Enhanced Dental	
Deductible	\$50 per person; \$150 per family, per calendar year
Annual Maximum	\$2,000 per person, per calendar year
Orthodontic	\$2,000 per person, lifetime maximum
Basic Dental	
Deductible	\$50 per person; \$150 per family, per calendar year
Annual Maximum	\$1,000 per person, per calendar year
Orthodontic	Not covered





Team Member Wellness Program

Earn up to \$400 annually through program engagement!

Sign up today!
Visit app.wellable.co/augustahealth
or scan the QR code to get started!



Sign up to participate in Augusta Well Together, your **FREE** team member wellness program. Our program offers monetary incentives, wellness challenges, and a wellness platform that you can access directly from your computer or mobile device. All full-time, part-time, and PRN team members are eligible to participate, regardless of medical insurance participation!

Earn \$100 Quarterly Incentives

Team members can earn up to **\$400 annually** by participating in challenges, practicing healthy habits, and engaging in our various wellness program offerings.

Gym Membership Reimbursements

Team members can earn up to **\$432 annually** in gym membership reimbursements. Gym membership reimbursements are available at Augusta Health Fitness for on-site team members or at a location closer to you for off-site/remote team members.

More information can be found [here](#).

Themed Challenges with Additional Rewards

Team members can participate in diverse, fun, and interactive challenges that promote healthy behaviors across multiple dimensions of health. Additional monetary prizes are awarded for challenge leaders!

No-Cost & Discounted Health and Wellness Services

Augusta Well Together offers a variety of **no-cost or discounted programs** that can help you achieve your best health! Our offerings include (but are not limited to) health coaching, fitness coaching, medical fitness programming, and nutritional consults with a dietitian. **A full program list can be found [here](#).**

Personal Support & 1:1 Connections

Team members can meet with our Wellness Navigator and board-certified Health and Well-being Coach for free health coaching, fitness coaching, biometric screenings, and goal planning sessions. **Schedule a session [here](#).**

Wellness Platform with App & Device Integrations

Our wellness platform, Wellable, offers direct connections to leading fitness and nutrition trackers, taking the guesswork out of your tracking efforts!

Monthly Holistic Webinars and Health Tips

Augusta Well Together proactively provides reliable, evidence-based health information and webinars on a wide breadth of topics.



Retirement

Starting to save early and consistently for retirement is one of the best decisions you can make for your long-term financial well-being.

Augusta Health Care 403(b) Plan

All team members are eligible to participate in Augusta Health's 403(b) retirement plan.

You Contribute:

- Determine how much to contribute.
- Contribute between 1% and 75% of your annual eligible pay before taxes up to IRS limits.
- Post-tax Roth contributions are also available.
- You are immediately 100% vested in your 403(b) contributions.
- Choose your investments from a broad range of asset classes.
- You may be able to access money in your retirement plan account through a loan, in-service withdrawal, or hardship.
- Automatic Enrollment — if you do not decline participation within 30 days, you will be automatically enrolled at a deferral rate of 1% of your eligible pay. Automatic enrollees who do not choose an investment allocation have their deferrals invested in the default fund — an age-appropriate target-date fund.
- Contribution Accelerator — you are automatically enrolled in this feature unless you opt out. Your contribution amount will increase by 1% annually, up to a maximum of 75% of your pay. You can opt out of this feature at any time.

Augusta Health Care Retirement Savings 401(k) Plan

All full-time or part-time team members (except PRNs and Relief) are eligible to receive the employer match.

- Augusta Health matches: Eligible team members will receive an employer match of 50% of the first 6% of their 403(b) contributions.
- The employer match is based on any team member contributions to the 403(b) Plan made by part-time or full-time team members.
- After three years of service, you will be vested in any employer contributions to the 401(k) Plan.
- Team member contributions are not allowed into the 401(k) Plan.

Retirement Tools and Resources

Online, by phone, or virtually, you have access to a wide variety of account management tools and educational resources from Empower to help you plan for retirement.

Online — <https://participant.empower-retirement.com/>
Review retirement program information, name beneficiaries, view account balances, research investment options, and perform transactions.

Toll Free: **866-467-7756**

Financial literacy website: www.empower.com/virtualcoach

Find Financial Wellness with CAPTRUST at Work

CAPTRUST at Work is a free financial wellness program that is available to team members to support your goals. CAPTRUST offers confidential, one-on-one financial counseling to help you make informed decisions about budgeting, saving, retirement planning, and maximizing your benefits.

Whether you're reviewing your 401(k), planning for future goals, or just want a second opinion, CAPTRUST's advisors are here to help answer your questions and make smarter decisions. For more information and to start receiving financial guidance, **800-967-9948** or visit www.captrustatwork.com.



Voluntary & Worksite Benefits

Employer Paid Life and Accidental Death & Dismemberment (AD&D) Insurance

Augusta Health's voluntary benefits offer additional coverage options and financial protection beyond our core benefits. These benefits are optional but can offer peace of mind for our team members and their families. Voluntary benefits include Life insurance, AD&D insurance, Hospital Indemnity insurance, and Critical Illness insurance, as well as short-term & long-term disability.

Augusta Health provides eligible team members (full-time or part-time scheduled to work at least 20 hours per week) Life insurance and AD&D insurance at no cost through Sun Life. Life insurance benefits provide income to your beneficiary(ies) to help meet expenses in the event of your death. AD&D insurance can provide income for you in the event of an accidental loss of limb or sight or for your family in the event of accidental death.

Basic Life coverage includes one times your annual earnings, subject to a maximum of \$150,000.

Basic AD&D coverage includes two times your annual earnings, subject to a maximum of \$300,000.

Supplemental Life and AD&D - Available for Team Members, Spouse, and Child(ren)

Elect for the minimum of \$10,000 up to a maximum of \$500,000 in supplemental Life Insurance or AD&D insurance through Sun Life. The guaranteed issue amount is the amount of insurance that you may elect without providing evidence of good health. If you enroll as a new hire, the guaranteed issue amount is the lesser of seven times annual earnings or \$500,000.

You may also elect to purchase coverage on the lives of your spouse and/or dependent children. Spouse benefit amounts are available for the minimum of \$5,000 up to a maximum of \$500,000 (not to exceed 100% of your team member Life or AD&D amounts). You may not elect coverage for your spouse if your spouse is covered as a team member under this policy. The spouse guarantee issue amount is \$50,000 and amounts over \$50,000 require medical evidence. Late enrollees must provide medical evidence. Children are qualified until they turn age 26. Also, unmarried children over the age of 26 who are disabled may be eligible if certain conditions are met. Child benefit amount: \$10,000 per child.

You have the option to purchase supplemental AD&D insurance coverage. For spouse AD&D, you have the option to purchase amounts in increments of \$5,000 from a minimum of \$5,000 to a maximum of \$500,000. For child(ren), AD&D is a flat amount of \$10,000.

Age Reductions: For most employer paid and voluntary insurance benefits, including Life insurance and AD&D insurance, the insured team member and/or spouse will have their coverage reduced by 50% at age 70. View each policy document for details on age-based rates and age-reduction rules.

Voluntary Accident, Critical Illness, and Hospital Indemnity

Options that help you plan for the unexpected. Rates and age limitations apply. View the full schedules of benefits for more details.

Voluntary Accident Insurance

Reduces financial exposure due to an accident. Provides lump-sum and daily benefits for off-job covered accidents.

Examples:

- Ambulance Services
- Burns
- Chiropractic Services
- Concussions
- Fractures
- Lacerations
- Paralysis
- X-rays

Voluntary Critical Illness Insurance

Supplements medical coverage costs and can be used for deductibles, prescriptions, transportation, and childcare. Note: Benefits stop at age 70.

Examples:

- Alzheimer's
- Heart Attack
- Stroke
- Life-Threatening Cancer
- Loss of Hearing, Speech, or Sight
- Cerebral Palsy
- Cleft Lip or Palate
- Spina Bifida

Voluntary Hospital Indemnity

Reduces financial exposure due to hospital admission, including room and board, paid out in one lump sum to help cover costs.

Examples:

- Hospital Room and Board (up to 180 days per year)
- Hospital Critical Care Unit Benefits per day (up to 30 days per year)



Employer Paid Short-Term Disability (STD)

STD insurance with Sun Life provides income replacement when an eligible team member is unable to work due to a covered illness, accidental injury, or condition including sickness, mental illness, substance abuse, and pregnancy. STD pays a percentage of the regular full-time or regular part-time team member's salary (60% for Augusta Health team members) for a specified amount of time.

The benefit starts on the eighth consecutive day of total disability or disabled and working. Payments will be the lesser of 60% of pre-disability earnings or \$2,500, reduced by other income benefits.



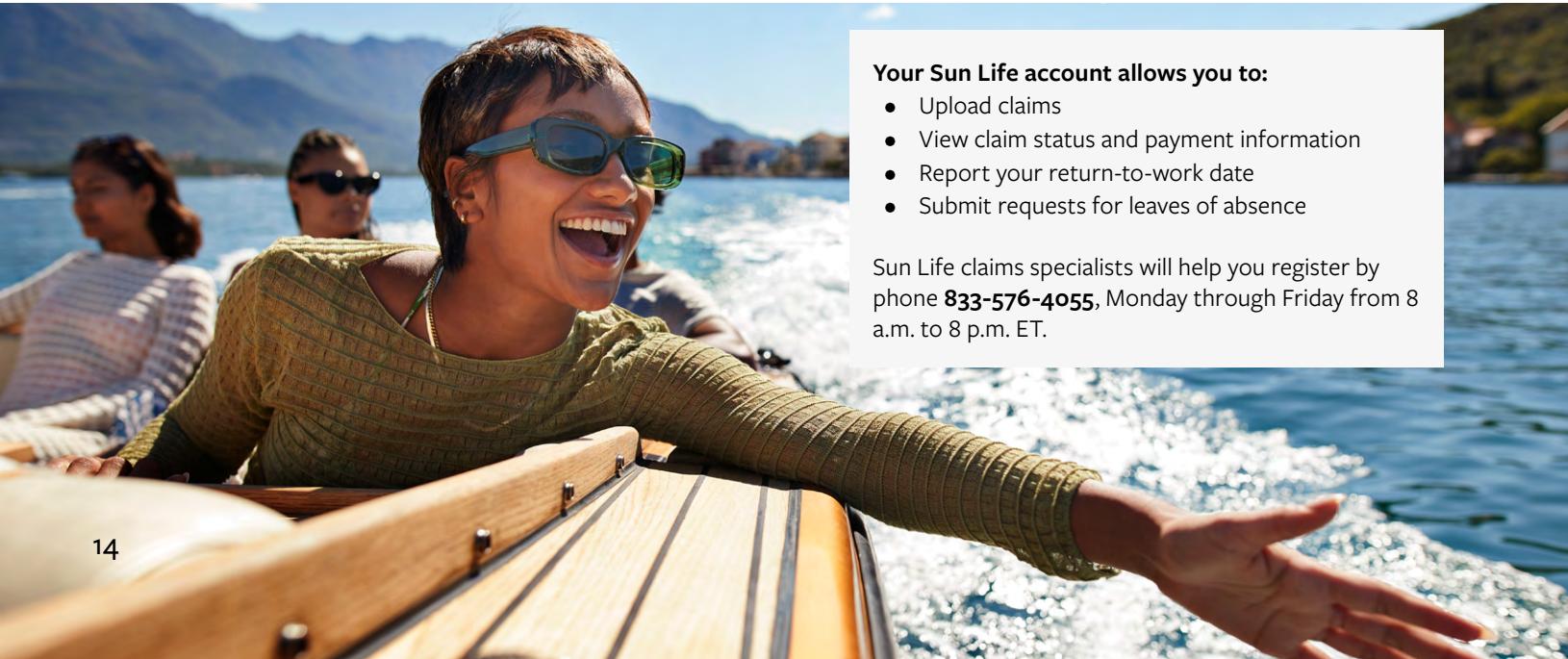
Employer Paid Long-Term Disability (LTD)

Sun Life LTD insurance provides income replacement to eligible team members who are unable to work for an extended period due to a covered illness, injury, or medical condition. LTD benefits start following the 180-day elimination period that runs concurrent with STD. Payments will be 60% of the team member's salary up to a monthly maximum of \$10,000 based on pre-disability earnings.

How to file a FMLA or Disability claim with Sun Life:

- Online: www.sunlife.com/account and click on *Submit a claim*
- Phone: **833-576-4055**, Monday through Friday, 8 a.m. to 8 p.m. ET.
- You will need to provide the following information when contacting Sun Life:
 - Employer: Augusta Health; Policy Number: 966826
 - Your name, Social Security number and date of birth
 - Your preferred contact method including a way to reach you when away from work
 - Dates expected to be absent from work, if applicable (estimated dates are ok)
 - Nature of the request for absence or workplace accommodation
 - Information about your treating healthcare provider(s)
 - Whether your absence request is for a continuous leave, intermittent leave, or reduced schedule

Sun Life claims specialists will help you register by phone **833-576-4055**, Monday through Friday from 8 a.m. to 8 p.m. ET.



Your Sun Life account allows you to:

- Upload claims
- View claim status and payment information
- Report your return-to-work date
- Submit requests for leaves of absence

Sun Life claims specialists will help you register by phone **833-576-4055**, Monday through Friday from 8 a.m. to 8 p.m. ET.



Education Assistance

Tuition.io

Augusta Health has partnered with Tuition.io to support the financial well-being of team members through student loans, tuition, and education assistance. For program details including a step-by-step guide on how to apply, visit the Education and Tuition section on the HR site, <https://investinginus.augustahealth.com/benefits/#Education>.

Public Service Loan Forgiveness (PSLF)

PSLF is a federal program that forgives (tax-free) the remaining balance of federal student loans for individuals who work full-time at a qualified not-for-profit organization and make 120 qualifying monthly payments. Augusta Health is an eligible employer under the PSLF program.

Through Tuition.io, team members receive expert guidance in:

- Determining PSLF eligibility.
- Navigating the application process.
- PSLF support, financial wellness tools, and tuition assistance administration is available to all team members.
- If you have student loans, we encourage you to apply for PSLF to see if you qualify.

Student Loan Repayment Assistance (SLRA)

SLRA is available to team members who work for Augusta Health in specific direct care nursing, bedside case management, and respiratory therapy roles.

To determine eligibility, be sure to contact HR before your hire date, anytime you have an eligibility question, and especially when you are changing roles during your career.

Note about the shared IRS limit: When benefit payments exceed \$5,250, shared with Tuition Reimbursement, the remaining amount is considered taxable, up to a combined maximum of \$10,000/year across all educational benefits.

Qualified team members may receive:

- \$350/month toward eligible student loan payments.
- Up to \$5,250/year as a non-taxable benefit.

Tuition Reimbursement

To support your professional and career development, Augusta Health offers a Tuition Reimbursement Program for job-related education.

Note about the shared IRS limit: When benefit payments exceed \$5,250, shared with Tuition Reimbursement, the remaining amount is considered taxable, up to a combined maximum of \$10,000/year across all educational benefits.

Eligible education may include:

- Courses related to your current role
- Education that supports promotion or transfer opportunities
- Skill development
- Licensure or certification preparation
- Degree programs



Vizient — Discounts for Team Members and Their Families

All team members are eligible for a wide variety of discounts, savings, and exclusive offers. Joining is easy and the array of vendor offerings is tremendous. Visit <https://investinginus.augustahealth.com/taking-care-of-us/> to view the Vizient instructions and start saving today!



Canopy Employee Assistance Program (EAP) Team Member and Family Assistance

Canopy is a FREE and CONFIDENTIAL benefit with a range of services and resources to help you and your family members with issues big, small, and everything in between. Get up to eight (8) free, personal, and confidential counseling sessions per incident per year, for you and anyone in your household. Sessions can be held face to face, over the phone, or virtually for concerns such as resources and information related to childcare, eldercare, caregiving, and more. Canopy's offerings include Resources for Life and other unique offerings. Contact Canopy for a free 30-minute office or telephone consultation. Crisis Counselors are available by phone 24/7 year-round. Call **800-433-2320**, text **503-850-7721**, or email: info@canopywell.com.

A 25% discount from the attorney's/mediator's normal hourly rate is available once the free sessions are completed.

- Relationship Conflict
- Depression
- Family Relationships
- Alcohol or Drug Abuse
- Professional Development
- Financial Coaching
- Pet Parent Resources
- Conflict at Work
- Stress Management
- Anxiety
- Grieving a Loss
- Legal Consultations/Mediation
- Home Ownership and Housing Support
- Well-being Tools



Understanding Your Benefits

Before you dive in, take a moment to review these key terms. Knowing what each one means will help you better understand how your benefits work — from premiums and deductibles to coverage levels and out-of-pocket costs.

- **Premiums:** The amount deducted from your paycheck each pay period to keep your coverage active.
- **Deductible:** The amount you pay out of pocket each year before the plan begins to share costs for most services.
- **Co-insurance:** The percentage you pay for covered services after meeting your deductible (e.g., you pay 20%, the plan pays 80%). Example: For a \$100 lab test, you pay \$20 (20%), and the plan pays \$80 (80%).
- **Out-of-Pocket Maximum:** The most you'll pay in a year for covered services, including deductibles, co-pays, and co-insurance. After reaching this limit, the plan pays 100% of covered costs for the rest of the year. Example: Once you hit \$X,000, the plan pays all covered costs for the rest of the year.
- **Formulary:** The list of prescription drugs covered by your plan, often with different cost levels (generic, preferred brand, non-preferred brand).
- **Preventive Care:** Routine services like checkups, screenings, and vaccines covered at 100% when using in-network providers.
- **Flexible Spending Account (FSA):** Pre-tax dollars set aside from your paycheck to pay for eligible healthcare or dependent care expenses.
- **Health Savings Account (HSA):** A pre-tax account available with Augusta Health's High Deductible Medical Plan (HDHP). Funds roll over year to year and are yours to keep, even if you leave Augusta Health.
- **Prior Authorization:** Approval required from the plan before certain services or medications are covered to ensure they are medically necessary.
- **Explanation of Benefits (EOB):** A statement from your health plan showing what was billed, what the plan paid, and what you may owe. It's not a bill.



Annual Notices and Additional Benefits Resources

Click any of these resources in the below list to view/print, or access online at <https://investinginus.augustahealth.com/benefits/>.

To request printed versions, please contact us by email at humanresources@augustahealth.com or by phone at 540-332-4700.

[Augusta Health Medical Benefits Summary Plan Description](#)

[Continuation Coverage Rights Under COBRA](#)

[Glossary of Health Coverage and Medical Terms](#)

[HIPAA Privacy Notice](#)

[HIPAA Special Enrollment Notice](#)

[Marketplace Coverage Options](#)

[Medicaid and the Children's Health Insurance Program \(CHIP\)](#)

[Medicare D Creditable Coverage Notice](#)

[Newborn and Mothers' Health Protection Act](#)

[No Surprises Act Billing Notice](#)

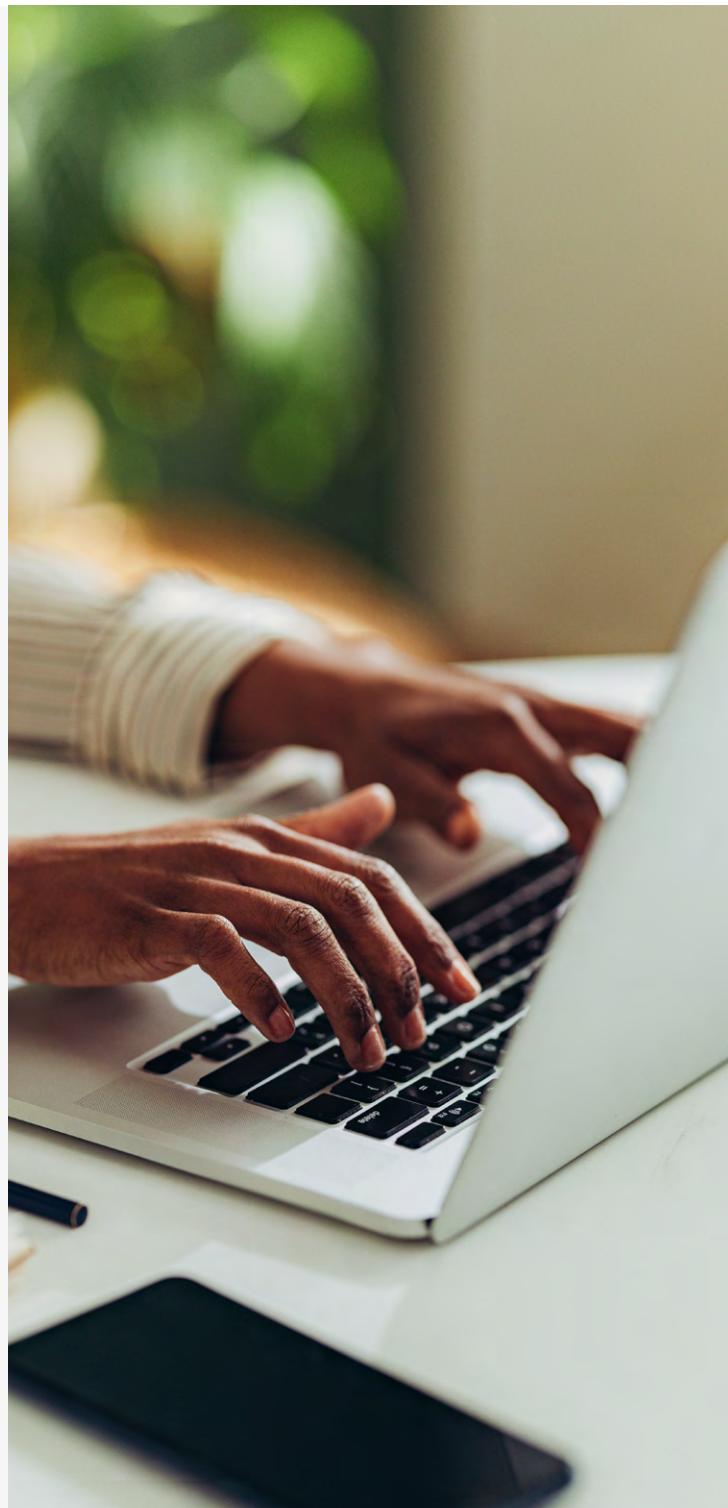
[Pharmacy Benefits FAQ](#)

[Preventative Care Notice](#)

[Augusta Health Care 403\(b\) Plan Summary of Material Modifications](#)

[Virginia FAMIS Healthcare for Children Program](#)

[Women's Healthcare and Cancer Rights Act](#)





Where to Call for Answers

Benefit Provider	Phone	Online or Download their App	Plan # (where applicable)
Rightway – Ready to assist you and your family with claims, billing, general benefits questions, searching for in-network providers, verifying coverage, prior approvals, provider outreach for care coordination, and replacing ID cards.	833-502-8183	www.rightwayhealthcare.com	Medical Group #18816 RX Group #AGH01
Augusta Health HR Benefits Team – Email: humanresources@augustahealth.com	540-332-4700	https://investinginus.augustahealth.com/benefits/	
Delta Dental – Dental	800-237-6060	www.deltadentalva.com	Group #06017
EyeMed – Vision	866-723-0514	www.eyemedvisioncare.com	Group #9830365
WEX – HSA, FSA	866-451-3399	https://benefitslogin.wexhealth.com	
WEX – COBRA	866-451-3399	https://cobralogin.wexhealth.com	
Empower Retirement – 403(b) and 401(k)	866-467-7756	https://participant.empower-retirement.com/	403(b) Plan #556525-02 401(k) Plan #556525-01
CAPTRUST – Financial Wellness	800-967-9948	www.captrustatwork.com	
Sun Life Disability – FMLA, STD, LTD, ADA	833-576-4055	www.sunlife.com/account	Plan #966826
Sun Life Insurance – Supplemental Life & AD&D; Critical Illness; Accident; and Hospital Indemnity	833-576-4055	www.sunlife.com/account	
Tuition.io – Loan Assistance (PSLF, SLRA) and Tuition Reimbursement Support - Email: support@tuition.io	855-353-9395	https://augustahealth.tuition.io/register	
CANOPY (EAP) – Team Member and Family Assistance	800-433-2320	https://www.canopywell.com/	
Vizient – Discount program for team members and their families	Online & Mobile Registration	https://investinginus.augustahealth.com/taking-care-of-us/ (scroll to Vizient for full details)	



Plan Support and Healthcare Guidance through Rightway

Navigating healthcare is complicated. So, Augusta Health is partnering with Rightway, a service that guides team members through a better healthcare experience. Rightway provides a dedicated team of real, live, personal health guides who do all the doctor-finding, appointment-making, and price-comparing for you through a simple-to-use app.

Find The Right Care At a Lower Cost

Think of your Rightway health guides as your personal assistants for all things healthcare. They are here to help you:

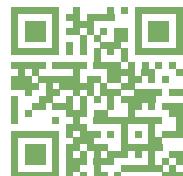
- Find quality care at the best cost and schedule appointments
- Access the right provider based on your location, and preferences
- Get upfront pricing on your medical and dental visits
- Answer questions about your benefits coverage
- Review your medical bills and dispute charges
- Guide you on where to go based on the medical urgency when you're feeling sick or are injured (urgent care, telehealth, ER, etc.)

Rightway is a covered benefit and there's no cost for benefit-eligible team members. View this [short video](#) to learn ways Rightway can help you navigate the complex healthcare journey.

Getting Started is Easy

There are 3 ways to register in Rightway:

1. Scan the QR code to download the app and activate your account. You can connect with a guide through chat or over the phone.
2. Visit member.rightwayhealthcare.com on your computer or phone.
3. Check your email for a registration link from Rightway. Look for the subject line: **(EXTERNAL) It's time to activate your Rightway account.** Although this appears as an external email, you should trust that it's safe to click the link to register.



Augusta Health team members and covered dependents are encouraged to register early to start using Rightway services.

Questions?

Once registered, if you need help finding a care provider, accessing care, or completing the Health Profile, you can call **833-502-8183** for your Rightway health guide or email healthguide@rightwayhealthcare.com.

Members have access to a Rightway health guide 8 a.m. to 11 p.m. ET Monday through Friday and 9 A.m. to 5 P.m. ET on weekends and holidays. For members needing after-hours support, a Rightway nurse line is available at **833-502-8183**. Nurses can direct members to the right level of care. A Rightway health guide will follow up with the member at the start of the following business day on any after-hours needs.

Section 1

How to Access Your UKG Benefit Enrollment for New Hires and Life Events

1 Log into UKG

You can access UKG in two ways:

Method 1: Logged into the Augusta Health Network

1a Go to Pulse (desktop shortcut).

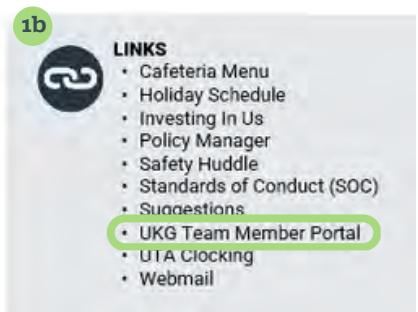


1b Scroll down to the bottom > Under Links > Click on UKG Team Member Portal.

(No User ID or password required.)

PLEASE NOTE:

When resetting your UKG password or logging in for the first time, you'll use your date of birth (MM/DD/YYYY). You will then be prompted to personalize it with a new 15-character password.



Method 2: Off the Augusta Health Network (Internet Access)

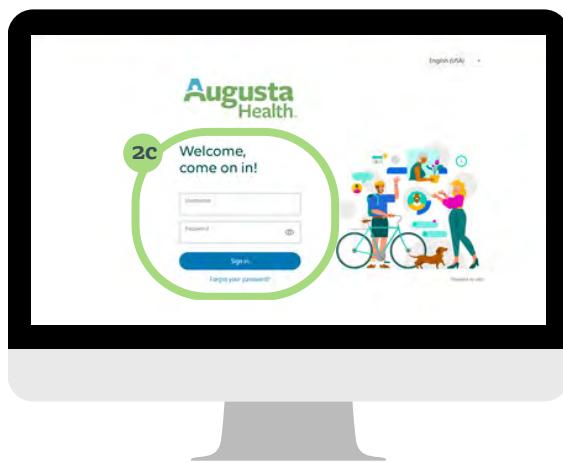
2a Visit: www.augustahealth.com/employees



2b Select UltiPro.

Work Resources for Employees

2c Enter your User ID (Employee ID #) and Password for UKG.



If you need help resetting a password to please contact the IT Service Desk at (540) 332-5555 or ITHelp@AugustaHealth.com

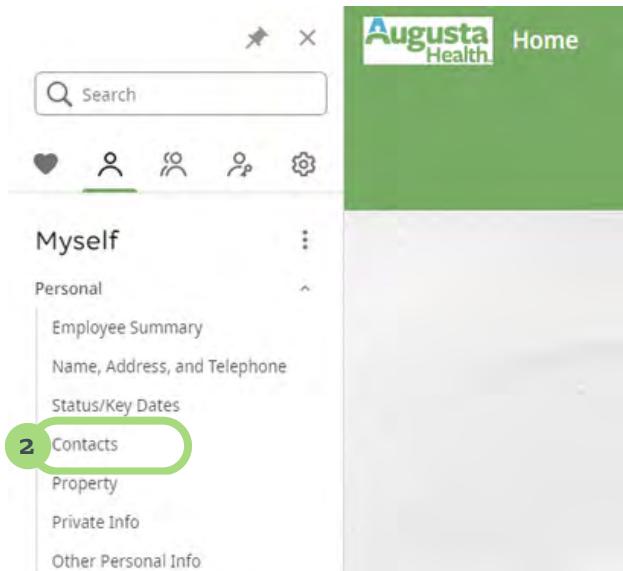
Section 2

Adding or Changing Your Beneficiaries and Dependents

2 Verifying Beneficiaries and Dependents

- a. View summary information.
- b. To edit information about a beneficiary or dependent, select the Name.
- c. Click Edit. (Edit the information, as needed.)
- d. Click Save.
- e. To add a new beneficiary or dependent, click the Add button in the upper right hand corner.

(Make sure Social Security Number, Date of Birth, and Gender are added.)



Contacts

Status	Active			
Name	Relationship	Designation		edit
Mouse, Minnie	Spouse	<input type="checkbox"/> Beneficiary	<input type="checkbox"/> Dependent	<input type="checkbox"/> Emergency contact
Mouse Jr., Mickey	None	<input type="checkbox"/> Beneficiary	<input type="checkbox"/> Dependent	<input type="checkbox"/> Emergency contact

Section 2 (continued)

Adding or Changing Your Beneficiaries and Dependents

PLEASE NOTE:

Any person you are adding to your benefit plans as a Dependent must be a spouse and/or children. Social Security numbers, birth dates, and gender are required to add each Dependent to your plans. The designation for each also needs to be checked to add a Dependent or Beneficiary to your plans. If these fields are not checked or completed, you will not be able to proceed with adding your family members.

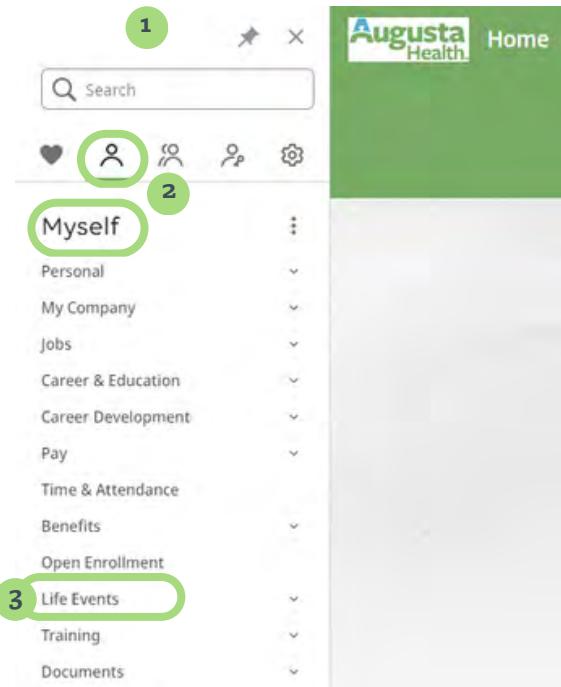
<p>Add/Change Contact</p> <p>Designation</p> <p>Select at least one designation for this contact. Note: Identifying this record as a Dependent or Beneficiary only makes them eligible for consideration, it does not automatically add them to any benefit plans.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Relationship</td> <td style="width: 15%; text-align: center;"><input checked="" type="checkbox"/> None</td> <td style="width: 15%; text-align: center;">▼</td> <td style="width: 15%;">Designation</td> <td style="width: 40%; text-align: center;"> <input type="checkbox"/> Dependent <input type="checkbox"/> Beneficiary <input type="checkbox"/> Emergency contact </td> </tr> </table>	Relationship	<input checked="" type="checkbox"/> None	▼	Designation	<input type="checkbox"/> Dependent <input type="checkbox"/> Beneficiary <input type="checkbox"/> Emergency contact	<p>Mouse Jr., Mickey</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; border: 2px solid green; padding: 5px;"> Personal SSN: 123 45 6789 Date of birth: 10/05/2007 Gender: Male Date of marriage Date of divorce Employer Occupation </td> <td style="width: 50%; border: 2px solid green; padding: 5px;"> Designation Relationship: None <input checked="" type="checkbox"/> Dependent <input type="checkbox"/> Beneficiary <input type="checkbox"/> Emergency contact </td> </tr> </table>	Personal SSN: 123 45 6789 Date of birth: 10/05/2007 Gender: Male Date of marriage Date of divorce Employer Occupation	Designation Relationship: None <input checked="" type="checkbox"/> Dependent <input type="checkbox"/> Beneficiary <input type="checkbox"/> Emergency contact
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Section 3

Accessing your Benefit Enrollment Event

Follow these steps:

- 1 Click the Side Navigation Menu (3 bars in the upper left corner).
- 2 Select Myself (icon of a person).
- 3 From the Myself Menu select Life Events.



Section 4

Enrolling in your Benefit Plans

Select or Decline a plan.

Medical



Select a Plan

Use the options below to choose or decline a plan.

You may choose to enroll in one of the medical plans below. Please review the information in the [Team Member Benefits site](#) for more details.

- **To enroll:** Select your plan by clicking the name of the plan and then selecting the applicable option. If you are adding dependents (spouse/children) to your plan, you will need to select their individual names once you have selected your medical plan.
- **To decline:** select "I Decline..." button.

I decline Medical plans.

HDHP with HSA

HDHP with HSA Plan Information

Please refer to the Benefits Guide on the [Team Member Benefits site](#) for detailed information about each medical plan, such as deductibles, covered benefits, networks, premiums, etc.

Options
Employee Child Full Time \$116.31

- To Select, click the radio button next to the plan name.
- If you choose anything other than employee only you must elect the dependents to be enrolled in the plan.
- To decline, click the I decline button above plans presented.
- Select Next.

Follow the above steps for all benefits offered.

- Depending on the benefit you are electing, additional fields may appear.
- For a plan with beneficiaries, you are required to enter applicable beneficiary information as well as percentages for primary and secondary beneficiaries. See steps below.
- Evidence of insurability (EOI) may be required for life insurance plans. If applicable, a message will appear. The maximum benefit amount that can be elected will be displayed.

Section 4 (continued)

Flexible Spending Accounts (FSA) and Dependent Care Accounts:

For these accounts, you'll need to elect either your contribution per paycheck or your total annual contribution.

Please note:

- Team members enrolled in the POS medical plan are eligible for the full Medical Flexible Spending Account (FSA).
- Team members with any other medical plan may choose the Limited Purpose FSA, which can be used for dental and vision expenses only.

Flexible Spending Account

Select a Plan

Use the options below to choose or decline a plan.

A Flexible Spending Account (FSA) allows employees to contribute tax-free dollars into an account that can be used throughout the year on qualified medical, dental and vision or qualified dependent care expenses — reducing out-of-pocket costs. Please review the information in the [Team Member Benefits site](#) for more details.

We offer three different types of accounts:

- A Full Purpose Medical FSA that covers general-purpose health expenses for employees not enrolled in the HDHP medical plan.
- A Limited Purpose Dental and Vision FSA that covers dental & vision expenses for those that are enrolled in the HDHP ONLY.
- A Dependent Care FSA that lets participants save money on day care expenses for children up to age 12.

[Read more](#)

I decline the Flexible Spending Account plan.

Flexible Spending Account
\$640.00 Biweekly*

Enter amount for:

Contribution per pay check
\$640.00

Annual contribution
\$3,200.00

Health Savings Account (HSA)

If you are enrolling in a High Deductible Health Plan (HDHP), you are eligible for a Health Savings Account (HSA).

Please note:

- You must be enrolled in a qualifying HDHP to participate in an HSA.
- You cannot decline the HSA. If you do not wish to make personal contributions, simply elect \$0 for your contribution amount.
- Electing \$0 allows you to still receive the employer contribution into your HSA account.

Type Information



A Health Savings Account (HSA) is a tax-advantaged savings account that individuals can use to pay for qualified medical expenses. **To be eligible for an HSA, you must be enrolled in the High Deductible Health Plan (HDHP).** View your current coverage, if any, in the box to the right (click the arrow).

NOTE: If you are enrolled in the HDHP medical option, you cannot decline the HSA. To receive only the employer contribution, simply enroll in the HSA and select \$0 for your personal contribution.

Please review the information in the [Team Member Benefits site](#) for more details.

- To enroll: Select your plan by clicking the name of the plan and then enter your contribution amount, either per pay check or annual.
- To decline, select "I Decline Health Savings Account plans."

[Close](#)

Section 4 (continued)

Beneficiaries

For plans that require beneficiaries to be added:

EE Supplemental Life

I decline EE Supplemental Life plans.

Supplemental Life Employee
\$25.40 Biweekly*

Benefit Amount
Benefit amount

The maximum benefit amount value is \$500,000.00

Coverage start date*: 10/15/2024

*Estimated values

Enroll Beneficiaries

Name	Primary	Secondary
<input checked="" type="checkbox"/> 100	<input type="radio"/> 0	100.00% 0.00%

Click the check box next to the name of the beneficiary. Enter the percentage amount for the beneficiary. Primary beneficiaries must total 100%. Secondary beneficiaries, if selected, must also total 100%.

Section 5

Review and Submit

Viewing Your Enrolled Benefits

When you click the carrot (▼) or toggle button next to a section header, a dropdown will appear showing all benefits you're currently enrolled in.

Current Plan

as of 12/31/2025

▼ POS Plan

Your cost

\$211.38 Biweekly

Option

Employee Spouse Full Time

Plan Dependents

Before submitting your benefits elections, take a moment to review all of your selections carefully.

1 If you do not see a blue box above your elections, your elections are complete and ready to submit.

If the Submit button is grayed out, this indicates that:

- Not all elections have been completed, or
- One or more selections were entered incorrectly.
- If you do see a blue box, this means there's a section that still needs your attention. The blue box will list the name of the section you need to return to in order to complete or correct your election.



About Open Enrollment

Verify Beneficiary And Dependent Information

Medical

Health Savings Account

Dental

Vision

Flexible Spending Account

Full Purpose Medical FSA

Limited Flexible Spending Account

Dependent Care FSA

Group Term Life Insurance

Group Term Life

EE Supplemental Life

Accidental Death/Dismembr

Group AD&D

Voluntary AD&D Employee

Spouse Vol Life/AD&D

Voluntary Life Spouse

Voluntary AD&D Spouse

← back 1 submit draft reset cancel print help

Confirm Your Elections or Changes

Information

- Your elections cannot be submitted until elections for the required plan type(s) have been completed.

Medical

Health Savings Account

Dental

Vision

Flexible Spending Account

Full Purpose Medical FSA

Limited Flexible Spending Account

Dependent Care PSA

Group Term Life Insurance

Group Term Life

EE Supplemental Life

Accidental Death/Dismembr

Supplemental AD&D Employee

Group AD&D

Spousal Supplemental Life

Supplemental Life Spouse

Supplemental AD&D Spouse

Child Supplemental Life

Supplemental Life Child

Supplemental AD&D Child

Voluntary Products

Accident Insurance

Hospital Indemnity Insurance

Critical Illness Employee

Critical Illness Spouse

Critical Illness Child

- Once all elections are complete, review the information on the [Confirm Your Changes](#) page. This page includes your personal details and all benefits selected or declined.
- If you notice any errors or missing information, return to the applicable page(s) to make corrections. Any notifications or required actions will appear at the top of the screen.
- Select [Submit](#) in upper right-hand corner on toolbar to complete your elections.
- Click [Ok](#). If the popup does not appear, please ensure you do not have popups blocked in UKG.



submit

nz17.ultipro.com says

You are about to finish and submit your elections. Continue?

OK

Cancel

A confirmation screen will appear.

Print this page for your records!

Need help? We're here for you!

If you have questions or need help with your benefits enrollment, contact us at:

 HumanResources@AugustaHealth.com

 (540) 332-4700

EAP Summary of Services

A benefit for you and your family members provided by Augusta Health

The Employee Assistance Program (EAP) is a **FREE** and **CONFIDENTIAL** benefit that can assist you and your eligible family members with any personal problems, large or small.

Counseling with an EAP Professional

Eight (8) counseling sessions face to face, over the phone, or virtually for concerns such as:

- Relationship conflict
- Stress management
- Alcohol or drug abuse
- Conflict at work
- Family relationships
- Grieving a loss
- Depression
- Anxiety
- Professional development

Resources for Life

Canopy will help locate resources and information related to childcare, eldercare, caregiving, and anything else you may need.

Legal Consultations/Mediation

Contact Canopy for a free thirty-minute office or telephone consultation. A 25% discount from the attorney's/mediator's normal hourly rate is available thereafter.

Financial Coaching

Coaches will provide unlimited financial coaching to help develop better spending habits, reduce debt, improve credit, increase savings, and plan for retirement.

Home Ownership and Housing Support

Assistance and discounts for buying, selling, and refinancing. Resource retrieval for housing assistance.

Coaching

Access to eight (8) phone or video sessions with a Coach to support goal setting, healthy habits, and personal development.

Pet Parent Resources

Free pet information and support, including pet insurance discounts, new pet parent resources, and bereavement support.

Wellbeing Tools

- Fertility health support
- Will kit questionnaire
- Online legal tools
- Gym membership discounts

Member Site

Innovative educational tools, chat for support, take self-assessments, view videos and webinars, access courses, download documents and more. Access at my.canopywell.com, and register as a new user or log-in. Enter **Augusta Health** for company name when you register.

Anonymous Virtual Peer Support

Connect online 24/7/365 with others sharing concerns similar to yours, in a professionally moderated private group chat. Visit my.canopywell.com and select the 'Supportiv Peer Support' tile.



Crisis Counselors are available by phone **24/7/365**
call: 800-433-2320 text: 503-850-7721 email: info@canopywell.com

Canopy is committed to creating a safe, inclusive, and equitable society for all.

Resources for Life

Legal / Mediation

A free 30-minute consultation with an attorney or mediator. A 25% discount is available thereafter.

Financial Coaching

Unlimited access to reach your financial goals.

Identity Theft Services

Consultation with a Fraud Resolution Specialist™ (FRS).

Home Ownership Program

Assistance and discounts for buying, selling, and refinancing a home.

Resource Retrieval

EAP Specialists will do the research and get back to you within three business days.

Childcare & Eldercare

Canopy will locate caregiving options and resources based on your family's specifications, budget, and location.



call:

800-433-2320

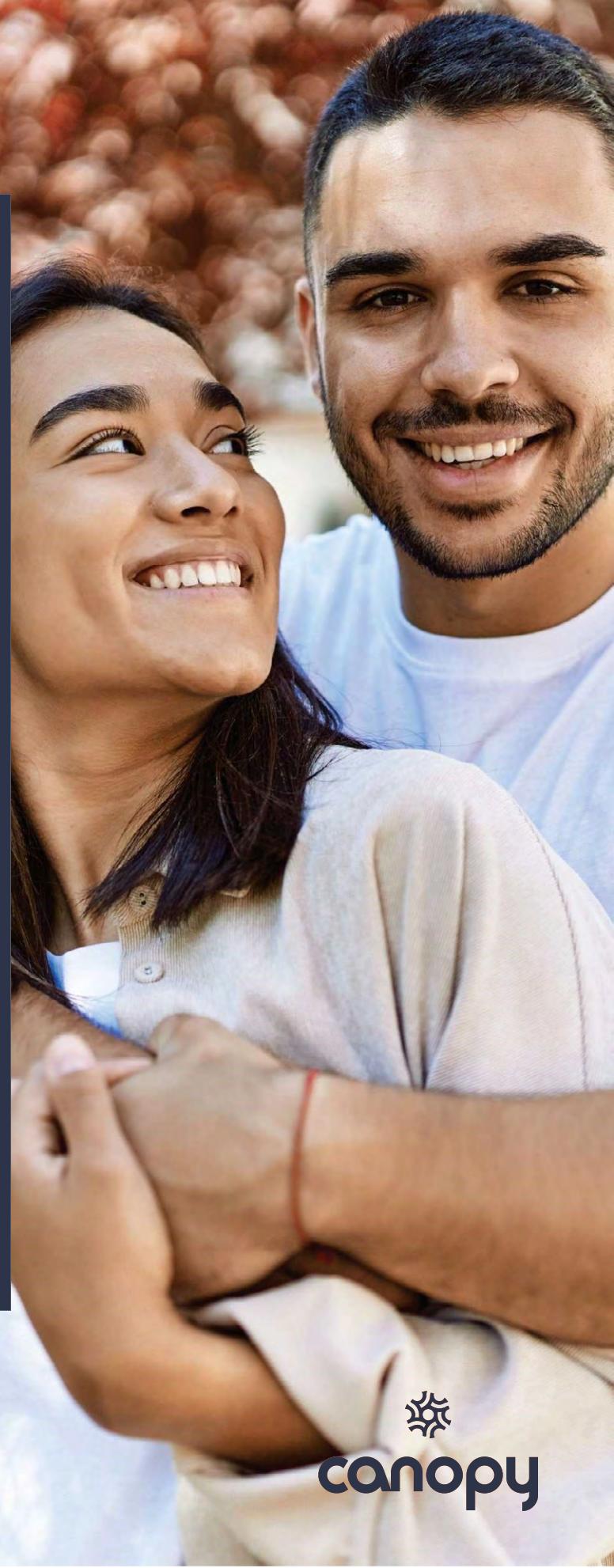
email:

info@canopywell.com

visit:

my.canopywell.com

SCAN ME



canopy

Enhance your financial wellness with CAPTRUST at Work

- How do I budget towards my financial goals?
- How do I manage debt I have accumulated?
- How do I save for my child's education?
- Am I on track for retirement?



Personalized financial advice at your fingertips

As part of your workplace benefits, the CAPTRUST at Work team provides financial guidance to help you confidently achieve your goals, including support with your retirement plan decisions.

Visit captrustatwork.com to make an appointment

Call CAPTRUST at Work | [800.967.9948](tel:800.967.9948)



Your CAPTRUST at Work Benefit

Scan here to learn more about
financial guidance services



Appointment Scheduler CAPTRUST at Work

Scan here to schedule
an appointment



Plan highlights

Retirement is about being able to do what you want when you're ready to stop working. Whether you plan on traveling, taking up a new hobby, or spending more time with your family when you retire, chances are you're looking forward to it. And your Augusta Health Care 403(b) Plan and Augusta Health Care Retirement Savings 401(k) Plan are both great ways for you to save to help make such retirement dreams come true. This brochure is intended to highlight key differences in the plans.

Eligibility and enrollment

403(b) Plan

You may immediately enroll in this plan. You may also:

- Determine how much to contribute.
- Choose your investments from a broad range of asset classes.
- After your first paycheck you may enroll in this plan

This plan also features automatic enrollment, which means if you do not decline participation within 30 days, you will be automatically enrolled at a deferral rate of 1% of your eligible pay. Automatic enrollees who do not choose an investment allocation have their deferrals invested in the default fund — an age-appropriate target date fund based on your date of birth.

401(k) Plan

Employee contributions are not allowed into the 401(k) Plan.

The employer match is based on any employee contributions to the 403(b) Plan made by part-time or full-time employees. Team members are 100% vested after three years of service with Augusta Health.

Contributions

403(b) Plan

- You may contribute between 1% and 75% of your annual eligible pay before taxes are deducted, up to IRS limits. If you are at least 50 years old, you are also eligible to make an additional pretax catch-up contribution, up to IRS limits.
- You are immediately 100% vested in your contributions.
- You may change your contribution amount at any time. You may roll over money to your account, in any amount, from another similar retirement plan. Refer to the summary plan description (SPD) for more information.



Contribution accelerator

An easy way to raise your contribution amount over time is through your plan's optional contribution accelerator feature. Here's how it works:

- You are automatically enrolled in this feature unless you opt out.
- Your contribution amount will increase by 1% annually up to a maximum of 75% of your pay.
- You can opt out of this feature at any time.

Roth contributions

Your retirement plan allows you to make Roth contributions to your 403(b) Plan account. Roth contributions combine the savings and investment features of a traditional pretax retirement program with the tax-free distribution features of a Roth IRA. If you meet certain requirements down the road, the Roth money you withdraw at retirement — and its investment earnings — won't be taxable.

Earnings on Roth contributions will be taxed unless withdrawals are a qualified distribution as defined by the IRS. When deciding if you should make Roth contributions, consider these scenarios:

- If your tax rate will be higher in retirement than it is today, making designated Roth contributions may make sense for you.
- If your tax rate will be lower in retirement than in your working years, you may benefit more from making pretax contributions and deferring your tax obligation until retirement.
- With tax rates in retirement being uncertain, you may choose to diversify your taxation by making both pretax and Roth contributions to your retirement plan.
- To help you determine if Roth contributions are appropriate for you, visit empowermyretirement.com and enter your personal data into our Roth contribution calculator.

Accessing your money

You may be able to access money in your retirement plan account through a loan, in-service withdrawal, or hardship withdrawal.

Loans

- One loan at a time is available from each plan.
- You may borrow up to 50% of your vested account balance at any time.
- There is a \$75 application fee.
- For the 403(b) Plan, the interest rate is the prime rate +1%. For the 401(k) Plan, the interest rate is 5.5% (interest is paid to your account).
- The minimum loan is \$1,000, and the maximum loan is \$50,000 (minus the largest outstanding balance in the previous 12 months).
- The repayment period is zero to five years for a general purpose loan and zero to 15 years for a primary residence loan. Repayment takes place through payroll deduction.
- If the loan is not paid back in full, tax consequences will apply.

Any outstanding loan balance not paid back under plan rules after termination of employment becomes taxable in the year of default. Under the Tax Cuts and Jobs Act, for defaults related to termination of employment after 2017, the individual has until the due date of that year's return (including extensions) to roll over the outstanding loan amount to an IRA or a qualified employer plan.

In-service withdrawals

While employed, you may make age-59½ in-service withdrawals within plan restrictions. Please refer to your SPD for the specific sources allowed.

Hardship withdrawals*

A hardship withdrawal must meet one of these requirements:

- Purchase or construction of a principal residence
- Payment of higher education expenses (post-secondary education)
- Major medical expenses
- Prevention of eviction from or foreclosure on a principal residence
- Payment of funeral or burial expenses
- Repair of damage to a primary residence that qualifies for a casualty deduction

Once you take a hardship withdrawal, you will not be able to make contributions to the Augusta Health Care 403(b) Plan.

* Hardship withdrawals: The taxable portion of a withdrawal is taxed as ordinary income and will be subject to an additional early distribution penalty tax if you receive the withdrawal before age 59½. The total amount of the withdrawal may not be more than the amount required to meet your immediate financial need; however, you may have the option to "gross up" the amount you receive to cover taxes. You may want to consult with a tax professional before taking a withdrawal from the plan.

Retiring or leaving your employer

You will need to decide what to do with your vested account balance when one of these events occurs:

- Your employment with Augusta Health ends.
- You retire from Augusta Health at the normal retirement age of 65.
- You become permanently disabled.
- Your death – Your beneficiary is entitled to your account balance when you die; they are responsible for all federal income tax imposed. A distribution upon death may also be subject to federal and state inheritance and estate taxes.

In addition, distributions before age 59½ may be subject to an additional early withdrawal penalty tax.

Required minimum distributions (RMDs) are required to begin no later than April 1 following the end of the year in which you reach age 73 (age 75 if born 1960 or later).

Keeping it in the plan

When benefits become payable, your vested account balance will determine how your account is handled. Refer to the following schedule:

Your vested account balance	Impact
Less than \$1,000	Paid in a lump sum, regardless of prior selections [†]
Greater than \$1,000	Your money will continue to grow tax deferred in your account

[†] Standard 20% withheld.

Directly rolling it over

You can choose to move or “roll” money over into a qualified retirement plan or a traditional IRA. You may wish to discuss this matter with your tax advisor.

Consider all your options and their features and fees before moving money between accounts.

Having an account balance paid in the form of an annuity (403(b) Plan only) – An annuity pays you a regular income, usually monthly. This option spreads the tax burden over a period of years.

Lump sum

You may take a full lump-sum distribution. A 20% federal income tax may be applied. If you have not reached age 59½, you may be subject to a 10% early withdrawal penalty.

Investment options

The Augusta Health plans offer a variety of investments to choose from in a broad range of asset classes. You can decide how you want your account invested, and you may move money between investments at any time.

For more information about your investment options, visit empowermyretirement.com/login or call Empower toll-free at **833-961-5287**.



Introducing Rightway, Augusta Health's new Healthcare Navigation Service!

Rightway makes healthcare easier.

Rightway helps you save time and money while ensuring you get the most out of your healthcare benefits. Our expert support and easy-to-use app are available at no cost to you.

Healthcare help so good, it actually saves you time.

Healthcare often comes with questions, paperwork, and to-do lists. With Rightway, you have a team of experts to take care of it all. Our registered nurses, social workers, and billing specialists are your very own healthcare support team, here to help every step of the way.

Here's how our health guides can help:



Find the right provider for your needs.



Schedule your doctor's appointments.



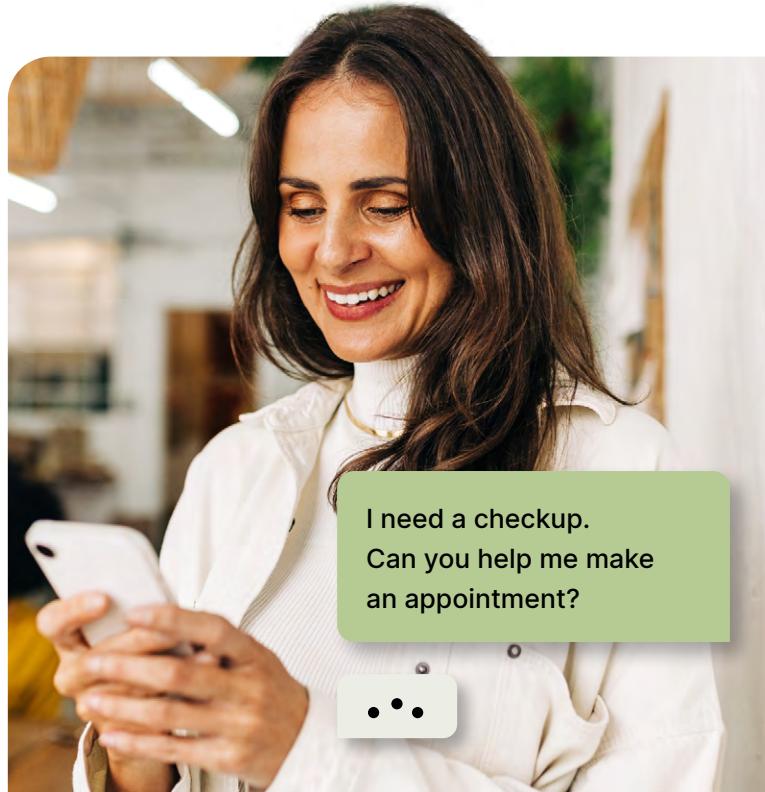
Explain your insurance coverage and benefits.



Identify and resolve issues with your medical bills.



Help you understand your condition and treatment options.



GET ONE-ON-ONE SUPPORT ON YOUR SCHEDULE

Whenever you have a healthcare question, reach out to Rightway. You'll always speak with a real person and get free, confidential support tailored to your needs.

GET STARTED

Download the Rightway app or visit joinrightway.com.



Prefer to speak on the phone?

Call **833-502-8183**.

Phone support is available:

Mon – Fri: 8:00 AM – 11:00 PM ET

Sat – Sun: 9:00 AM – 5:00 PM ET.

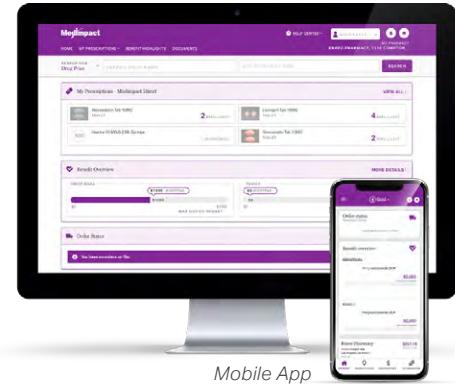


MedImpact Consumer Portal

YOUR RX PORTAL AND APP

Your pharmacy benefits, right at your fingertips.

The MedImpact Rx portal and mobile app help you manage your budget and health.



Mobile App

It's easy. Manage your pharmacy benefits from your computer or phone, including:



Your Medications

- View your Rx history
- Track your spending



Drug Price Check

- Check the cost of your medications
- Quick cost comparisons between local and retail pharmacies and mail order



Pharmacy Locator

- Find the pharmacies closest to you with the best cost options for your specific medications
- Use our interactive maps and get directions and contact info



Your Benefit Dashboard

- View your dependents
- View your deductibles
- See remaining refills and expiration dates
- View prior authorization status



Medication FAQs

- Read medication descriptions and drug interactions
- Learn how to take and store your medications



NEW FEATURE Medicine Chest

- Manage your daily medications
- Set reminders
- Track when you take your medications
- Send reminders to your phone or Apple Watch



NEW FEATURE Savings Calculator

- Find recommendations to save money by using therapeutic alternatives or generic substitutions



NEW FEATURE Vaccine Module

- Quickly and conveniently find the nearest pharmacy offering flu shots and other important vaccines and boosters

Let's go.

Get started by registering at medimpact.com and/or download the app at the App Store or Google Play by searching "MedImpact."



Download the MedImpact
mobile app from your
App Store Today!



Prescription cost.

How much is the copay for my medication?

A: The copay for your medication depends on the medication type and your health plan.

Where can I get my prescription filled for the lowest cost?

A: The most affordable way to fill your prescriptions is at a pharmacy in your network. In-network pharmacies are contracted to fill your prescriptions, and you will pay the lowest cost for your medicine at a pharmacy in your network. To find an in-network pharmacy near you, use our Pharmacy Locator tool at www.medimpact.com.

Pharmacies.

Can I get my medication at a pharmacy that does not take part in my plan?

A: Yes, but it may not be at the lowest price possible. If you fill your prescription at an out-of-network pharmacy, you may have to pay a higher amount or even full price for your medicine.

Where can I find an in-network pharmacy?

A: MedImpact contracts with more than 62,000 pharmacies in the nation, which makes it easy to find a network pharmacy. Not all pharmacies will be included in your network, but finding a pharmacy that is in-network is easy. You can find an in-network pharmacy by searching the Pharmacy Locator tool at medimpact.com.

Medications.

What is a generic medication?

A: Generic drugs have the same active ingredients and dosage as their brand-name counterparts. The color, markings, or pill shape may look different. Generics are just as safe and effective as brand drugs and treat your condition the same way. Generics are often more affordable than brand-name drugs and can help you save money.

What is a specialty medication?

A: Specialty medications are often prescribed to treat complex or rare conditions. Some specialty medicines may need to be injected or require special handling. Your plan may require you to fill specialty medications at a specific specialty pharmacy.

About MedImpact

MedImpact is a pharmacy benefit manager who works with your health plan to get you the medicine you need. We work with your health plan and pharmacy to provide details about your medicine, how to take it correctly, lower-cost drug options, and more.



Prior authorizations.

What is a prior authorization (PA)?

A: Your plan may require a review called a prior authorization (PA) before your medicine or healthcare service is covered by your plan.

To check on the status of a prior authorization, call MedImpact customer center toll-free, at 1-800-788-2949.

What is step therapy?

A: Step therapy is a type of prior authorization that requires you to try a more cost-effective and safe drug before a more costly drug will be covered.

MedImpact Direct Mail.®

What is MedImpact Direct Mail Program?

A: The Program includes Birdi™ as your mail pharmacy for home delivery of maintenance medications. Birdi delivers your maintenance medications (those you take regularly for an extended period of time) right to your door. Our goal is to make it as easy as possible for you to get the medications you need without having to go to a retail pharmacy.

For more information on how to get started, visit medimpact.com.

MedImpact Direct Specialty.®

What is MedImpact Direct Specialty?

A: The MedImpact Direct Specialty Program provides access to specialty drugs for chronic and complex conditions. Whether the medication is new for you, or if you have been taking it for a while, the dispensing pharmacy will help you get the most from your medication.

For more information on how to get started, visit medimpact.com.

Contact Us.

Have more questions? Contact MedImpact by calling us toll-free at 1.800.788.2949. You can also visit us online at www.medimpact.com.



2026 Augusta Health Medical Benefit Options Side-by-Side

This document provides a high-level overview. For a complete list of services and detailed coverage information, please refer to the Summary of Benefits and Coverage (SBC) and consult the Plan Document for full terms and conditions.

Point of Service (POS)		High-Deductible Health Plan (HDHP)		
Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share
Deductible (amount paid before the plan begins to pay)	Single \$700 Family \$1,400	Single \$2,000 Family \$4,000	Deductible (amount paid before the plan begins to pay)	Single \$2,000 Family \$4,000
Maximum Out-of-Pocket (payment limit per year for covered services)	Single \$4,000 Family \$8,000	Single \$7,000 Family \$14,000	Maximum Out-of-Pocket (payment limit per year for covered services)	Single \$5,000 Family \$9,000
Preventative Care	Covered at 100%	Covered at 100%	*Preventative Care	Covered at 100%
Out-of-Network Coverage	No	No	Out-of-Network Coverage	No
*Many preventive services are covered at 100% when using an in-network provider. If non-preventive services (e.g., lab work or diagnostic tests) are provided during the visit, copays or coinsurance may apply.				
Pre-tax Savings		Spending Account Option(s)		
Spending Account Option(s)	Medical Health Care (FSA)	Health Savings Account (HSA) and Limited Purpose Dental & Vision (FSA)		
Health Savings (HSA) Employer Contribution	N/A	Health Savings (HSA) Employer Contribution	January 1st Team Member Only: \$1,000; January 1st Family: \$2,000 (January 1 full amount, otherwise prorated)	
Physician's Services				
Primary Care Office Visit	\$20 Copay, then 100% deductible waived	\$45 Copay, then 100% deductible waived	Primary Care Office Visit	20% after deductible
Specialist Office Visit	\$55 Copay, then 100% deductible waived	\$75 Copay, then 100% deductible waived	Specialist Office Visit	20% after deductible
Primary Care Office Surgery	\$20 Copay, then 100% deductible waived	40% after deductible	Primary Care Office Surgery	20% after deductible
Specialist Office Surgery	\$55 Copay, then 100% deductible waived	40% after deductible	Specialist Office Surgery	20% after deductible
OB/GYN Primary Care Office Visit	\$20 Copay, then 100% deductible waived	\$45 Copay, then 100% deductible waived	OB/GYN Primary Care Office Visit	20% after deductible
OB/GYN Specialist Office Visit	\$55 Copay, then 100% deductible waived	\$75 Copay, then 100% deductible waived	OB/GYN Specialist Office Visit	20% after deductible



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Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	
Emergency Services						
Emergency Room Services	20% after deductible	20% after Tier 1 deductible	Emergency Room Services	20% after deductible	20% after Tier 1 deductible	20% after Tier 1 deductible
* Urgent Care Clinic	\$75 Copay, then 100% deductible waived	\$75 Copay, then 100% deductible waived	* Urgent Care Clinic	20% after deductible	20% after Tier 1 deductible	20% after Tier 1 deductible
Ambulance Services	20% after deductible	20% after Tier 1 deductible	Ambulance Services	20% after deductible	20% after Tier 1 deductible	20% after Tier 1 deductible
*Copay applies to the Urgent Care physician office visit component only.						
Maternity						
Delivery	20% after deductible	30% after deductible	Delivery	20% after deductible	30% after deductible	30% after deductible
Birthing Center	20% after deductible	30% after deductible	Birthing Center	20% after deductible	30% after deductible	30% after deductible
* Preventative Prenatal and Breastfeeding Support	100% deductible waived	100% deductible waived	* Preventative Prenatal and Breastfeeding Support	100% deductible waived	100% deductible waived	100% deductible waived
Lactation Consultations	100% deductible waived	100% deductible waived	Lactation Consultations	100% deductible waived	100% deductible waived	100% deductible waived
Routine Newborn Care	20% deductible waived	30% deductible waived	Routine Newborn Care	20% after deductible	30% after deductible	30% after deductible
All other Prenatal and Postnatal Care	20% deductible waived	30% deductible waived	All other Prenatal and Postnatal Care	20% after deductible	30% after deductible	30% after deductible

Note: Ultrasounds for a maternity diagnosis are unlimited.

*Many preventive services are covered at 100% when using an in-network provider.
If non-preventive services (e.g., lab work or diagnostic tests) are provided during the visit, copays or coinsurance may apply.



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Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share
Mental Health				
Inpatient Mental Health	20% deductible waived	20% deductible waived	Inpatient Mental Health	20% after deductible
Outpatient Mental Health Office Visit	\$20 Copay, then 100% deductible waived	\$20 Copay, then 100% deductible waived	Outpatient Mental Health Office Visit	20% after deductible
All other Outpatient Mental Health Care	20% deductible waived	20% deductible waived	All other Outpatient Mental Health Care	20% after deductible
Hospice Bereavement Counseling	20% deductible waived	20% deductible waived	Hospice Bereavement Counseling	20% after deductible
Other Services				
Allergy Services Office Visit	\$20 Copay, then 100% deductible waived	\$20 Copay, then 100% deductible waived	Allergy Services Office Visit	20% after deductible
All Other Allergy Services	20% after deductible	20% after deductible	All Other Allergy Services	20% after deductible
Ambulatory Surgical Center	20% after deductible	40% after deductible	Ambulatory Surgical Center	20% after deductible
Anesthetics	20% after deductible	40% after deductible	Anesthetics	20% after deductible
Blood and Blood Derivatives	20% after deductible	40% after deductible	Blood and Blood Derivatives	20% after deductible
Cardiac Rehab Outpatient	20% after deductible	40% after deductible	Cardiac Rehab Outpatient	20% after deductible
Cardiac Rehab Outpatient Maximum 36 visit benefit per 12 week period or per occurrence.				



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Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share
Other Services (continued)				
Chemotherapy Outpatient	20% after deductible	40% after deductible	Chemotherapy Outpatient	20% after deductible
Chiropractic Care / Spinal Manipulation	20% after deductible	20% after Tier 1 deductible	Chiropractic Care / Spinal Manipulation	20% after deductible
		Chiropractic Care / Spinal Manipulation Maximum 10 visits per calendar year.		20% after Tier 1 deductible
Dermatology Office Visit	\$20 Copay, then 100% deductible waived	then 100% deductible waived	Dermatology Office Visit	20% after deductible
All Other Dermatology Services	20% after deductible	20% after Tier 1 deductible	All Other Dermatology Services	20% after deductible
Diabetic Supplies	20% deductible waived	30% deductible waived	Diabetic Supplies	20% after deductible
Diagnostic Testing Outpatient (X-Ray and Lab Services)	20% after deductible	40% after deductible	Diagnostic Testing Outpatient (X-Ray and Lab Services)	20% after deductible
Dialysis Outpatient	20% after deductible	20% after Tier 1 deductible	Dialysis Outpatient	20% after deductible
Durable Medical Equipment (DME)	20% after deductible	40% after deductible	Durable Medical Equipment (DME)	20% after deductible
Hearing Aids	100% deductible waived	100% deductible waived	Hearing Aids	100% after deductible
Home Health Care	20% after deductible	40% after deductible	Home Health Care	20% after deductible
		Home Health Care Calendar Year Maximum Benefit is 90 visits.		20% after deductible
Hospice Care	20% after deductible	40% after deductible	Hospice Care	40% after deductible
Hospital Inpatient Expenses/ Hospital Facility Charges	20% after deductible	40% after deductible	Hospital Inpatient Expenses/ Hospital Facility Charges	20% after deductible
				40% after deductible



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Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	
Other Services (continued)						
Infusion Therapy Outpatient	20% after deductible	40% after deductible	Infusion Therapy Outpatient	20% after deductible	40% after deductible	
Long-Term Acute Care Facility	20% after deductible	40% after deductible	Long-Term Acute Care Facility	20% after deductible	40% after deductible	
Medical and Surgical Supplies	20% after deductible	40% after deductible	Medical and Surgical Supplies	20% after deductible	40% after deductible	
Morbid Obesity / Bariatric Surgery	25% after deductible	25% after Tier 1 Deductible	Morbid Obesity / Bariatric Surgery	25% after deductible	25% after Tier 1 Deductible	
Morbid Obesity / Bariatric Surgery Lifetime Maximum Benefit: 1 Bariatric Surgical Procedure.						
Nutritional Counseling - first 30 visits per calendar yr.	100% deductible waived	100% deductible waived	Nutritional Counseling - first 30 visits per calendar yr.	100% after deductible	100% after Tier 1 deductible	
Nutritional Counseling - additional visits	\$20 Copay, then 100% deductible waived	\$20 Copay, then 100% deductible waived	Nutritional Counseling - additional visits	20% after deductible	20% after Tier 1 deductible	
Orthotics	20% after deductible	40% after deductible	Orthotics	20% after deductible	40% after deductible	
Outpatient Hospital Services	20% after deductible	40% after deductible	Outpatient Hospital Services	20% after deductible	40% after deductible	
Outpatient Therapies	20% after deductible	40% after deductible	Outpatient Therapies	20% after deductible	40% after deductible	
Combined Calendar Year Maximum Benefit for Outpatient Therapies (physical, speech, hearing, occupational) maximum 30 visits per calendar year. Additional visits may be allowed based on Medical Necessity.						
Pain Management	20% after deductible	40% after deductible	Pain Management	20% after deductible	40% after deductible	
Private Duty Nursing	20% after deductible	40% after deductible	Private Duty Nursing	20% after deductible	40% after deductible	

Private Duty Nursing Calendar Year Maximum Benefit is 70 visits (up to 8 hour visits).



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Point of Service (POS)				High-Deductible Health Plan (HDHP)		
Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	
Other Services (continued)						
Prosthetics	20% after deductible	40% after deductible	Prosthetics	20% after deductible	40% after deductible	
Radiation Therapy Outpatient	20% after deductible	40% after deductible	Radiation Therapy Outpatient	20% after deductible	40% after deductible	
Respiratory / Pulmonary Therapy Outpatient	20% after deductible	40% after deductible	Respiratory / Pulmonary Therapy Outpatient	20% after deductible	40% after deductible	
Respiratory / Pulmonary Therapy Calendar Year Maximum Benefit is 36 hours or a 6 week period.						
Retail Care Clinic	then 100% deductible waived	\$40 Copay, then 100% deductible waived	Retail Care Clinic	20% after deductible	35% after Tier 1 Deductible	
Skilled Nursing Facility / Rehabilitation Facility	20% after deductible	40% after deductible	Skilled Nursing Facility / Rehabilitation Facility	20% after deductible	40% after deductible	
Smoking Cessation	then 100% deductible waived	\$20 Copay, then 100% deductible waived	Smoking Cessation	20% after deductible	20% after Tier 1 deductible	
Smoking Cessation Calendar Year Maximum Benefit is 8 visits (60 minutes per visit).						
Surgery Facility and Professional Outpatient Fees						
Telemedicine	20% after deductible	40% after deductible	Surgery Facility and Professional Outpatient Fees	20% after deductible	40% after deductible	
Temporomandibular Joint Dysfunction (TMJ)	20% after deductible	\$20 Copay, then 100% deductible waived	Telemedicine	20% after deductible	20% after Tier 1 deductible	
*Transplants	Not Provided	25% after Tier 1 Deductible	Temporomandibular Joint Dysfunction (TMJ)	20% after deductible	40% after deductible	
Cornea Transplants: When performed by any in-network provider are covered under the Plan as a separate benefit and are paid at the same rate as any other illness.	*Transplants: Please refer to the Aetna Institute of Excellence (IOE) Program section of this Plan for a more detailed description of this benefit.					25% after Tier 1 Deductible
Wig (for Medical Necessity)	20% after deductible	40% after deductible	Wig (for Medical Necessity)	20% after deductible	40% after deductible	
Wig for Medical Necessity - Lifetime Maximum Benefit is 1 wig						



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Point of Service (POS)		High-Deductible Health Plan (HDHP)		
Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share
Prescription Drug				
Preventative Drug (as defined by HHS)	\$0 Copay, deductible waived	\$0 Copay, deductible waived	Preventative Drug (as defined by HHS)	100% deductible waived
Generic Drug: Retail Pharmacy 1-30 day supply	\$20 Copay	\$40 Copay	Generic Drug: Retail Pharmacy 1-30 day supply	30% after deductible
Preferred Drug: Retail Pharmacy 1-30 day supply	\$40 Copay	\$75 Copay	Preferred Drug: Retail Pharmacy 1-30 day supply	30% after deductible
Non-Preferred Drug: Retail Pharmacy 1-30 day supply	Greater of 40% up to \$75	Greater of 50% up to \$100	Non-Preferred Drug: Retail Pharmacy 1-30 day supply	30% after deductible
Generic Drug: Retail Pharmacy 31-60 day supply	\$27 Copay	\$50 Copay	Generic Drug: Retail Pharmacy 31-60 day supply	30% after deductible
Preferred Drug: Retail Pharmacy 31-60 day supply	\$70 Copay	\$115 Copay	Preferred Drug: Retail Pharmacy 31-60 day supply	30% after deductible
Non-Preferred Drug: Retail Pharmacy 31-60 day supply	Greater of 40% up to \$130	Greater of 50% up to \$150	Non-Preferred Drug: Retail Pharmacy 31-60 day supply	30% after deductible
Generic Drug: Retail Pharmacy 61-90 day supply	\$34 Copay	\$60 Copay	Generic Drug: Retail Pharmacy 61-90 day supply	30% after deductible
Preferred Drug: Retail Pharmacy 61-90 day supply	\$100 Copay	\$155 Copay	Preferred Drug: Retail Pharmacy 61-90 day supply	30% after deductible
Non-Preferred Drug: Retail Pharmacy 61-90 day supply	Greater of 40% up to \$170	Greater of 50% up to \$200	Non-Preferred Drug: Retail Pharmacy 61-90 day supply	30% after deductible
Specialty Pharmacy Drug: 1-30 day supply	Not Provided	Greater of 50% up to \$450	Specialty Pharmacy Drug: 1-30 day supply	Not Provided
Specialty Pharmacy Drug(s) must be obtained from the specialty pharmacy network. Refer to the Prescription Drug Card Program Administrator for details.				



2026 Augusta Health Medical Benefit Options Side-by-Side

This document provides a high-level overview. For a complete list of services and detailed coverage information, please refer to the Summary of Benefits and Coverage (SBC) and consult the Plan Document for full terms and conditions.

Point of Service (POS)		High-Deductible Health Plan (HDHP)		
Plan Features	Augusta Network (Tier 1) Member Cost Share	Aetna Network (Tier 2) Member Cost Share	Plan Features	Augusta Network (Tier 1) Member Cost Share
Prescription Drug (continued)				
Generic Drug: Mail Order Pharmacy 1-30 day supply	Not Provided	\$40 Copay	Generic Drug: Mail Order Pharmacy 1-30 day supply	Not Provided
Preferred Drug: Mail Order Pharmacy 1-30 day supply	Not Provided	\$75 Copay	Preferred Drug: Mail Order Pharmacy 1-30 day supply	Not Provided
Non-Preferred Drug: Mail Order Pharmacy 1-30 day supply	Not Provided	Greater of 50% up to \$100	Non-Preferred Drug: Mail Order Pharmacy 1-30 day supply	Not Provided
Generic Drug: Mail Order Pharmacy 31-60 day supply	Not Provided	\$50 Copay	Generic Drug: Mail Order Pharmacy 31-60 day supply	Not Provided
Preferred Drug: Mail Order Pharmacy 31-60 day supply	Not Provided	\$115 Copay	Preferred Drug: Mail Order Pharmacy 31-60 day supply	Not Provided
Non-Preferred Drug: Mail Order Pharmacy 31-60 day supply	Not Provided	Greater of 50% up to \$150	Non-Preferred Drug: Mail Order Pharmacy 31-60 day supply	Not Provided
Generic Drug: Mail Order Pharmacy 61-90 day supply	Not Provided	\$60 Copay	Generic Drug: Mail Order Pharmacy 61-90 day supply	Not Provided
Preferred Drug: Mail Order Pharmacy 61-90 day supply	Not Provided	\$155 Copay	Preferred Drug: Mail Order Pharmacy 61-90 day supply	Not Provided
Non-Preferred Drug: Mail Order Pharmacy 61-90 day supply	Not Provided	Greater of 50% up to \$200	Non-Preferred Drug: Mail Order Pharmacy 61-90 day supply	Not Provided

➤ Health Savings Account

Why should I choose a health savings account (HSA)?

An HSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for healthcare expenses or use as a retirement savings tool. This plan offers tax savings that a 401(k) and IRA don't, making it a powerful option for diversifying your retirement portfolio.



It's yours

Think of your HSA as a personal savings account. Any unspent money in your HSA remains yours, allowing you to grow your balance over time. When you reach age 65, you can withdraw money (without penalty) and use it for anything, including non-healthcare expenses.



Flexibility

Save for a rainy day. Invest for your future retirement. Or spend your funds on qualified expenses, penalty free.



Easy to use

Swipe your benefits debit card at the point of purchase. There is no requirement to verify any of your purchases. We recommend keeping any receipts in case of an IRS audit.



Smart savings

The HSA's unique, triple-tax savings means the money you contribute, earnings from investments and withdrawals for eligible expenses are all tax-free, making it a savvy savings and retirement tool.



Investment options

You can invest your HSA funds in an interest-bearing account or our standard mutual fund lineup. Savvy investors may opt for a Health Savings Brokerage Account powered by Charles Schwab, giving you access to more than 8,500 mutual funds, stocks and bonds.

Can I enroll?

You must be enrolled in a high-deductible health plan (HDHP) in order to enroll in the HSA. You're not eligible for an HSA if:

- You're claimed as a dependent on someone else's taxes.
- You're covered by another plan that conflicts with the HDHP, such as Medicare, a medical flexible spending account (FSA) or select health reimbursement arrangements (HRAs).
- You or your spouse are contributing to a medical FSA.

What does it cover?

There are thousands of eligible items. The list includes but is not limited to:

- Copays, coinsurance, insurance premiums
- Doctor visits and surgeries
- Over-the-counter medications (first aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing and lamaze classes
- Dental and orthodontia
- Vision expenses, such as frames, contacts, prescription sunglasses, etc.

View our searchable list of eligible expenses at
www.wexinc.com/insights/benefits-toolkit/eligible-expenses/



My HSA
Planner



Why should
I get a HSA
(video)

Medical FSA

Why should I choose a medical flexible spending account?

A medical FSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for healthcare expenses. This saves you money by reducing your taxable income.



Funds on Day 1

Schedule that surgery, buy those eyeglasses or finally get those braces. All of your FSA funds are available to spend right away. Use your benefits debit card at the point of purchase.



Discount

Think of it like a discount on healthcare expenses at stores such as Amazon, Target, CVS, Walmart, Walgreens and more. Dollars you contribute are taken out of your paycheck before tax which means a \$100 purchase would actually cost you over \$130 without a medical FSA.*



Plan ahead

Think about the money you spent on healthcare expenses last year. Plan ahead and set those funds aside in a medical FSA and save 30%.*

*Based on a 30% tax bracket.

What does it cover?

There are thousands of eligible items, including:

- Copays and coinsurance
- Doctor visits and surgeries
- Over-the-counter medications (first aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing and lamaze classes
- Dental and orthodontia
- Frames, contacts, prescription sunglasses, etc.

View our interactive eligible expense list at

www.wexinc.com/insights/benefits-toolkit/eligible-expenses/

Can I enroll?

Yes, as long as you or your spouse aren't actively enrolled and contributing to a health savings account (HSA).



Fast fact

Don't know how much to elect? Determine how much you spent on healthcare expenses last year and estimate the amount you'll spend this year using our eligible expense list. Any funds you contribute to the medical FSA must be spent by the end of the plan year.

Limited FSA

Why should I choose a limited flexible spending account?

A limited FSA is a benefit that allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for qualified dental, vision and preventative care expenses. It pairs well with a health Savings Account (HSA). This plan offers instant access to funds for expenses you incur throughout the year. And saves you money by reducing your taxable income.



Funds on Day 1

Buy those eyeglasses or finally get those braces. All of your FSA funds are available to spend right away. Use your benefits debit card at the point of purchase.



Discount

Think of it like a discount on healthcare expenses at stores such as Amazon, Target, CVS, Walmart, Walgreens and more. Dollars you contribute are taken out of your paycheck before tax which means a \$100 purchase would actually cost you over \$130 without a limited FSA.*



Plan ahead

Think about the money you spent on healthcare expenses last year. Plan ahead and set those funds aside in a limited FSA and save 30%.*

*Based on a 30% tax bracket.

What does it cover?

There are thousands of eligible items, including:

- Dental and orthodontia office visits and expenses
- Dental implants, veneers, dentures and bridges
- Optometrist and ophthalmologist visits and expenses
- Eye glasses, contacts, prescription sunglasses, solutions and drops
- Laser eye surgery

Can I enroll?

The limited FSA pairs nicely with a health savings account (HSA). However, a limited FSA cannot be paired with a medical flexible spending account (FSA). Pairing these plans allows you to spend your limited FSA dollars on eligible expenses while saving or investing your HSA dollars.



Fast fact

Don't know how much to elect? Determine how much you spent on dental and vision expenses last year and estimate the amount you'll spend this year. Any funds you contribute to the limited FSA must be spent by the end of the plan year.

► Dependent Care FSA

Why should I choose a dependent care FSA?

A dependent care FSA allows you to put aside a portion of your paycheck before taxes for eligible dependent care expenses each year.



Save money

The dependent care FSA lets you pay for eligible dependent care expenses while you reap the benefits of additional tax savings. You're spending the money either way. This way, eligible childcare and other dependent care costs are a little less.



Save strategically

Submit all of your dependent care expenses at the end of the plan year for one lump sum reimbursement to give yourself a hard-earned "bonus".

What does it cover?

The list includes, but is not limited to, eligible:

- Childcare center, babysitter, nanny (birth through age 12)
- Summer day camp
- Before- or after-school care
- Disabled dependent and/or spouse care
- Elder care

View our interactive eligible expense list at www.wexinc.com/insights/benefits-toolkit/eligible-expenses/

Can I enroll?

You are eligible if you and/or your spouse (if applicable) are gainfully employed, looking for work, or are attending school on a full-time basis.



DCA Open
Enrollment
(video)

Benefits for Augusta Health - Basic Dental

Group Number: 00000006017 • Effective Date: January 1, 2026

Annual Deductible <i>(Applies to basic and major services)</i>	\$50 per person; \$150 per family, per calendar year
Annual Maximum	\$1,000 per person, per calendar year

For the services listed below, Delta Dental will pay the stated percentage of the plan allowance based on the dentist's participation with Delta Dental.

Benefits and Limitations*	Coinsurances		
	In Network		Out of Network
	Delta Dental PPO™	Delta Dental Premier®	
Diagnostic and Preventive Services	100%	100%	100%
<ul style="list-style-type: none"> Oral exams and cleanings — Twice in a calendar year. Periodontal cleaning is considered a regular cleaning and counts as a regular cleaning under your plan. Fluoride applications — Twice in a calendar year for enrollees under age 19. X-rays — Bitewing X-rays are limited to twice in a calendar year; limited to a maximum of four films or a set (seven to eight films) of vertical bitewings. Full-mouth X-rays are limited to once in a three-year period. Sealants — One per tooth for members under age 16 on first and second permanent molars. 			
Basic Services	80%	80%	80%
<ul style="list-style-type: none"> Fillings — One per surface in a 24-month period Endodontic services — Root canal therapy. Periodontic services — Treatment for gum disease. Simple extractions Oral surgery — Surgical extractions and other surgical procedures. Denture repair and recementation TMJ 			

Continued on next page

Additional benefits included in your plan:

Healthy Smile, Healthy You® — Provides additional cleanings, fluoride and/or sealants for members with certain health conditions. Visit DeltaDentalVA.com to learn more or to download an enrollment form.

Coverage is available for:

- Dependent children, only to the end of the calendar year when they reach age 26 (the “limiting age”).

Convenient, eco-friendly options available:

At Delta Dental of Virginia, we are committed to taking actionable measures to minimize our environmental footprint.

Join us as we step toward reducing paper waste and promoting sustainability by signing up to receive your Delta Dental of Virginia explanation of benefits (EOB) digitally at DeltaDentalVA.com/members.

Choosing a dentist

You may select the dentist of your choice. However, to get the most value from your dental benefits, make sure your dentist participates in the network listed at the top of your Delta Dental ID card. With Delta Dental PPO Plus Premier™, you have the option of visiting any dentist. However, your out-of-pocket costs may be lowest if you see a Delta Dental PPO™ network dentist and highest if you choose an out-of-network dentist. Delta Dental network dentists agree to discount their fees, submit claims on your behalf and not bill you for the difference. Visit DeltaDentalVA.com to find a participating dentist in your area.

If you visit an out-of-network dentist, Delta Dental will pay its portion of the bill and you are responsible for any coinsurance and deductible (if applicable), as well as the difference between the nonparticipating dentist's charge and Delta Dental's payment. Payment will be made to you, unless state law requires otherwise.



This fact sheet is a brief description of dental services covered under your plan and is not designed to serve as an Evidence of Coverage. If you have questions about specific benefits or limitations under your plan, call Delta Dental's Benefit Services at 800.237.6060 or visit DeltaDentalVA.com/members to register for an account.

Benefits for Augusta Health - Enhanced Dental

 Group Number: 00000006017 • Effective Date: January 1, 2026

Annual Deductible (Applies to basic and major services)	\$50 per person; \$150 per family, per calendar year		
Annual Maximum	\$2,000 per person, per calendar year		
Orthodontic Lifetime Deductible	\$50 per person		
Orthodontic Lifetime Maximum	\$2,000 per person		

For the services listed below, Delta Dental will pay the stated percentage of the plan allowance based on the dentist's participation with Delta Dental.

Benefits and Limitations*	Coinsurances		
	In Network		Out of Network
	Delta Dental PPO™	Delta Dental Premier®	
Diagnostic and Preventive Services	100%	100%	100%
<ul style="list-style-type: none"> Oral exams and cleanings — Twice in a calendar year. Periodontal cleaning is considered a regular cleaning and counts as a regular cleaning under your plan. Fluoride applications — Twice in a calendar year for enrollees under age 19. X-rays — Bitewing X-rays are limited to twice in a calendar year; limited to a maximum of four films or a set (seven to eight films) of vertical bitewings. Full-mouth X-rays are limited to once in a three-year period. Sealants — One per tooth for members under age 16 on first and second permanent molars. 			
Basic Services	80%	80%	80%
<ul style="list-style-type: none"> Fillings — One per surface in a 24-month period Endodontic services — Root canal therapy. Periodontic services — Treatment for gum disease. Simple extractions Oral surgery — Surgical extractions and other surgical procedures. Denture repair and recementation TMJ 			
Major Services	50%	50%	50%
<ul style="list-style-type: none"> Crowns — One per tooth in a 60-month period for members age 12 and older. Prosthodontics/dentures and bridges — Once in a 60-month period for members age 16 and older. Implants — One per site for members age 16 and older. 			
Orthodontic Services	50%	50%	50%
<ul style="list-style-type: none"> Treatment for the proper alignment of teeth — For subscriber and covered dependents. 			

Additional benefits included in your plan:

Healthy Smile, Healthy You® — Provides additional cleanings, fluoride and/or sealants for members with certain health conditions. Visit DeltaDentalVA.com to learn more or to download an enrollment form.

Coverage is available for:

- Dependent children, only to the end of the calendar year when they reach age 26 (the “limiting age”).

Convenient, eco-friendly options available:

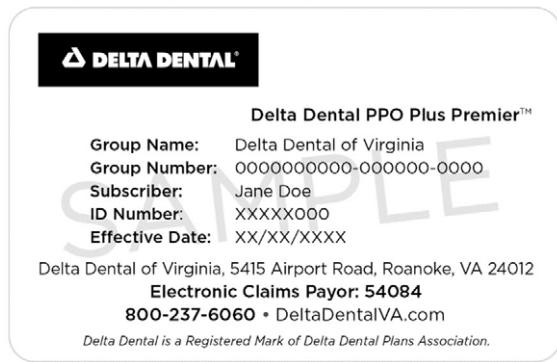
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You may select the dentist of your choice. However, to get the most value from your dental benefits, make sure your dentist participates in the network listed at the top of your Delta Dental ID card. With Delta Dental PPO Plus Premier™, you have the option of visiting any dentist. However, your out-of-pocket costs may be lowest if you see a Delta Dental PPO™ network dentist and highest if you choose an out-of-network dentist. Delta Dental network dentists agree to discount their fees, submit claims on your behalf and not bill you for the difference. Visit DeltaDentalVA.com to find a participating dentist in your area.

If you visit an out-of-network dentist, Delta Dental will pay its portion of the bill and you are responsible for any coinsurance and deductible (if applicable), as well as the difference between the nonparticipating dentist's charge and Delta Dental's payment. Payment will be made to you, unless state law requires otherwise.



This fact sheet is a brief description of dental services covered under your plan and is not designed to serve as an Evidence of Coverage. If you have questions about specific benefits or limitations under your plan, call Delta Dental's Benefit Services at 800.237.6060 or visit DeltaDentalVA.com/members to register for an account.



Augusta Health



40% OFF

additional complete pair
of prescription eyeglasses

20% OFF

non-covered items,
including non-
prescription sunglasses

Find an eye doctor (Select Network)

- 866.299.1358
- eyemed.com
- EyeMed Members App
- For LASIK, call
1.800.988.4221

Heads Up

You may have
additional benefits.

Log into
eyemed.com/member
to see all plans included
with your benefits.

SUMMARY OF BENEFITS		
VISION CARE SERVICES	IN-NETWORK MEMBER COST	OUT-OF-NETWORK MEMBER REIMBURSEMENT
EXAM SERVICES		
Exam	\$10 copay	Up to \$30
Retinal Imaging	Up to \$39	Not covered
CONTACT LENS FIT AND FOLLOW-UP		
Fit and Follow-up - Standard	Up to \$40	Not covered
Fit and Follow-up - Premium	10% off retail price	Not covered
FRAME		
Frame	\$0 copay; 20% off balance over \$130 allowance	Up to \$65
LENSES		
Single Vision	\$25 copay	Up to \$25
Bifocal	\$25 copay	Up to \$40
Trifocal	\$25 copay	Up to \$55
Lenticular	\$25 copay	Up to \$55
Progressive - Standard	\$90 copay	Up to \$40
Progressive - Premium	\$90 copay; 20% off retail price less \$120 allowance	Up to \$40
LENS OPTIONS		
Anti Reflective Coating - Standard	\$45	Not covered
Anti Reflective Coating - Premium	20% off retail price	Not covered
Polycarbonate - Standard	\$40	Not covered
Polycarbonate - Standard < 19 years of age	\$0 copay	Up to \$5
Scratch Coating - Standard Plastic	\$0 copay	Up to \$5
Tint - Solid and Gradient	\$15	Not covered
UV Treatment	\$15	Not covered
All Other Lens Options	20% off retail price	Not covered
CONTACT LENSES		
Contacts - Conventional	\$0 copay; 15% off balance over \$130 allowance	Up to \$104
Contacts - Disposable	\$0 copay; 100% of balance over \$130 allowance	Up to \$104
Contacts - Medically Necessary	\$0 copay	Up to \$300
OTHER		
Hearing Care from Amplifon Network	Up to 64% off hearing aids; call 1.877.203.0675	Not covered
LASIK or PRK from U.S. Laser Network	15% off retail or 5% off promo price; call 1.800.988.4221	Not covered
FREQUENCY	ALLOWED FREQUENCY - ADULTS	ALLOWED FREQUENCY - KIDS
Exam	Once every calendar year	Once every calendar year
Lenses	Once every calendar year	Once every calendar year
Frame	Once every 2 calendar years	Once every 2 calendar years
Contact Lenses	Once every calendar year	Once every calendar year
(Plan allows the member to receive either contacts and frame, or frame and lens services.)		

Fees charged by a Provider for services other than a covered benefit and any local, state or Federal taxes must be paid in full by the Insured Person to the Provider. Such fees, taxes or materials are not covered under the Policy. Allowances provide no remaining balance for future use within the same Benefit Frequency. Some provisions, benefits, exclusions or limitations listed herein may vary by state. No benefits will be paid for services or materials connected with or charges arising from: medical or surgical treatment, services or supplies for the treatment of the eye, eyes or supporting structures; Refraction, when not provided as part of a Comprehensive Eye Examination; services provided as a result of any Workers' Compensation law, or similar legislation, or required by any governmental agency or program whether federal, state or subdivisions thereof; orthoptic or vision training, subnormal vision aids and any associated supplemental testing; Aniseikonia lenses; any Vision Examination or any corrective Vision Materials required by a Policyholder as a condition of employment; safety eyewear; solutions, cleaning products or frame cases; non-prescription sunglasses; plano (non-prescription) lenses; plano (non-prescription) contact lenses; two pair of glasses in lieu of bifocals; electronic vision devices; services rendered after the date an Insured Person ceases to be covered under the Policy, except when Vision Materials is on file with your employer. Member receives a 20% discount on items not covered by the plan at In-Network locations. Discount does not apply to Provider's professional services or contact lenses. Plan discounts cannot be combined with any other discounts or promotional offers. In certain states members may be required to pay the full retail rate and not the negotiated discount rate with certain participating providers. Please see the online provider locator to determine which participating providers have agreed to the discounted rate. Discounts on vision materials may not be applicable to certain manufacturers' products. The Plan reserves the right to make changes to the products on each tier and to the member out-of-pocket costs. Fixed tier pricing is reflective of brands at the listed product level. All providers are not required to carry all brands at all levels. Services and amounts listed above are subject to change at any time. Discounts are not insured benefits. Underwritten by Fidelity Security Life Insurance Company of Kansas City, Missouri, Policy number VC-19, form number M-9083, or Policy number VC-146, form number M-9184, in New York underwritten by Fidelity Security Life Insurance Company of New York, Policy Number VCN-1, form number MN-1, or Policy Number VCN-19, form number MN-28.

Ready to live your best EyeMed life?

There's so much more to your vision benefits than copays and coverage. Get ready to see the good stuff for yourself.

Your network is the place to start

See who you want, when you want. You have thousands of providers to choose from— independent eye doctors, your favorite retail stores, even online options.

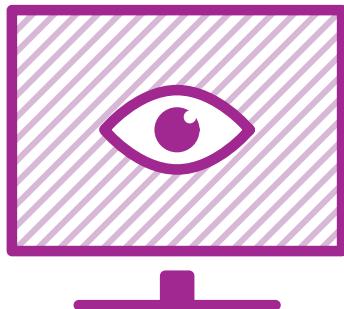
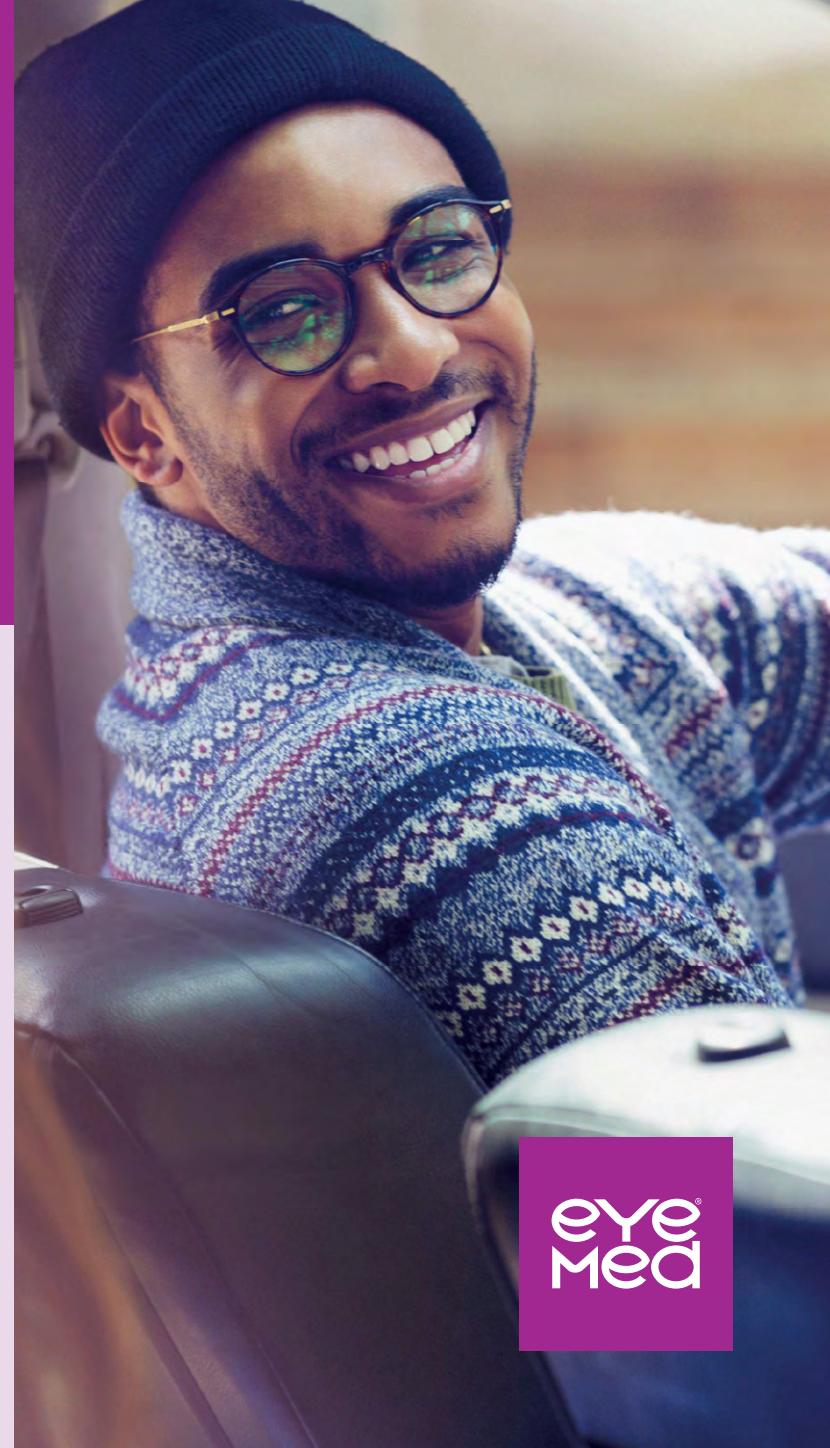
Keep your eyes open for extra discounts

Members already save an average 71% off retail using their EyeMed benefits,¹ but our long list of special offers takes benefits even further.

Remember, you're never alone

We're always here to help you use your benefits like a pro. Stay in-the-know with text alerts or healthy vision resources from the experts. If it can make benefits easier for you, we do it.

¹Based on weighted average of sample transactions; EyeMed Insight network/\$10 exam copay/\$10 materials copay/\$120 frame or contact lens allowance.



Create a member account at eyemed.com

Everything is right there in one spot. Check claims and benefits, see special offers and find an eye doctor—search for one with the hours, location and brands you want. For maximum mobility, try the EyeMed Members App (Google Play or App Store).

Basic Life Insurance

Even among people who have life insurance, about **1 in 5** say they don't have enough.¹

► PROTECTS YOUR LOVED ONES.

Life insurance provides your loved ones with money they can use for household expenses, tuition, mortgage payments and more.

► HELPS PAY YOUR FINAL EXPENSES.

Your beneficiaries may use this money to pay for your burial or cremation, and pay any outstanding medical bills.

► PART OF YOUR BENEFIT PACKAGE.

This benefit is completely paid for by your employer. Remember to name your beneficiaries if you haven't done so already.

BENEFITS

For you*

Basic Life - 1 times your Basic Annual Earnings, up to a **maximum of \$150,000**. No medical questions asked, up to the **Guaranteed Issue amount of \$150,000**.

Accidental Death and Dismemberment - 2 times your Basic Annual Earnings, up to a **maximum of \$300,000**. No medical questions asked, up to the **Guaranteed Issue amount of \$300,000**.

Benefits are reduced at age 70 and may reduce again in subsequent years as noted in your Certificate.

*This coverage includes Accidental Death and Dismemberment insurance.

AUGUSTA HEALTH CARE, INC.

All Other Full-Time and Part-Time Employees

POLICY # 966826

Sun Life Assurance Company of Canada

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Frequently asked questions

What is my AD&D benefit?

We will pay your beneficiaries an Accidental Death insurance amount that differs from your Basic Life insurance amount, if you die from a covered accident. Additional benefits are available for accidental injuries (i.e., dismemberment) such as loss of limbs, fingers or sight. Refer to your Certificate for a full list of covered accidental injuries.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue group coverage when your employment terminates. Your employer can advise you about your options.

Can I access my life insurance if I become terminally ill?

You may apply to receive a portion of your life insurance to help cover medical and living expenses. This is called an "Accelerated Benefit" and there are some important things to know about it, including that it is not long-term-care insurance, it may be taxable and it may affect your eligibility for public assistance programs. It will also reduce the total amount of the life insurance payment we pay to your beneficiary(ies).

What happens if I become Totally Disabled?

If we determine that you are Totally Disabled and cannot work, your life insurance coverage may continue at no cost. You must meet certain requirements, as detailed in the Certificate.

How does my beneficiary file a death claim?

Your beneficiary(ies) and your employer will complete the appropriate claims forms and submit them to us. We will notify your beneficiaries when the decision is made and if we have any questions. If approved, beneficiaries may elect to receive a lump sum payment or to have the benefit paid into an account where the funds accumulate interest and can be withdrawn at any time. (State restrictions apply and options may vary by state.) If your AD&D claim for an accidental injury is approved, the benefit amount will be paid directly to you.

1. LIMRA, Facts about Life 2018.

Read the *Important information* section for more details including limitations and exclusions.

Important information

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage** would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the** date coverage would otherwise become effective. Refer to the Certificate for** details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Life

In some states, your employer's group policy may exclude payment for suicide that occurs within a specific time period after the insurance or increase in** insurance becomes effective. Please see your Certificate for details.

Accidental Death and Dismemberment

We will not pay a benefit that is due to or results from: committing or attempting to commit an assault, felony or other criminal act; war or an act of war; active participation in a riot, rebellion or insurrection; voluntary use of any controlled substance/il-legal drugs; operation of a motorized vehicle while intoxicated; bodily or mental infirmity or disease or infection unless due to an accidental injury; riding in or driving any motor-driven vehicle in a race, stunt show, or speed test.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute ap-proval of coverage under the Policy. In the event of a discrepancy be-**tween this Overview, the Certificate and the Policy, the terms of the Pol-**icy will govern. Product offerings may not be available in all states and** may vary depending on state laws and regulations.**

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance** Company of Canada (collectively, "Sun Life").

Group life insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 98P-ADD, 12-GP-01, 15-LF-01, 12-GPPort-P01, 12-LFPort-C-01, 15-ADD-C-01, 13-ADD-C-01 and 13-ADDPort-C-01.

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Voluntary Life Insurance



► MORE PROTECTION FOR YOUR LOVED ONES.

The people you love and support could face financial challenges without you. Life insurance provides your loved ones with money they can use for household expenses, tuition, mortgage payments and more.

► HELPS YOU CLOSE ANY COVERAGE GAPS.

You may have life insurance today, either on your own or through your employer. Now is a good time to ask yourself if you need more coverage.

BENEFITS (You can purchase this coverage at a group rate.)

For you	You can choose from \$10,000 to \$500,000 —in increments of \$10,000 not to exceed 7 times your Basic Annual Earnings. Benefits are reduced 50% at age 70.
For your spouse	If you elect coverage for yourself, you can choose from \$5,000 to \$500,000 —in increments of \$5,000. The amount you select for your spouse cannot exceed 100% of your coverage amount. Benefits may reduce as noted in your Certificate.
For your child(ren)	If you elect coverage for yourself, you can choose \$10,000 . No medical questions asked. Child(ren) must primarily depend on the employee for 50% or more of their support. A full benefit is payable for a dependent child from birth to 26.

AUGUSTA HEALTH CARE, INC.

POLICY #: 966826

Sun Life Assurance Company of Canada

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Frequently asked questions

Do I need to answer any health questions to enroll?

When you are first eligible you can elect up to the Guaranteed Issue without answering health questions. You will need to complete health questions if you don't elect coverage when it's first available to you and you want to elect coverage at a later date, or if you increase coverage over \$10,000. To answer health questions, please fill out our Evidence of Insurability application.

Health questions must be approved by Sun Life before coverage takes effect.

What if my spouse and I work for the same employer?

Under the policy, if you are married to another employee, you should check with your benefits administrator to confirm whether you are eligible to enroll your spouse as a dependent and to confirm any additional considerations for enrolling dependent children (if dependent child coverage is available).

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue group coverage when your employment terminates. Your employer can advise you about your options.

Can I access my life insurance if I become terminally ill?

You may apply to receive a portion of your life insurance to help cover medical and living expenses. This is called an "Accelerated Benefit" and there are some important things to know about it, including that it is not long-term-care insurance, it may be taxable and it may affect your eligibility for public assistance programs. It will also reduce the total amount of the life insurance payment we pay to your beneficiary(ies).

What happens if I become Totally Disabled?

If we determine that you are Totally Disabled and cannot work, your life insurance coverage may continue at no cost. You must meet certain requirements, as detailed in the Certificate.

How does my beneficiary file a death claim?

Your beneficiary(ies) and your employer will complete the appropriate claims forms and submit them to us. We will notify your beneficiaries when the decision is made and if we have any questions. If approved, beneficiaries may elect to receive a lump sum payment or to have the benefit paid into an account where the funds accumulate interest and can be withdrawn at any time. (State restrictions apply and options may vary by state.)

Read the *Important information* section for more details including limitations and exclusions.

Important information

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to the Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Life

In some states, your employer's group policy may exclude payment for suicide that occurs within a specific time period after the insurance or increase in insurance becomes effective. Please see your Certificate for details.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life").

Group life insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 98P-ADD, 12-GP-01, 15-LF-01, 12-GPPort-P01, 12-LFPort-C-01, 15-ADD-C-01, 13-ADD-C-01 and 13-ADDPort-C-01.

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GVBH-EE-8384

SLPC 29579

Rates

Employee - Coverage and **bi-weekly** cost for Employee Voluntary Life.

Rates are effective as of January 01, 2026.

The chart below shows possible coverage amounts and their **bi-weekly** costs.

Find your age bracket (as of the effective date of coverage) to see the cost for the coverage amount you choose.

Coverage amounts	Age and cost										
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$10,000	0.14	0.14	0.18	0.23	0.32	0.51	0.88	1.43	2.63	4.85	9.23
\$20,000	0.28	0.28	0.37	0.46	0.65	1.02	1.75	2.86	5.26	9.69	18.46
\$30,000	0.42	0.42	0.55	0.69	0.97	1.52	2.63	4.29	7.89	14.54	27.69
\$40,000	0.55	0.55	0.74	0.92	1.29	2.03	3.51	5.72	10.52	19.38	36.92
\$50,000	0.69	0.69	0.92	1.15	1.62	2.54	4.38	7.15	13.15	24.23	46.15
\$60,000	0.83	0.83	1.11	1.38	1.94	3.05	5.26	8.58	15.78	29.08	55.38
\$70,000	0.97	0.97	1.29	1.62	2.26	3.55	6.14	10.02	18.42	33.92	64.62
\$80,000	1.11	1.11	1.48	1.85	2.58	4.06	7.02	11.45	21.05	38.77	73.85
\$90,000	1.25	1.25	1.66	2.08	2.91	4.57	7.89	12.88	23.68	43.62	83.08
\$100,000	1.38	1.38	1.85	2.31	3.23	5.08	8.77	14.31	26.31	48.46	92.31
\$110,000	1.52	1.52	2.03	2.54	3.55	5.58	9.65	15.74	28.94	53.31	101.54
\$120,000	1.66	1.66	2.22	2.77	3.88	6.09	10.52	17.17	31.57	58.15	110.77
\$130,000	1.80	1.80	2.40	3.00	4.20	6.60	11.40	18.60	34.20	63.00	120.00
\$140,000	1.94	1.94	2.58	3.23	4.52	7.11	12.28	20.03	36.83	67.85	129.23
\$150,000	2.08	2.08	2.77	3.46	4.85	7.62	13.15	21.46	39.46	72.69	138.46
\$160,000	2.22	2.22	2.95	3.69	5.17	8.12	14.03	22.89	42.09	77.54	147.69
\$170,000	2.35	2.35	3.14	3.92	5.49	8.63	14.91	24.32	44.72	82.38	156.92
\$180,000	2.49	2.49	3.32	4.15	5.82	9.14	15.78	25.75	47.35	87.23	166.15
\$190,000	2.63	2.63	3.51	4.38	6.14	9.65	16.66	27.18	49.98	92.08	175.38
\$200,000	2.77	2.77	3.69	4.62	6.46	10.15	17.54	28.62	52.62	96.92	184.62
\$210,000	2.91	2.91	3.88	4.85	6.78	10.66	18.42	30.05	55.25	101.77	193.85
\$220,000	3.05	3.05	4.06	5.08	7.11	11.17	19.29	31.48	57.88	106.62	203.08
\$230,000	3.18	3.18	4.25	5.31	7.43	11.68	20.17	32.91	60.51	111.46	212.31
\$240,000	3.32	3.32	4.43	5.54	7.75	12.18	21.05	34.34	63.14	116.31	221.54
\$250,000	3.46	3.46	4.62	5.77	8.08	12.69	21.92	35.77	65.77	121.15	230.77
\$260,000	3.60	3.60	4.80	6.00	8.40	13.20	22.80	37.20	68.40	126.00	240.00
\$270,000	3.74	3.74	4.98	6.23	8.72	13.71	23.68	38.63	71.03	130.85	249.23
\$280,000	3.88	3.88	5.17	6.46	9.05	14.22	24.55	40.06	73.66	135.69	258.46
\$290,000	4.02	4.02	5.35	6.69	9.37	14.72	25.43	41.49	76.29	140.54	267.69
\$300,000	4.15	4.15	5.54	6.92	9.69	15.23	26.31	42.92	78.92	145.38	276.92
\$310,000	4.29	4.29	5.72	7.15	10.02	15.74	27.18	44.35	81.55	150.23	286.15
\$320,000	4.43	4.43	5.91	7.38	10.34	16.25	28.06	45.78	84.18	155.08	295.38
\$330,000	4.57	4.57	6.09	7.62	10.66	16.75	28.94	47.22	86.82	159.92	304.62
\$340,000	4.71	4.71	6.28	7.85	10.98	17.26	29.82	48.65	89.45	164.77	313.85
\$350,000	4.85	4.85	6.46	8.08	11.31	17.77	30.69	50.08	92.08	169.62	323.08
\$360,000	4.98	4.98	6.65	8.31	11.63	18.28	31.57	51.51	94.71	174.46	332.31
\$370,000	5.12	5.12	6.83	8.54	11.95	18.78	32.45	52.94	97.34	179.31	341.54
\$380,000	5.26	5.26	7.02	8.77	12.28	19.29	33.32	54.37	99.97	184.15	350.77
\$390,000	5.40	5.40	7.20	9.00	12.60	19.80	34.20	55.80	102.60	189.00	360.00
\$400,000	5.54	5.54	7.38	9.23	12.92	20.31	35.08	57.23	105.23	193.85	369.23
\$410,000	5.68	5.68	7.57	9.46	13.25	20.82	35.95	58.66	107.86	198.69	378.46
\$420,000	5.82	5.82	7.75	9.69	13.57	21.32	36.83	60.09	110.49	203.54	387.69
\$430,000	5.95	5.95	7.94	9.92	13.89	21.83	37.71	61.52	113.12	208.38	396.92
\$440,000	6.09	6.09	8.12	10.15	14.22	22.34	38.58	62.95	115.75	213.23	406.15
\$450,000	6.23	6.23	8.31	10.38	14.54	22.85	39.46	64.38	118.38	218.08	415.38

Rates

Coverage amounts	Age and cost										
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$460,000	6.37	6.37	8.49	10.62	14.86	23.35	40.34	65.82	121.02	222.92	424.62
\$470,000	6.51	6.51	8.68	10.85	15.18	23.86	41.22	67.25	123.65	227.77	433.85
\$480,000	6.65	6.65	8.86	11.08	15.51	24.37	42.09	68.68	126.28	232.62	443.08
\$490,000	6.78	6.78	9.05	11.31	15.83	24.88	42.97	70.11	128.91	237.46	452.31
\$500,000	6.92	6.92	9.23	11.54	16.15	25.38	43.85	71.54	131.54	242.31	461.54

Rates

Spouse - Coverage and **bi-weekly** cost for Spouse Voluntary Life.

Rates are effective as of January 1, 2026.

The chart below shows possible coverage amounts and their **bi-weekly** costs.

Find your age bracket (as of the effective date of coverage) to see the cost for the coverage amount you choose.

Spouse rates are based on the spouse's age.

Coverage amounts	Age and cost										
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$5,000	0.07	0.07	0.09	0.12	0.16	0.25	0.44	0.72	1.32	2.42	4.62
\$10,000	0.14	0.14	0.19	0.23	0.32	0.51	0.88	1.43	2.63	4.85	9.23
\$15,000	0.21	0.21	0.28	0.35	0.48	0.76	1.32	2.15	3.95	7.27	13.85
\$20,000	0.28	0.28	0.37	0.46	0.65	1.02	1.75	2.86	5.26	9.69	18.46
\$25,000	0.35	0.35	0.46	0.58	0.81	1.27	2.19	3.58	6.58	12.12	23.08
\$30,000	0.42	0.42	0.55	0.69	0.97	1.52	2.63	4.29	7.89	14.54	27.69
\$35,000	0.48	0.48	0.65	0.81	1.13	1.78	3.07	5.01	9.21	16.96	32.31
\$40,000	0.55	0.55	0.74	0.92	1.29	2.03	3.51	5.72	10.52	19.38	36.92
\$45,000	0.62	0.62	0.83	1.04	1.45	2.28	3.95	6.44	11.84	21.81	41.54
\$50,000	0.69	0.69	0.92	1.15	1.62	2.54	4.38	7.15	13.15	24.23	46.15
\$55,000	0.76	0.76	1.02	1.27	1.78	2.79	4.82	7.87	14.47	26.65	50.77
\$60,000	0.83	0.83	1.11	1.38	1.94	3.05	5.26	8.58	15.78	29.08	55.38
\$65,000	0.90	0.90	1.20	1.50	2.10	3.30	5.70	9.30	17.10	31.50	60.00
\$70,000	0.97	0.97	1.29	1.62	2.26	3.55	6.14	10.02	18.42	33.92	64.62
\$75,000	1.04	1.04	1.38	1.73	2.42	3.81	6.58	10.73	19.73	36.35	69.23
\$80,000	1.11	1.11	1.48	1.85	2.58	4.06	7.02	11.45	21.05	38.77	73.85
\$85,000	1.18	1.18	1.57	1.96	2.75	4.32	7.45	12.16	22.36	41.19	78.46
\$90,000	1.25	1.25	1.66	2.08	2.91	4.57	7.89	12.88	23.68	43.62	83.08
\$95,000	1.32	1.32	1.75	2.19	3.07	4.82	8.33	13.59	24.99	46.04	87.69
\$100,000	1.38	1.38	1.85	2.31	3.23	5.08	8.77	14.31	26.31	48.46	92.31
\$105,000	1.45	1.45	1.94	2.42	3.39	5.33	9.21	15.02	27.62	50.88	96.92
\$110,000	1.52	1.52	2.03	2.54	3.55	5.58	9.65	15.74	28.94	53.31	101.54
\$115,000	1.59	1.59	2.12	2.65	3.72	5.84	10.08	16.45	30.25	55.73	106.15
\$120,000	1.66	1.66	2.22	2.77	3.88	6.09	10.52	17.17	31.57	58.15	110.77
\$125,000	1.73	1.73	2.31	2.88	4.04	6.35	10.96	17.88	32.88	60.58	115.38
\$130,000	1.80	1.80	2.40	3.00	4.20	6.60	11.40	18.60	34.20	63.00	120.00
\$135,000	1.87	1.87	2.49	3.12	4.36	6.85	11.84	19.32	35.52	65.42	124.62
\$140,000	1.94	1.94	2.58	3.23	4.52	7.11	12.28	20.03	36.83	67.85	129.23
\$145,000	2.01	2.01	2.68	3.35	4.68	7.36	12.72	20.75	38.15	70.27	133.85
\$150,000	2.08	2.08	2.77	3.46	4.85	7.62	13.15	21.46	39.46	72.69	138.46
\$155,000	2.15	2.15	2.86	3.58	5.01	7.87	13.59	22.18	40.78	75.12	143.08
\$160,000	2.22	2.22	2.95	3.69	5.17	8.12	14.03	22.89	42.09	77.54	147.69
\$165,000	2.28	2.28	3.05	3.81	5.33	8.38	14.47	23.61	43.41	79.96	152.31
\$170,000	2.35	2.35	3.14	3.92	5.49	8.63	14.91	24.32	44.72	82.38	156.92
\$175,000	2.42	2.42	3.23	4.04	5.65	8.88	15.35	25.04	46.04	84.81	161.54
\$180,000	2.49	2.49	3.32	4.15	5.82	9.14	15.78	25.75	47.35	87.23	166.15
\$185,000	2.56	2.56	3.42	4.27	5.98	9.39	16.22	26.47	48.67	89.65	170.77
\$190,000	2.63	2.63	3.51	4.38	6.14	9.65	16.66	27.18	49.98	92.08	175.38
\$195,000	2.70	2.70	3.60	4.50	6.30	9.90	17.10	27.90	51.30	94.50	180.00
\$200,000	2.77	2.77	3.69	4.62	6.46	10.15	17.54	28.62	52.62	96.92	184.62
\$205,000	2.84	2.84	3.78	4.73	6.62	10.41	17.98	29.33	53.93	99.35	189.23
\$210,000	2.91	2.91	3.88	4.85	6.78	10.66	18.42	30.05	55.25	101.77	193.85
\$215,000	2.98	2.98	3.97	4.96	6.95	10.92	18.85	30.76	56.56	104.19	198.46
\$220,000	3.05	3.05	4.06	5.08	7.11	11.17	19.29	31.48	57.88	106.62	203.08

Rates

Coverage amounts	Age and cost										
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$225,000	3.12	3.12	4.15	5.19	7.27	11.42	19.73	32.19	59.19	109.04	207.69
\$230,000	3.18	3.18	4.25	5.31	7.43	11.68	20.17	32.91	60.51	111.46	212.31
\$235,000	3.25	3.25	4.34	5.42	7.59	11.93	20.61	33.62	61.82	113.88	216.92
\$240,000	3.32	3.32	4.43	5.54	7.75	12.18	21.05	34.34	63.14	116.31	221.54
\$245,000	3.39	3.39	4.52	5.65	7.92	12.44	21.48	35.05	64.45	118.73	226.15
\$250,000	3.46	3.46	4.62	5.77	8.08	12.69	21.92	35.77	65.77	121.15	230.77
\$255,000	3.53	3.53	4.71	5.88	8.24	12.95	22.36	36.48	67.08	123.58	235.38
\$260,000	3.60	3.60	4.80	6.00	8.40	13.20	22.80	37.20	68.40	126.00	240.00
\$265,000	3.67	3.67	4.89	6.12	8.56	13.45	23.24	37.92	69.72	128.42	244.62
\$270,000	3.74	3.74	4.98	6.23	8.72	13.71	23.68	38.63	71.03	130.85	249.23
\$275,000	3.81	3.81	5.08	6.35	8.88	13.96	24.12	39.35	72.35	133.27	253.85
\$280,000	3.88	3.88	5.17	6.46	9.05	14.22	24.55	40.06	73.66	135.69	258.46
\$285,000	3.95	3.95	5.26	6.58	9.21	14.47	24.99	40.78	74.98	138.12	263.08
\$290,000	4.02	4.02	5.35	6.69	9.37	14.72	25.43	41.49	76.29	140.54	267.69
\$295,000	4.08	4.08	5.45	6.81	9.53	14.98	25.87	42.21	77.61	142.96	272.31
\$300,000	4.15	4.15	5.54	6.92	9.69	15.23	26.31	42.92	78.92	145.38	276.92
\$305,000	4.22	4.22	5.63	7.04	9.85	15.48	26.75	43.64	80.24	147.81	281.54
\$310,000	4.29	4.29	5.72	7.15	10.02	15.74	27.18	44.35	81.55	150.23	286.15
\$315,000	4.36	4.36	5.82	7.27	10.18	15.99	27.62	45.07	82.87	152.65	290.77
\$320,000	4.43	4.43	5.91	7.38	10.34	16.25	28.06	45.78	84.18	155.08	295.38
\$325,000	4.50	4.50	6.00	7.50	10.50	16.50	28.50	46.50	85.50	157.50	300.00
\$330,000	4.57	4.57	6.09	7.62	10.66	16.75	28.94	47.22	86.82	159.92	304.62
\$335,000	4.64	4.64	6.18	7.73	10.82	17.01	29.38	47.93	88.13	162.35	309.23
\$340,000	4.71	4.71	6.28	7.85	10.98	17.26	29.82	48.65	89.45	164.77	313.85
\$345,000	4.78	4.78	6.37	7.96	11.15	17.52	30.25	49.36	90.76	167.19	318.46
\$350,000	4.85	4.85	6.46	8.08	11.31	17.77	30.69	50.08	92.08	169.62	323.08
\$355,000	4.92	4.92	6.55	8.19	11.47	18.02	31.13	50.79	93.39	172.04	327.69
\$360,000	4.98	4.98	6.65	8.31	11.63	18.28	31.57	51.51	94.71	174.46	332.31
\$365,000	5.05	5.05	6.74	8.42	11.79	18.53	32.01	52.22	96.02	176.88	336.92
\$370,000	5.12	5.12	6.83	8.54	11.95	18.78	32.45	52.94	97.34	179.31	341.54
\$375,000	5.19	5.19	6.92	8.65	12.12	19.04	32.88	53.65	98.65	181.73	346.15
\$380,000	5.26	5.26	7.02	8.77	12.28	19.29	33.32	54.37	99.97	184.15	350.77
\$385,000	5.33	5.33	7.11	8.88	12.44	19.55	33.76	55.08	101.28	186.58	355.38
\$390,000	5.40	5.40	7.20	9.00	12.60	19.80	34.20	55.80	102.60	189.00	360.00
\$395,000	5.47	5.47	7.29	9.12	12.76	20.05	34.64	56.52	103.92	191.42	364.62
\$400,000	5.54	5.54	7.38	9.23	12.92	20.31	35.08	57.23	105.23	193.85	369.23
\$405,000	5.61	5.61	7.48	9.35	13.08	20.56	35.52	57.95	106.55	196.27	373.85
\$410,000	5.68	5.68	7.57	9.46	13.25	20.82	35.95	58.66	107.86	198.69	378.46
\$415,000	5.75	5.75	7.66	9.58	13.41	21.07	36.39	59.38	109.18	201.12	383.08
\$420,000	5.82	5.82	7.75	9.69	13.57	21.32	36.83	60.09	110.49	203.54	387.69
\$425,000	5.88	5.88	7.85	9.81	13.73	21.58	37.27	60.81	111.81	205.96	392.31
\$430,000	5.95	5.95	7.94	9.92	13.89	21.83	37.71	61.52	113.12	208.38	396.92
\$435,000	6.02	6.02	8.03	10.04	14.05	22.08	38.15	62.24	114.44	210.81	401.54
\$440,000	6.09	6.09	8.12	10.15	14.22	22.34	38.58	62.95	115.75	213.23	406.15
\$445,000	6.16	6.16	8.22	10.27	14.38	22.59	39.02	63.67	117.07	215.65	410.77
\$450,000	6.23	6.23	8.31	10.38	14.54	22.85	39.46	64.38	118.38	218.08	415.38
\$455,000	6.30	6.30	8.40	10.50	14.70	23.10	39.90	65.10	119.70	220.50	420.00
\$460,000	6.37	6.37	8.49	10.62	14.86	23.35	40.34	65.82	121.02	222.92	424.62
\$465,000	6.44	6.44	8.58	10.73	15.02	23.61	40.78	66.53	122.33	225.35	429.23
\$470,000	6.51	6.51	8.68	10.85	15.18	23.86	41.22	67.25	123.65	227.77	433.85
\$475,000	6.58	6.58	8.77	10.96	15.35	24.12	41.65	67.96	124.96	230.19	438.46

Rates

Coverage amounts	Age and cost										
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
\$480,000	6.65	6.65	8.86	11.08	15.51	24.37	42.09	68.68	126.28	232.62	443.08
\$485,000	6.72	6.72	8.95	11.19	15.67	24.62	42.53	69.39	127.59	235.04	447.69
\$490,000	6.78	6.78	9.05	11.31	15.83	24.88	42.97	70.11	128.91	237.46	452.31
\$495,000	6.85	6.85	9.14	11.42	15.99	25.13	43.41	70.82	130.22	239.88	456.92
\$500,000	6.92	6.92	9.23	11.54	16.15	25.38	43.85	71.54	131.54	242.31	461.54

Child - Coverage and **bi-weekly** cost for Child Voluntary Life.

Rates are effective as of January 01, 2026.

The chart below shows possible coverage amounts and their **bi-weekly** costs.

Coverage amounts	Cost per pay period
\$10,000	0.46

Accidental Death and Dismemberment (AD&D) insurance

Augusta Health Care, Inc. | 966826

Protect your savings and your family

A serious accident can change the course of your life and leave you and the people you love with unexpected expenses. AD&D insurance provides financial protection if you or anyone on your plan suffers from a covered accidental injury or accidental death.

How it works

You have the opportunity to purchase additional Accidental Death & Dismemberment (AD&D) insurance, beyond what your employer has provided for you.

You are responsible for paying all or a portion of the cost.

Benefits

For you	You can choose from \$10,000 to \$500,000 —in increments of \$10,000, not to exceed 7 times your basic annual earnings. Benefits are reduced to 50% at age 70. Coverage ends at termination of employment or retirement.
For your spouse	If you elect coverage for yourself, you can choose \$5,000 to \$500,000 —in increments of \$5,000 . (Not to exceed 100% of your Elected amount.) Benefits are reduced to 50% when your spouse turns age 70. Benefit may be reduced when the employee benefit amount is reduced.
For your child(ren)	If you elect coverage for yourself, you can choose \$10,000 . (Not to exceed 100% of your Elected amount.) Benefit may be reduced when the employee benefit amount is reduced. A full benefit is payable for a dependent child from birth to 26 years old.



Reasons why you may need AD&D insurance



Provide financial support for you or others



Pay household expenses



Hire help for child or elder care



Funeral or medical expenses

You or your beneficiaries can use the benefit to pay for injury-related expenses or to help replace lost income—however way the money is needed.

Covered accidental injuries

You may receive up to 100% of your AD&D coverage amount for losses resulting from one accident, such as paralysis, speech or hearing loss, or thumb and index finger loss. If a covered accident results in your death, your beneficiary will receive 100% of your AD&D coverage amount.

This chart shows a partial list of AD&D insurance benefit amounts as a percentage of coverage. You may refer to the certificate for the full list of covered accidental injuries.

Benefits

Accidental injury	The plan pays
Accidental death	100%
Quadriplegia	100%
Loss of sight of one eye	50%
Loss of speech only or hearing only	50%
Loss of limb (arm or leg)	50%
Loss of thumb and index finger on the same hand	25%

Accidental Death and Dismemberment FAQ

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue group coverage when your employment terminates. Your employer can advise you about your options.

How is my benefit claim filed and paid?

In the event of your accidental death or injury, you or your beneficiary(ies) and your employer will complete

the appropriate claims forms and submit these to Sun Life. Our claims examiners review the claim and gather additional information if necessary. We will notify you or your beneficiaries when the decision is made. If your death claim is approved, beneficiaries may elect to receive a lump sum payment or to have the benefit paid into an account where the funds accumulate interest and can be withdrawn at any time. (State restrictions apply, and options may vary by state.) If your AD&D claim for an accidental injury is approved, the benefit amount will be paid directly to you.

Read the important plan provisions section for more information including limitations and exclusions.

Important information

The following coverage(s) do not constitute comprehensive health insurance (often referred to as "major medical coverage"). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to the Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Accidental Death and Dismemberment

We will not pay a benefit that is due to or results from: suicide while sane or insane; injuring oneself intentionally; committing or attempting to commit an assault, felony or other criminal act; war or an act of war; active participation in a riot, rebellion or insurrection; voluntary use of any controlled substance/illegal drugs; operation of a motorized vehicle while intoxicated; bodily or mental infirmity or disease or infection unless due to an accidental injury; riding in or driving any motor-driven vehicle in a race, stunt show, or speed test.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life").

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 98P-ADD, 12-GP-01, 15-GP-01, 15-LF-C-01, 15-ADD-C-01, 16-DEN-C-01, 16-VIS-C-01, 12-DI-C-01, 16-DI-C-01, 12-AC-C-01, 16-AC-C-01, 13-SD-C-01, 16-SD-C-01, 16-CAN-C-01, 20-HI-C-01, 12-GPPort-P-01, 20-HIPORT-C-01, TDBPOLICY-2006, and TDI-POLICY.

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GVBH-EE-8384

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Rate Sheet

Employee - Coverage and bi-weekly cost for employee Voluntary AD&D.

Rates are effective as of January 01, 2026.

The chart below shows possible coverage amounts and the corresponding costs per bi-weekly pay period.

Coverage Amounts	Cost per Bi-Weekly pay period
\$10,000	0.06
\$20,000	0.12
\$30,000	0.18
\$40,000	0.24
\$50,000	0.30
\$60,000	0.36
\$70,000	0.42
\$80,000	0.48
\$90,000	0.54
\$100,000	0.60
\$110,000	0.66
\$120,000	0.72
\$130,000	0.78
\$140,000	0.84
\$150,000	0.90
\$160,000	0.96
\$170,000	1.02
\$180,000	1.08
\$190,000	1.14
\$200,000	1.20
\$210,000	1.26
\$220,000	1.32
\$230,000	1.38
\$240,000	1.44
\$250,000	1.50
\$260,000	1.56
\$270,000	1.62
\$280,000	1.68
\$290,000	1.74
\$300,000	1.80
\$310,000	1.86
\$320,000	1.92
\$330,000	1.98
\$340,000	2.04
\$350,000	2.10
\$360,000	2.16
\$370,000	2.22
\$380,000	2.28
\$390,000	2.34
\$400,000	2.40
\$410,000	2.46
\$420,000	2.52
\$430,000	2.58
\$440,000	2.64
\$450,000	2.70
\$460,000	2.76
\$470,000	2.82
\$480,000	2.88
\$490,000	2.94
\$500,000	3.00

Rate Sheet

Spouse - Coverage and **bi-weekly** cost for spouse Voluntary AD&D.

Rates are effective as of January 01, 2026.

The chart below shows possible coverage amounts and the corresponding costs per bi-weekly pay period.

Coverage Amounts	Cost per Bi-Weekly pay period
\$5,000	0.03
\$10,000	0.07
\$15,000	0.10
\$20,000	0.13
\$25,000	0.16
\$30,000	0.19
\$35,000	0.23
\$40,000	0.26
\$45,000	0.29
\$50,000	0.32
\$55,000	0.36
\$60,000	0.39
\$65,000	0.42
\$70,000	0.45
\$75,000	0.48
\$80,000	0.52
\$85,000	0.55
\$90,000	0.58
\$95,000	0.61
\$100,000	0.65
\$105,000	0.68
\$110,000	0.71
\$115,000	0.74
\$120,000	0.78
\$125,000	0.81
\$130,000	0.84
\$135,000	0.87
\$140,000	0.90
\$145,000	0.94
\$150,000	0.97
\$155,000	1.00
\$160,000	1.03
\$165,000	1.07
\$170,000	1.10
\$175,000	1.13
\$180,000	1.16
\$185,000	1.20
\$190,000	1.23
\$195,000	1.26
\$200,000	1.29
\$205,000	1.32
\$210,000	1.36
\$215,000	1.39
\$220,000	1.42
\$225,000	1.45
\$230,000	1.49
\$235,000	1.52
\$240,000	1.55
\$245,000	1.58
\$250,000	1.62

\$255,000	1.65
\$260,000	1.68
\$265,000	1.71
\$270,000	1.74
\$275,000	1.78
\$280,000	1.81
\$285,000	1.84
\$290,000	1.87
\$295,000	1.91
\$300,000	1.94
\$305,000	1.97
\$310,000	2.00
\$315,000	2.04
\$320,000	2.07
\$325,000	2.10
\$330,000	2.13
\$335,000	2.16
\$340,000	2.20
\$345,000	2.23
\$350,000	2.26
\$355,000	2.29
\$360,000	2.33
\$365,000	2.36
\$370,000	2.39
\$375,000	2.42
\$380,000	2.46
\$385,000	2.49
\$390,000	2.52
\$395,000	2.55
\$400,000	2.58
\$405,000	2.62
\$410,000	2.65
\$415,000	2.68
\$420,000	2.71
\$425,000	2.75
\$430,000	2.78
\$435,000	2.81
\$440,000	2.84
\$445,000	2.88
\$450,000	2.91
\$455,000	2.94
\$460,000	2.97
\$465,000	3.00
\$470,000	3.04
\$475,000	3.07
\$480,000	3.10
\$485,000	3.13
\$490,000	3.17
\$495,000	3.20
\$500,000	3.23

Rate Sheet

Child(ren) - Coverage and **bi-weekly** cost for child Voluntary AD&D.

Rates are effective as of January 01, 2026.

The chart below shows possible coverage amounts and the corresponding costs per bi-weekly pay period.

Coverage Amounts	Cost per Bi- Weekly pay period
\$10,000	0.19



Global Emergency Assistance Services

The global emergency assistance program provided by Assist America® connects you to qualified healthcare providers, hospitals, pharmacies and other services if you experience an emergency while traveling 100 miles away from home or outside the country for up to 90 days.



Medical Emergency Assistance



Medical Consultation, Evaluation, & Referrals

Assist America's 24/7 Operations Center is staffed by multilingual assistance personnel to immediately support with recommendations for any emergency.



Medical Monitoring

Assist America's support team will closely monitor the course of treatment, and maintain regular communication with patients, their families, and the associated medical staff.



Emergency Medical Evacuation

If appropriate care is not available, Assist America will safely evacuate the member to the nearest qualified medical facility.



Foreign Hospital Admission Assistance

Assist America fosters prompt hospital admission by validating the member's health insurance as needed to the hospital. The member must repay funds within 45 days.



Medical Repatriation

When confirmed to be medically necessary, Assist America provides commercial transportation to home or to a rehabilitation facility proximate to the member's residence, with a medical or non-medical escort as required.



Prescription Assistance

When a prescription is lost or left behind, Assist America will reach out to the prescribing physician and work with a local pharmacy to replace the member's medicine. The prescription cost is the member's responsibility.

Travel Emergency Assistance



Care of Minor Children

If an injured member has minor children left unattended, Assist America will pay for them to return home to a family member, or will arrange for childcare at home.



Compassionate Visit

If the member is traveling alone and is expected to be hospitalized for more than seven days, Assist America will arrange and pay for a selected family member or a friend to join the patient.



Return of Vehicle

Assist America will arrange and pay for the member's fully-operable and non-commercial vehicle to be returned home when necessary due to the member's medical emergency.



Return of Mortal Remains

In the event of a member passing away, Assist America will arrange and pay for the required documents, preparation, and transport of the remains to a funeral home near the member's place of residence.



Pre-Trip Information

Members can review country profiles, visa requirements, immunization regulations, security advisories directly from the Assist America website and Mobile App, as well as calling into our Operations Center for additional assistance.



Other emergency assistance services include: **Lost Luggage and Document Assistance, Legal & Interpreter Referrals, Emergency Message Transmission, Emergency Trauma Counseling & Emergency Cash & Bail Bond Coordination**

ID Theft Protection Services

Assist America offers prevention and resolution tools to safeguard your data and restore its integrity if it is used fraudulently. These services include:

24/7 Access to Identity Protection Experts

You have 24/7 direct emergency access to ID Theft Protection experts who can provide guidance in dealing with identity fraud issues.

Credit Card and Document Registration

Register your details using our secure website to store information from credit cards, banks and other important document in a single, centralized and secured location.

Loss & Stolen Card Assistance

Assist America arranges for notification to credit and debit card issuers that a card has been lost or stolen, for all such issuers who accept third party notifications. This Service requires advance registration of up to ten (10) debit or credit cards by the member.

24/7 Identity Fraud Support

If you are a victim of identity fraud, a dedicated ID Theft Protection expert will guide you in mitigating the consequences of the fraud. Your caseworker will also notify credit and debit card issuers if your credit or debit card(s) is lost or stolen.

1-877-409-9597 (Within the US)

Access Code:

1-816-396-9192 (Outside the US)

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How to Activate Services

To activate the services, contact Assist America at:

- Use the Tap for Help Button on the Mobile App
- 1-800-872-1414 (Within the US)
- 1-609-986-1234 (Outside the US)
- Email medservices@assistamerica.com

Your Assist America Reference Number is:

01-AA-SUL-100101

Conditions & Limitations:

Assist America pays for all the transportation services it arranges. Requests for reimbursement for medical transport or other services arranged independently by the member will not be accepted. Assist America is not responsible for the cost of medical treatments and other non-medical services received by the member upon a referral made by Assist America.

Assist America will not provide services in the following instances:

- Travel undertaken specifically for securing medical treatment
- Injuries resulting from participation in acts of war or insurrection
- Commission of unlawful act(s)
- Attempt at suicide
- Incidents involving the use of drugs unless prescribed by a physician
- Transfer of member from one medical facility to another medical facility of similar capabilities and providing a similar level of care
- Trips exceeding 90 days away from legal residence

Assist America will not evacuate or repatriate a member:

- Without medical authorization
- With mild lesions, simple injuries such as sprains, simple fractures, or mild sickness which can be treated by local doctors and do not prevent the member from continuing his/her trip or returning home
- With a pregnancy beyond the 28th week

Download the Mobile App

Access a wide range of global emergency assistance services from your phone by downloading the Assist America Mobile App. Enter your Assist America Reference Number to set up the App:

01-AA-SUL-100101

► Tap for Help

Tap-to-call Assist America's 24/7 Operations Center

► Voice Over Internet Protocol (VoIP)

Avoid international phone charges by calling Assist America for free using a Wi-Fi connection

► Pre-Trip Information

Access detailed country-specific information to prepare for your trip

► Travel Alerts

Receive alerts on urgent global situations that may impact travel

► Travel Status Indicator

A GPS feature letting you know when you are eligible for services

► Embassy Locator

Locate the nearest embassy/consulate of 23 countries

► Mobile ID Card

Your Assist America ID card is conveniently stored within the app

► Available in 7 languages

The app is available in English, Spanish, Arabic, Mandarin, Thai, Bahasa, and French



**Available on Google Play
and the App Store**



- With mental or nervous disorders unless hospitalized
- Spouse traveling on business

While assistance services are available worldwide, transportation response time is directly related to the location/jurisdiction where an event occurs. Assist America is not responsible for failing to provide services or for delays in the delivery of services caused by strikes or conditions beyond its control, including by way of example and not by limitation, weather conditions, availability of airports, flight conditions, availability of hyperbaric chambers, communications systems, or where rendering of service is limited or prohibited by local laws.

All consulting physicians and attorneys are independent contractors and not under the control or responsibility of Assist America.

Value-added services are not available in New York. Value-added services are not insurance, are offered only on specific lines of coverage, and carry a separate charge, which is added to the cost of the insurance. The cost is included in the total amount billed. Emergency Travel Assistance is provided by Assist America®. Identity Theft Protection is provided by SecurAssist®, an Assist America program. Sun Life is not responsible or liable for care, services, or advice given by any provider or vendor of the Services. Sun Life reserves the right to discontinue any of the Services at any time. Employers who provide group insurance coverage and make available value added services within an I.R.C. Section 125 cafeteria plan should consult a tax professional to determine whether those services are Qualified Benefits for Section 125 plans. In all states except New York, group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA). GVASBCH-EE-039 SLPC #1310792942

Accident Insurance



You can purchase this coverage for you and your family. Child coverage is available to age 26.

► HELPS YOUR FINANCES AFTER A MISHAP.

When you, your spouse or child has a covered accident, like a fall from a bicycle that requires medical attention, you can receive cash benefits to help cover the unexpected costs.

► HELPS COVER RELATED EXPENSES.

While health plans may cover direct costs associated with an accident, you can use accident benefits to help cover related expenses like lost income, child care, deductibles and co-pays.

► PAYS CASH BENEFITS DIRECTLY TO YOU.

Accident Insurance can be used however you want, and it pays in addition to any other coverage you may already have. Benefits are payable directly to you. And get this – there are no health questions or pre-existing conditions limitations.

What's more, all family members on your plan are eligible for a wellness-screening benefit, also paid directly to you once each year per covered person.

ACCIDENT FAST FACTS

Falls
are the leading cause of injuries treated in emergency rooms every year, for people of all ages.¹

This coverage pays benefits whether your covered accident happens at work, at home, or away (also known as 24-hour coverage).

You also get Emergency Travel Assistance and Identity Theft Protection

AUGUSTA HEALTH CARE, INC.

All Eligible Employees

POLICY # 966840

Sun Life Assurance Company of Canada

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What's covered

Once your coverage goes into effect, you can file a claim for covered accidents that occur after your insurance plan's effective date. Unless otherwise specified, benefits are payable only once for each covered accident, as applicable. The full list of benefits is listed here.

DISLOCATIONS	OPEN (SURGERY)	CLOSED (NO SURGERY)
Hip	\$8,000	\$4,000
Knee, ankle, or bones of the foot	\$3,000	\$1,500
Elbow, wrist, Shoulder, Collarbone, bones of the hand or Lower jaw	\$2,000	\$1,000
Finger(s) or toe(s)	\$500	\$250
FRACTURES	OPEN (SURGERY)	CLOSED (NO SURGERY)
Hip or thigh	\$8,000	\$4,000
Skull-depressed	\$16,000	\$8,000
Skull-simple, Leg, Vertebrae or Sternum	\$4,000	\$2,000
Vertebral processes, Bones of the face, Nose, Upper jaw, upper arm, Lower jaw, Collarbone, Shoulder, Forearm, Hand, Wrist, Foot, Ankle, Kneecap, Elbow, Heel or Multiple ribs	\$1,500	\$750
Pelvis	\$2,400	\$1,200
Rib, Finger or Toe	\$600	\$300
Coccyx	\$800	\$400
ADDITIONAL INJURIES		
Eye Injury - surgical repair	\$500	
Eye Injury - object remove	\$300	
Brain injury	\$500	
Paralysis—paraplegia	\$25,000	
Paralysis—quadriplegia	\$50,000	
Coma	\$10,000	
Concussion	\$200	
BURNS	2ND DEGREE	3RD DEGREE
21-40 square centimeters	\$300	\$750
41-65 square centimeters	\$600	\$1,500
66-160 square centimeters	\$800	\$4,500
161-225 square centimeters	\$1,200	\$10,000
More than 225 square centimeters	\$2,000	\$15,000
Skin graft	50% of the applicable Burn Benefit	
LACERATIONS		
No sutures and treated by doctor	\$35	
Single laceration under 5 cm with sutures	\$65	
5-15 cm with sutures (total of all lacerations)	\$250	
Greater than 15 cm with sutures (total of all lacerations)	\$700	

MEDICAL SERVICES	
Diagnostic Exam - Arteriogram, Angiogram, CT, CAT, EKG, EEG, or MRI (1 time per benefit year)	\$200
Diagnostic Exam - X-ray (1 time per covered accident)	\$200
Accident Emergency Treatment, non-emergency room (once per covered accident)	\$150
Physician's Follow-up Treatment office visit (per visit, up to 6 times per covered accident)	\$100
Physical Therapy (per visit up to 10 visits per covered accident)	\$50
Medical Devices	\$200
Epidural Pain Management (up to 2 times per covered accident)	\$100
Prescription drug	\$35
Prosthesis (one)	\$750
Prosthesis (two)	\$1,500
Blood, Plasma, or Platelet Transfusion	\$400
HOSPITAL	
Hospital Admission (once per benefit year)	\$1,000
Hospital Confinement (per day up to 365 days per covered accident)	\$200
Intensive Care Unit Admission (once per Benefit Year; payable instead of Hospital Admission benefit if Confined immediately to ICU)	\$2,000
Intensive Care Unit Confinement (per day up to 15 days, payable in addition to any Hospital Confinement benefit)	\$200
Ambulance (Ground)	\$400
Ambulance (Air)	\$1,500
Emergency Room Admission	\$150
Family Lodging (per day up to 30 days per benefit year)	\$100
Transportation (100 or more miles up to 3 times per covered accident)	\$600
Rehabilitation Unit (per day up to 30 days per covered accident)	\$200
SURGERY	
Miscellaneous Surgery requiring general anesthesia (not covered by any other benefit)	\$750
Open Surgery	\$2,500
Exploratory Surgery or Debridement	\$250
Tendon/Ligament/Rotator Cuff Tear	\$750
Torn Knee Cartilage	\$750
Ruptured/Herniated Disc	\$1,250
EMERGENCY DENTAL	
Emergency Dental extraction	\$100
Emergency Dental crown	\$300
WELLNESS	
Wellness Screening Benefit (once per benefit year)	\$50

LIFE AND DISMEMBERMENT LOSSES*	
Accidental Death	\$50,000
Accidental Death Common Carrier (pays an additional benefit if accidental death occurs while traveling as a fare-paying passenger on a public conveyance)	\$100,000
Catastrophic Loss: Both arms or both hands, both legs or both feet, one hand and one foot or one arm and one leg, or irrecoverable loss of sight of both eyes	\$25,000
Loss of one hand, foot, leg, or arm	\$15,000
Loss of sight of one eye or loss of one eye	\$15,000
Two or more fingers or toes	\$3,000
One finger or one toe	\$1,500
Loss of hearing of one ear or loss of one ear	\$5,000

*Benefits displayed for life and dismemberment are for the employee only. Spouse benefits are 100% of the employee benefit amount for death and 100% of the employee benefit amount for dismemberment. Dependent children benefits are 50% of the employee benefit amount for death and 50% of the employee benefit amount for dismemberment.

Frequently asked questions

How do I file an accident claim?

If you have an accident after the effective date of coverage, you can file a claim with us by downloading forms from our website. We'll ask that you and your doctor provide information about the accident and the treatment provided.

What happens once my claim is approved?

The benefit amount you receive will depend on your injury and/or the treatment provided. Remember, benefits are payable only once for each covered accident, unless noted otherwise in the benefit schedule.

Is there a time period that I need to follow?

Injuries and other related benefits due to a covered accident must be diagnosed or treated within a defined period of time from the date of your accident. This could be as few as three days for certain benefits. Please refer to your Certificate for details.

How do I get the Wellness Screening Benefit?

You may be paid the benefit when you or a covered family member submit proof of a covered screening each year, like specific blood tests and cancer screenings, cardiac stress tests, immunizations, school sports exams and more (may vary by state). Our wellness screening benefit claim form can also be downloaded from our website.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue group coverage when your employment terminates. Your employer can advise you about your options.

Is my benefit taxable?

If you or your employer pay for all or part of the cost of coverage on a pre-tax basis, some or all of your benefit amount will be tax reported on a Form 1099 as taxable income. Please reach out to a tax advisor or your employer if you have any questions.

Accident insurance is a limited benefit policy. The Certificate has exclusions that may affect any benefits payable. Benefits payable are subject to all terms and conditions of your Certificate.

1. "Health, United States, 2016," US Department of Health and Human Services, Table 75.

Read the *Important information* section for more details including limitations and exclusions.

Important information

The following coverage(s) do not constitute comprehensive health insurance (often referred to as "major medical coverage"). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to your Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see your Certificate or ask your benefits administrator for details.

Accident

We will not pay a benefit that is due to or results from: suicide while sane or insane; intentionally self-inflicted injuries; committing or attempting to commit an assault, felony or other criminal act; war or an act of war; active participation in a riot, rebellion or insurrection; voluntary use of any controlled substance/illegal drugs; operation of a motorized vehicle while intoxicated; if you do not submit proof of your loss as required by us (this covers medical examination, continuing care, death certificate, medical records, etc.); incarceration; engaging in hang-gliding, bungee jumping, parachuting, sail gliding, parasailing, parakiting or mountaineering; participating in or practicing for any semi-professional or professional competitive athletic contest in which any compensation is received, including coaching or officiating; injuries sustained from commercial air transportation other than riding as a fare paying passenger;

work-related illness or injuries unless you are enrolled in 24-hour coverage.

Information about services offered

Value-added services are not insurance, are offered only on specific lines of coverage and carry a separate charge, which is added to the cost of the insurance. The cost is included in the total amount billed. Emergency Travel Assistance is provided by Assist America®. Identity Theft Protection is provided by SecurAssist®, an Assist America program. The entities that provide the value-added services are not subcontractors of Sun Life and Sun Life is not responsible or liable for the care, services, or advice provided by them. Sun Life reserves the right to discontinue any of the Services at any time.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life").

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 12-GP-01, 12-AC-C-01, 15-GP-01 and 16-AC-C-01.

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Rates

Coverage and **bi-weekly** cost for Accident.

Rates are effective as of January 1, 2026.

Accident coverage is contributory. You are responsible for paying for all or a part of the cost through payroll deduction.

Coverage	Cost per pay period*
Employee	\$5.71
Employee + Spouse	\$8.39
Employee + Child(ren)	\$9.78
Employee + Family	\$12.45

*Contact your employer to confirm your part of the cost.

Critical Illness Insurance

► HELPS PROTECT YOUR FINANCES FROM AN ILLNESS.

When you, your spouse or child is diagnosed with a covered condition, you can receive a cash benefit to help pay unexpected costs not covered by your health plan.

► HELPS COVER RELATED EXPENSES.

While health plans may cover direct costs associated with a critical illness, you can use your benefit to help with related expenses like lost income, child care, travel to and from treatment, deductibles and co-pays.

► PAYS A CASH BENEFIT DIRECTLY TO YOU.

Critical Illness insurance can be used however you want, and it pays in addition to any other coverage you may already have.

What's more, all family members on your plan are eligible for a wellness-screening benefit, also paid directly to you once each year per covered person.

Included:

Health Navigator Help

Line for expert guidance with health needs and medical billing questions.

BENEFITS (You can purchase this coverage at a group rate.)

For you	You can choose between \$10,000 and \$40,000 of coverage, in increments of \$10,000. No medical questions asked.
For your spouse	If you elect coverage for yourself, you can choose between \$10,000 and \$40,000 of coverage, in increments of \$10,000. No medical questions asked. Not to exceed 100% of your coverage amount.
For your child(ren)	If you elect coverage for yourself, you can choose between \$5,000 and \$20,000 of coverage, in increments of \$5,000. No medical questions asked. Not to exceed 50% of your coverage amount. An eligible child is defined as your child from birth to age 26.

AUGUSTA HEALTH CARE, INC.

All Eligible Employees

POLICY #: 966840

What's covered

Once your coverage goes into effect, you can file a claim for covered conditions diagnosed after your insurance plan's effective date. Below is the full list of conditions.

COVERED CONDITIONS – <i>The plan pays 100% of the benefit amount unless stated otherwise.</i>		
Core Conditions	Heart Attack ^R End-Stage Kidney Disease ^R Occupational HIV/Hepatitis B, C, or D Major Organ Failure ^R	Stroke ^R Coronary Artery Bypass Graft ^R (Pays 25%) Angioplasty ^R (Pays 5%)
Cancer Conditions	Invasive Cancer ^R Noninvasive Cancer ^R (Pays 25%) Skin Cancer ^R (Pays 5%)	
Other Conditions	Complete Blindness Complete Loss of Hearing Loss of Speech Benign Brain Tumor Coma	Severe Burns Advanced ALS/Lou Gehrig's Disease Advanced Parkinson's Disease (Pays 25%) Advanced Alzheimer's Disease (Pays 25%) Paralysis
Childhood Conditions <i>Applies to dependent children only</i>	Down Syndrome Cystic Fibrosis Type 1 Diabetes Mellitus Complex Congenital Heart Disease	Cerebral Palsy Cleft Lip/Palate Muscular Dystrophy Spina Bifida
Wellness Screening Benefit	Payable to any covered person on your plan one time each year, once you provide proof of an eligible health screening.	Employee \$50 Spouse \$50 Child \$50

^R = Recurrence Benefit available

When would I need the Recurrence Benefit?

Sometimes people are diagnosed with the same condition twice. If this happens to you, and 12 consecutive months have passed between the first and second diagnoses, we'll pay you an additional benefit (the amount of which is noted in your Certificate). Only the conditions marked (R) in the table above are eligible for the Recurrence Benefit. Once a Recurrence Benefit has been paid, no additional benefit will be paid for that critical illness.

Frequently asked questions

Do I need to answer any health questions to enroll?

If you contribute to the cost of your insurance, you may need to complete health questions if you don't elect coverage when it's first available to you and you want to elect at a later date, or if you want to increase coverage. To answer health questions, please fill out our Evidence of Insurability application. Health questions must be approved by Sun Life before coverage takes effect. Please see your Certificate for details.

How do I file a critical illness claim?

If you have a diagnosis after the effective date of coverage, you can file a claim with us by downloading forms from our website. We'll ask that you and your doctor provide information about your medical condition.

How do I get the Wellness Screening Benefit?

You may be paid the benefit when you or a covered family member submit proof of a covered screening each year, like specific blood tests, cancer screenings, cardiac stress tests, immunizations, school sports exams and more (may vary by state). The claim form can also be downloaded from our website.

Can I receive benefits for more than one critical illness?

Yes. In order to receive benefits for more than one critical illness, there must be at least 6 consecutive months between each diagnosis date. You can only claim benefits once for each covered condition unless a recurrence benefit is payable.

How is my benefit taxed?

If you or your employer pay for all or part of the cost of coverage on a pre-tax basis, some or all of your benefit amount will be tax reported on a Form 1099 as taxable income. Please reach out to a tax advisor or your employer if you have any questions.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue coverage when your employment terminates. Your employer can advise you about your options.

CRITICAL ILLNESS FAST FACT

Most heart attack victims are middle-aged or older; the risk of a heart attack climbs for men after age 45 and for women after age 55.**

**"What Are Your Odds of a Heart Attack?" health.com, June 2018.

Critical Illness insurance is a limited benefit policy. The certificate has exclusions, limitations and benefit waiting periods for certain conditions that may affect any benefits payable. Benefits payable are subject to all terms and conditions of the certificate.

Read the *Important information* section for more details including limitations and exclusions.

Important information

The following coverage(s) do not constitute comprehensive health insurance (often referred to as "major medical coverage"). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to your Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see your Certificate or ask your benefits administrator for details.

Critical Illness

We will not pay a benefit that is due to or results from services, treatment or complications not included in the Benefit Highlights; provided by an immediate family member; or unrelated to a Critical Illness/Specified Disease. These include an autologous bone marrow transplant, suicide, attempted suicide or intentionally self inflicted injuries, elective plastic or cosmetic surgery, active military duty, war, any act of war, or your active duty in any armed service during a time of war (excluding during acts of terrorism); your active participation in a riot, rebellion or insurrection; committing or attempting to commit an assault, felony or other criminal act; engaging in dangerous conduct or hazardous activity where there is a likelihood of death or serious injury; being incarcerated in a penal institution of any kind; being legally intoxicated or under the influence of any narcotic, unless taken on the advice of a physician and taken as prescribed.

Covered conditions have specific diagnostic criteria that must be met (along with supporting documentation) for a benefit to be paid. For additional information regarding covered conditions, please request an outline of coverage.

This product is inappropriate for individuals who are eligible for Medicaid coverage.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life"). Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 12-GP-01, 15-GP-01, 12-SD-C-01, and 16-SD-C-01.

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GVBH-EE-8384

SLPC 29579

Rates

Rates are effective as of June 15, 2024.

The chart below shows possible coverage amounts and their **bi-weekly** costs.

Find your age bracket (as of the effective date of coverage) to see the cost for the coverage amount you choose.

Employee Critical Illness – Non-Tobacco rates | Age and cost – pay period (bi-weekly) premium

Coverage amounts	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
\$10,000	1.98	1.94	2.63	3.46	5.22	7.15	9.69	13.06	18.42	25.29	35.63	35.45
\$20,000	3.97	3.88	5.26	6.92	10.43	14.31	19.38	26.12	36.83	50.58	71.26	70.89
\$30,000	5.95	5.82	7.89	10.38	15.65	21.46	29.08	39.18	55.25	75.88	106.89	106.34
\$40,000	7.94	7.75	10.52	13.85	20.86	28.62	38.77	52.25	73.66	101.17	142.52	141.78

Employee Critical Illness – Tobacco rates | Age and cost – pay period (bi-weekly) premium

Coverage amounts	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75+
\$10,000	3.00	2.91	4.11	5.49	8.31	11.58	15.97	21.46	30.55	42.46	60.97	60.88
\$20,000	6.00	5.82	8.22	10.98	16.62	23.17	31.94	42.92	61.11	84.92	121.94	121.75
\$30,000	9.00	8.72	12.32	16.48	24.92	34.75	47.91	64.38	91.66	127.38	182.91	182.63
\$40,000	12.00	11.63	16.43	21.97	33.23	46.34	63.88	85.85	122.22	169.85	243.88	243.51

Rates

Rates are effective as of June 15, 2024.

The chart below shows possible coverage amounts and their **bi-weekly** costs.

Find your age bracket (as of the effective date of coverage) to see the cost for the coverage amount you choose.

Spouse rates are based on the spouse's age.

Spouse Critical Illness – Non-Tobacco rates | Age and cost – pay period (bi-weekly) premium

Coverage amounts	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80+
\$10,000	1.98	1.94	2.63	3.46	5.22	7.15	9.69	13.06	18.42	25.29	35.63	35.45
\$20,000	3.97	3.88	5.26	6.92	10.43	14.31	19.38	26.12	36.83	50.58	71.26	70.89
\$30,000	5.95	5.82	7.89	10.38	15.65	21.46	29.08	39.18	55.25	75.88	106.89	106.34
\$40,000	7.94	7.75	10.52	13.85	20.86	28.62	38.77	52.25	73.66	101.17	142.52	141.78

Spouse Critical Illness – Tobacco rates | Age and cost – pay period (bi-weekly) premium

Coverage amounts	<30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70-74	75-79	80+
\$10,000	3.00	2.91	4.11	5.49	8.31	11.58	15.97	21.46	30.55	42.46	60.97	60.88
\$20,000	6.00	5.82	8.22	10.98	16.62	23.17	31.94	42.92	61.11	84.92	121.94	121.75
\$30,000	9.00	8.72	12.32	16.48	24.92	34.75	47.91	64.38	91.66	127.38	182.91	182.63
\$40,000	12.00	11.63	16.43	21.97	33.23	46.34	63.88	85.85	122.22	169.85	243.88	243.51

Rates are effective as of June 15, 2024.

The chart below shows possible coverage amounts and their **bi-weekly** costs.

Child(ren) Critical Illness

Coverage amounts	Cost – pay period (bi-weekly) premium
\$5,000	0.32
\$10,000	0.65
\$15,000	0.97
\$20,000	1.29

Preventive Screening Benefit

For Critical Illness and Accident coverages

This benefit was created to promote annual screenings and we encourage you to take advantage of it. The benefit pays according to a fixed schedule once per covered person, per calendar year and it pays in addition to your other coverages.



There are over 30 tests covered, including:

- Annual physical examination
- Abdominal and aortic aneurysm ultrasonography
- Biopsies for cancer
- Bone density screening
- Bone marrow testing
- BRCA (cancer genetic mutation test)
- Breast cancer screening (clinical breast exam, Mammography, MRI, thermography, ultrasound)
- CA15-3 (blood test for breast cancer)
- CA125 (blood test for ovarian cancer)
- Cardiac exercise stress test
- Carotid Doppler
- CEA (blood test for colon cancer)
- Chest x-ray
- Colorectal cancer screening (fecal occult blood test, colonoscopy, sigmoidoscopy)
- CT angiography
- Diabetes tests (fasting blood glucose test, hemoglobin A1c)
- Double contrast barium enema
- Echocardiogram
- Electrocardiogram (ECG)-resting or stress
- Flexible Sigmoidoscopy
- Hemocult Stool Analysis
- Immunizations
- Interscholastic sports physical exam
- Lymphocyte genome sensitivity test (LGS) (universal blood test for cancer)
- Lipid panel (total cholesterol including serum cholesterol test, triglycerides, HDL, LDL)
- Pap smear (including ThinPrep)
- Prostate Cancer Screening (digital rectal exam, PSA blood test)
- Serum Protein Electrophoresis (blood test for myeloma)
- Skin cancer screening
- Smoking cessation program
- Testicular ultrasound
- Weight reduction program
- Dental examination
- Vision examination

How do I submit a claim?

1. **Online** at www.sunlife.com/account
Log in to your Sun Life account and select *submit a claim*
2. **Telephonically** - Just dial 833-576-4055, select option 2 from the prompts, and our Client Services Team will assist you.

You will need to provide your:

- Name
- Date of Birth
- Social Security Number
- Date of exam
- Type of exam

Once the representative has this information, they can initiate your claim and you should receive your benefit amount shortly.

Hospital Indemnity Insurance



IMPORTANT: This is a fixed indemnity policy, NOT health insurance

This fixed indemnity policy may pay you a limited dollar amount if you're sick or hospitalized. You're still responsible for paying the cost of your care.

- The payment you get isn't based on the size of your medical bill.
- There might be a limit on how much this policy will pay each year.
- This policy isn't a substitute for comprehensive health insurance.
- Since this policy isn't health insurance, it doesn't have to include most Federal consumer protections that apply to health insurance.

Looking for comprehensive health insurance?

- Visit HealthCare.gov online or call 1-800-318-2596 (TTY: 1-855-889-4325) to find health coverage options.
- To find out if you can get health insurance through your job, or a family member's job, contact the employer.

Questions about this policy?

- For questions or complaints about this policy, contact your State Department of Insurance. Find their number on the National Association of Insurance Commissioners' website (naic.org) under "Insurance Departments."
- If you have this policy through your job, or a family member's job, contact the employer.

Hospital Indemnity Insurance



► HELPS PROTECT YOUR FINANCES.

When you, your spouse or child are facing a hospital stay, you can receive a benefit to help pay unexpected expenses not covered by your plan.

► HELPS COVER RELATED EXPENSES.

While health plans may cover direct costs associated with an illness or injury, you can use your hospital indemnity benefits to help cover related expenses like lost income, child care, deductibles and copays.

► PAYS CASH BENEFITS DIRECTLY TO YOU.

Hospital Indemnity insurance payments can be used however you want, and it pays in addition to any other coverage you may already have. Benefits are payable directly to you.

You can purchase this coverage for you and your family. Child coverage is available to age 26.

BENEFITS	
Benefits are payable for hospital stays due to:	<ul style="list-style-type: none">• Sickness• Accidents*• Routine pregnancy• Complications of pregnancy• Newborn complications• Mental and nervous disorders• Substance abuse
Additional reasons to sign up:	<ul style="list-style-type: none">• No medical questions to answer - guaranteed issue coverage• Benefits add up - many of your benefits can all be payable on the same day

*Confinements due to an accident must be within 365 days of the accident.

AUGUSTA HEALTH CARE, INC.

All Eligible Employees

POLICY # 966840

Sun Life Assurance Company of Canada

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What's covered

This plan provides benefits due to hospital stays for covered accidents or sickness. Once your Hospital Indemnity coverage goes into effect, you can file a claim for covered hospital stays occurring after your plan's effective date.

The benefits shown in the schedule are payable for each person covered by the plan unless otherwise stated.

BENEFIT SCHEDULE

FIRST DAY BENEFITS Payable per benefit year	CHOICE 1
First day hospital confinement – This benefit pays the first day you stay in a regular hospital bed.	\$1,000 per day 1 day
CONFINEMENT BENEFITS Payable per benefit year	CHOICE 1
Hospital confinement – This benefit pays for a hospital stay in a standard room. Payable with: <ul style="list-style-type: none">• First day hospital confinement benefit	\$150 per day Up to 180 days
Newborn nursery confinement – This benefit pays for a routine well baby newborn stay in the hospital nursery.	\$150 per day Up to 3 days
Intensive Care Unit (ICU) confinement – This benefit pays for a hospital ICU stay. Payable with: <ul style="list-style-type: none">• Hospital confinement benefit	\$150 per day Up to 30 days
ADDITIONAL AND ENHANCED BENEFITS Payable per benefit year	CHOICE 1
Observation unit stay – This benefit pays for a stay in an observation unit of less than 20 hours.	\$150 per day Up to 1 day
EMPLOYER FACILITY – Pays the following additional amounts if confined in an employer specified facility. Your employer will provide you with a list of the facilities.	CHOICE 1
First day hospital confinement	\$500 per day
Hospital confinement	\$50 per day
ICU confinement	\$50 per day
Observation unit stay	\$50 per day

Frequently asked questions

What benefits will I receive for my newborn child?

If your newborn has to stay in the Neonatal Intensive Care unit (NICU), benefits are payable. Hospital stays for routine newborn care are provided under the *Newborn nursery confinement benefit*.

How do I file a Hospital Indemnity claim?

If you are confined to the hospital after the effective date of coverage, you can file a claim with us by downloading forms from our website. You will need to provide information about your hospital stay.

Do I need to file my claim within a certain timeframe?

You should file your claim within 30 days of a covered confinement or as soon as reasonably possible.

Is my benefit taxable?

If you or your employer pay for all or part of the cost of coverage on a pre-tax basis, some or all of your benefit amount will be tax reported on a Form 1099 as taxable income. Please reach out to a tax advisor or your employer if you have any questions.

Can I take my insurance with me if I leave my employer?

Depending upon state variations and your employer's plan, you may have an option to continue coverage when your employment terminates. Your employer can advise you about your option.

Please read the *Important information* section of this document.

Helpful definitions

Benefit year means a calendar year beginning on January 1 of any year and ending on December 31 of that year.

Confinement means resident inpatient stay in a hospital for at least 20 continuous hours. There must be a charge for room and board unless it is a Veteran's Administration Hospital or other federal government operated hospital.

Hours spent in an observation unit are not eligible for the *First day hospital confinement* benefit. An observation unit stay of 20 hours or more will be covered under the Hospital confinement benefit.

Confinement does not include the period of time in a hospital emergency room, observation room, a freestanding surgical facility or an outpatient facility.

Covered Accident means an accident that the policy or applicable riders or endorsements attached to it does not exclude.

Covered Sickness means a sickness that the policy or applicable riders or endorsements attached to it does not exclude.

Hospital means a licensed facility that provides inpatient medical care and treatment to sick and injured persons with 24-hour nursing service under the supervision of a physician. Hospital does not include a rest home; a skilled nursing facility; an extended care facility; a place of convalescence; a rehabilitation unit; a hospice facility; a place providing custodial care; a mental and nervous disorder facility or a substance abuse facility.

Intensive Care Unit (ICU) means a specifically designated part of a hospital that provides the highest level of medical care. It is restricted to patients who are critically ill or injured and who require intensive comprehensive observation and care, including a neonatal intensive care unit specializing in the care of ill or premature newborn infants. The ICU must be under continuous observation by a specially trained nursing staff assigned exclusively to the intensive care unit on a 24-hour basis and have an assigned physician on a full-time basis. An ICU is not a progressive care unit; an intermediate care unit; a private monitored room; sub-acute intensive care unit or an observation unit.

Inpatient or Inpatient Treatment means receiving treatment as a resident patient using, and being charged for, the room and board facilities of a hospital. The requirement that you be charged does not apply to confinement in a Veteran's Administration Hospital or other federal government operated hospital.

Observation Unit means a specified area within a hospital, apart from the Emergency Room, where a patient can be monitored by a physician and which is under the direct supervision of a physician or registered nurse; is staffed by nurses assigned specifically to that unit; and provides care seven days per week, 24 hours per day.

An observation unit stay lasting 20 hours or more is treated as a Hospital confinement.

Rehabilitation Unit means a distinct unit within a hospital that provides rehabilitation care services on an inpatient basis. Rehabilitation care services consist of multidisciplinary physical restorative services to achieve the highest possible functional ability for disability due to sickness or injury. Services are provided by or under the supervision of a trained and experienced rehabilitation physician. A rehabilitation unit is not a freestanding rehabilitative facility; a nursing home; an extended care facility; a skilled nursing facility; a rest home or home for the aged; a hospice facility; a facility for the treatment of alcoholism or drug addiction or an assisted living facility.

Important information

This is a limited benefit policy. It does NOT provide basic hospital, basic medical, or major medical insurance. It is not a Medicare Supplement policy. The certificate has exclusions, limitations, and benefit waiting periods for certain conditions that may affect any benefits payable. Benefits payable are subject to all terms and conditions of the certificate. The policy, certificate and any rider, if applicable, may not be available in all states and may vary based on state laws and regulations. This product is inappropriate for individuals who are eligible for Medicaid coverage.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Similarly, dependent coverage, if offered, may be delayed if your dependents are in the hospital (except for newborns) on the date coverage would otherwise become effective. Refer to the Certificate for details.

Exclusions

The exclusions listed below may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Hospital Indemnity

No benefits will be payable relating to or resulting from services or treatment rendered or confinement outside the United States or Canada. No benefits will be payable for any loss that is caused or contributed to by: war or any act of war or your active duty in any armed service during a time of war (this does not include acts of terrorism); active military duty; riding in or driving any motor-driven vehicle in a race, stunt show, speed test or driving while Intoxicated; committing or attempting to commit an assault, felony or other criminal act; active participation in a riot, rebellion or insurrection; committing or attempting to commit suicide, whether sane or insane, or injuring oneself intentionally; incarceration in a penal institution of any kind; elective abortion or complications thereof; elective or cosmetic surgery or procedures, except for reconstructive surgery unless due to congenital anomaly or disease of a dependent child which has resulted in a defect; artificial insemination, in vitro fertilization, test tube fertilization; or sterilization, tubal ligation or vasectomy, and reversal thereof, unless recommended by a physician.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life"). Group Hospital Indemnity Insurance is underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) under Policy Form Series 15-GP-01, 20-HI-C-01, 12-GPPort-P-01, 20-HIPORT-C-01 in certain states.

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Rates

Coverage and **bi-weekly** cost for Hospital Indemnity.

Rates are effective as of January 1, 2026.

Hospital Indemnity coverage is contributory. You are responsible for paying for all or a part of the cost through payroll deduction.

Coverage	Cost per pay period*
Employee	\$10.07
Employee + Spouse	\$19.30
Employee + Child(ren)	\$15.56
Employee + Family	\$24.79

*Contact your employer to confirm your part of the cost.

Short-Term Disability Plan*



Protects your income when you can't work.

If you're unable to work because of a covered disability, a Short-Term Disability plan replaces a portion of your income until you can return to work.

Provides you with a weekly check.

After your claim is approved, you will receive a check for your benefits that helps you pay everyday expenses like your mortgage or rent, childcare and groceries.

Core Benefits	
Weekly benefit after your claim is approved	You will receive a check for your benefits on a weekly basis. It will cover 60% of your Total Weekly Earnings up to \$2,500 each week.
When benefits begin	Benefits begin as soon as 8 days from the date you are unable to work due to an injury or illness.
Benefits may be paid for	Up to 26 weeks, as long as you are still unable to work due to a covered disability.
Additional plan information	This plan provides a benefit for a disability due to illness (including pregnancy) or injury that is not work-related.

Commonly covered disabilities

- Pregnancy
- Injuries
- Joint disorders
- Back disorders
- Digestive disorders

SHORT-TERM DISABILITY FAST FACTS

Just over 1 in 4

of today's 20-year-olds will become disabled before they retire.¹

22% of U.S. adults

have no emergency savings at all.²

Augusta Health Care, Inc.
All Other Full-Time and Part-Time Employees

Frequently asked questions

How do I qualify for benefits?

You'll start receiving disability payments if you satisfy the Elimination Period (see "When benefits begin" in the table). Generally, disability is defined as your inability to perform some or all of your job duties due to your injury, illness or pregnancy and may require that you have also had a certain percentage of earnings loss due to your disability.

Can I work while I'm disabled?

Your plan is designed to encourage and support your return to work. If you are able to work part-time, you may receive your benefit while working.

Will income from other sources affect my benefit?

Your benefit may be reduced by Social Security benefits; disability benefits from retirement, government plans or state disability benefits required by law; state paid family and medical leaves, other group disability plans; no-fault benefits, salary continuance or sick leave; and return-to-work earnings. For more information or to determine if this plan is appropriate for you, contact your Benefits Administrator.

Contact your Benefits Administrator for more details regarding your plan.

*For information, call your Benefits Administrator at Augusta Health Care, Inc. or Sun Life at (800) 247-6875. The plan is a self-funded welfare benefit plan ("Plan") providing short term disability benefits ("STD") to eligible participants under the terms and conditions of the Plan. The Plan is administered by Augusta Health Care, Inc.. In all states, except New York, Sun Life Assurance Company of Canada ("Sun Life") provides certain non-fiduciary claim processing services for self-funded disability plans. In New York, Sun Life and Health Insurance Company (U.S.) provides certain non-fiduciary claim processing services for self-funded disability plans. The Plan is not insured by Sun Life and Sun Life has not issued any insurance policy that would fund benefits under the Plan nor is Sun Life responsible for the payment of any benefits under the Plan. All benefits are funded by Augusta Health Care, Inc.. The description of Eligible Classes in the Benefit Highlights will help you determine what benefits apply to you.

1. "You, disabled? What are your chances?" Council for Disability Awareness, 2023.

2. "Bankrate's 2023 annual emergency savings report." Bankrate.com, June 2023.

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Long-Term Disability Insurance

COMMON CAUSES OF DISABILITY

- ✓ Musculoskeletal conditions
- ✓ Circulatory conditions
- ✓ Cancer
- ✓ Nervous system disorders
- ✓ Injuries

► HELPS YOU KEEP YOUR LIFE ON TRACK.

If you're unable to work because of a covered disability, Long-Term Disability insurances replaces a portion of your income. After your claim is approved, you will receive a monthly check for your benefits that helps you pay everyday expenses like your mortgage or rent, childcare and groceries.

► HELPS YOU RETURN TO WORK.

If you are able, Sun Life has benefits and services, including guidance from vocational rehabilitation counselors, to help you return to work.

PART OF YOUR BENEFIT PACKAGE.

This benefit is completely paid for by your employer.

BENEFITS

Monthly benefit after your claim is approved	You will receive a check for your benefits on a monthly basis. It will replace 60% of your Total Monthly Earnings, up to \$10,000 each month.
When benefits begin	Benefits begin as soon as 180 days from the date of your disability.
Benefits may be paid for	Up to your Social Security Normal Retirement Age or longer, depending on your age at disability.
Additional plan information	This plan provides a benefit for covered disabilities resulting from illness or injury that occur on or off the job.

LONG-TERM DISABILITY FAST FACTS

34.6 months

The length of the average long-term disability claim.¹

You may receive additional benefits if your covered disability begins with a hospital stay of 14 days or more.

AUGUSTA HEALTH CARE, INC.

All Other Full-Time and Part-Time Employees

POLICY # 966826

Sun Life Assurance Company of Canada

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Frequently asked questions

How do I file a Long-Term Disability claim?

If you become disabled after the effective date of coverage, check with your employer to make sure you are eligible for benefits. You can file a claim with us by downloading forms from our website. We'll ask you and your doctor to provide information about your medical condition and your expected recovery.

How do I qualify for benefits?

You'll start receiving disability payments if you satisfy the Elimination Period (see "When benefits begin" in the table) and meet the policy's definition of disability. Generally, disability is defined as your inability to perform some or all of your job duties due to your injury, illness or pregnancy and may require that you have also had a certain percentage of earnings loss due to your disability. Please see your Certificate for details.

What if I have a pre-existing condition?

If you become disabled within 12 months of your insurance taking effect or 12 months following any increase in your amount of insurance, we will not pay any benefit for any pre-existing condition. A pre-existing condition includes anything you have sought treatment for in the 3 months prior to your insurance becoming effective. Treatment can include consultation, advice, care, services or a prescription for drugs or medicine.

Can I work while I'm disabled?

Your plan is designed to encourage and support your return to work. If you are able to work part-time, for example, you may receive part of your benefit while working.

Will income from other sources affect my benefit?

Your benefit may be reduced by Social Security benefits; disability benefits from retirement, government plans or state disability income; other group disability plans; no-fault benefits, salary continuance or sick leave; and return-to-work

earnings. For more information, contact your benefits administrator.

How is my benefit taxed?

If you or your employer pays for all or part of the cost of coverage on a pre-tax basis, all or part of your benefit amount will be Form W-2 taxable income. In these situations, FICA tax deductions may reduce the amount we will pay you.

The group disability insurance policies described in this advertisement provide disability income insurance only.

1. "Chances of disability," Council for Disability Awareness, disabilitycanhappen.org, last accessed April 2019.

Read the *Important information* section for more details including limitations and exclusions.

Important information

The following coverage(s) do not constitute comprehensive health insurance (often referred to as "major medical coverage"). They do NOT provide basic hospital, basic medical, or major medical insurance.

To become insured, you must meet the eligibility requirements set forth by your employer. Your coverage effective date will be determined by the Policy and may be delayed if you are not actively at work on the date your coverage would otherwise go into effect. Refer to the Certificate for details.

Limitations and exclusions

The below exclusions and limitations may vary by state law and regulations. This list may not be comprehensive. Please see the Certificate or ask your benefits administrator for details.

Long-Term Disability

We will not pay a benefit that is caused by, contributed to in any way or resulting from: intentionally self-inflicted injuries; committing or attempting to commit an assault, felony or other criminal act; war or an act of war; active participation in a riot, rebellion or insurrection; operation of a motorized vehicle while intoxicated. We will not pay a benefit if you do not submit proof of your loss as required by us (this covers medical examination, continuing care, death certificate, medical records, etc.); or for any Period of disability during which you are incarcerated. Disability benefits may be limited for certain conditions.

This Overview is preliminary to the issuance of the Policy. Refer to your Certificate for details. Receipt of this Overview does not constitute approval of coverage under the Policy. In the event of a discrepancy between this Overview, the Certificate and the Policy, the terms of the Policy will govern. Product offerings may not be available in all states and may vary depending on state laws and regulations.

Sun Life companies include Sun Life and Health Insurance Company (U.S.) and Sun Life Assurance Company of Canada (collectively, "Sun Life").

Group insurance policies are underwritten by Sun Life Assurance Company of Canada (Wellesley Hills, MA) in all states, except New York, under Policy Form Series 93P-LH, 12-GP-01, 12-DI-C-01, 15-GP-01, 16-DI-C-01, TDBPOLICY-2006 and TDI-POLICY.

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1 Accessing the Leave Policy from Pulse:

1a. Click on the Pulse icon (our Intranet) located on the desktop.



1b. Scroll down to the "links" box at the bottom and click on Policy Manager



1c. Once you are at the log-in screen you will need to sign in with your credentials.

Once you are logged in, type in under the Policies & Procedures box, "Leave Policy."



Healthcare Marketplace Notice

As you might be aware, nearly every U.S. citizen is now required by the Affordable Care Act (ACA) to have at least minimum health insurance coverage—through an employer, directly from an insurance company, through a government health plan or through the new federal- or state-operated Health Insurance Marketplaces.

You Are Covered if You Are Enrolled in One of Augusta Health's Medical Plans

Augusta Health proudly offers and shares in the cost of providing you with medical insurance coverage that meets and exceeds minimum essential coverage requirements as defined by the Affordable Care Act.

What Is a Health Insurance Marketplace?

A Health Insurance Marketplace is an online public shopping site where individuals, families and small business owners can shop for, and compare, health insurance coverage options that meet ACA requirements. Each state has a Health Insurance Marketplace. These Marketplaces are intended to enhance competition in the insurance market, improve choice of affordable health insurance and give small businesses the same purchasing clout as large businesses. The Marketplaces will perform a variety of functions, including certifying that plans meet ACA requirements, determining eligibility for enrolling and for subsidies to help buy coverage, and responding to customer requests for assistance.

Can I Save Money on my Health Insurance Premiums in a Marketplace?

You are free to explore your options. However, if you are a full-time employee and eligible for Augusta Health's health insurance coverage, it is unlikely you will save money on health insurance premiums in the Marketplace. Augusta Health pays a substantial portion of the costs of your health insurance coverage, and you will lose that contribution if you purchase your insurance through the Marketplace. In addition, you are not likely to be eligible for tax credits because our coverage is affordable and exceeds minimum standards.

What If I Am Not Enrolled in an Augusta Health Plan?

You are required by law to enroll in a plan that meets ACA's minimum essential coverage requirements or pay a penalty.

How Can I Get More Information?

For more information about the Marketplaces, visit www.healthcare.gov or contact Augusta Health Human Resources at 540-332-4700.

Revised:
12/01/2025
C2 Team Member

Address: 78 Medical Center Drive, Fishersville, VA 22939
Phone: 540-332-4700
Email: HumanResources@AugustaHealth.com
Website: <https://investinginus.augustahealth.com/benefits/>

Explore Your Team Member Benefits

Augusta Health is proud to offer exceptional healthcare benefits that support your physical, mental, and financial health. From comprehensive medical coverage to emotional wellness and retirement planning, our benefits are designed to help you and your family thrive.



Visit the Augusta Health Investing in Us website to:

- Access the latest information about your healthcare and wellness benefits
- Explore plan details, guides, and FAQs
- Stay up to date on well-being programs, resources, and HR updates

Our Investing in Us site is designed with you in mind — your one-stop hub for tools, resources and stories that support our shared culture of care.



Scan [HERE](#) to access the website!



New to Augusta Health? Welcome to the Team!

Our New Team Member Orientation Presentation is your starting point for success.

Discover everything you need to know about your benefits, wellness resources, and recognition programs — all designed to help you thrive as part of the Augusta Health community.



Scan [HERE](#) to access the presentation!

Questions?

If you have questions or need help with your benefits enrollment, contact us at:

 HumanResources@AugustaHealth.com

 (540) 332-4700