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Augusta Health Retirement Portfolio

Team Member Retirement Guide

Welcome to your Augusta Health Retirement Portfolio!

It's with appreciation that we extend sincere congratulations and best wishes on your retirement!

As you transition into your new journey, we hope you find time to relax, explore new interests and spend quality moments with your loved ones. This is a well-deserved opportunity to enjoy the fruits of your labor and to embark on new adventures.

While you may be leaving your current role, please know you'll always remain a part of the Augusta Health family. Our doors always are open to you, whether you choose to give back by volunteering or simply keep in touch with your former teammates.

As you embark on this exciting journey into retirement, we want to ensure you have the resources you need for a smooth transition.

To honor our retirees who have dedicated at least ten years of service, we're excited to offer you the opportunity to select a gift of your choice. Please review the retirement gift options available on [pages 1-5](#).

Once again, congratulations on reaching this remarkable milestone! We wish you all the happiness, health and fulfillment that retirement has to offer. May your days ahead be filled with joy and contentment.

With sincerest gratitude for your service,

Your Organizational and Talent Development Team



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Retiree Tiers

Recognizing the significance of your contributions, our retirement portfolio comprises five tiers, each tailored to commemorate your years of service.

Our retirement portfolio is available to all Augusta Health retirees, including contracted teammates, who are at least 55 years of age. Each tier reflects the tenure of your service.

Tier	Years of Service	Organization Wide Announcement	Catered Celebration	Cash Bonus	Gift
1	0-4	Yes	-	-	-
2	5-9	Yes	Yes (Small)	-	-
3	10-19	Yes	Yes (Medium)	Yes (Small)	Yes
4	20-29	Yes	Yes	Yes	Yes
5	30+	Yes	Yes	Yes	Yes

Gift Options

At Augusta Health, we believe the commitment of our tenured teammates is the cornerstone of our success. As you transition into the exciting phase of retirement, we're thrilled to present those of you who have dedicated at least ten years of service with a range of gift options as a token of our gratitude.

Our retiree gift program features three tiers, each tailored to honor your tenure with us.

Tier Three: Celebrating 10-19 Years of Service

For those who've been a part of our team for 10 to 19 years, we offer a selection of gifts that reflect our appreciation for your dedication. These gifts are designed to commemorate your time with us and serve as a lasting memory of your contributions.

Tier Four: Honoring 20-29 Years of Service

Our Tier Four retiree gift options are available to individuals who've committed two decades or more to our organization. In addition to the choices in Tier Three, Tier Four recipients have the privilege of selecting from a special collection of gifts that acknowledge the extended commitment you've made to our organization.

Tier Five: Recognizing 30+ Years of Service

For those who've dedicated an impressive thirty years or more to our organization, our Tier Five selection offers the widest array of choices. This tier allows you to pick from any of the gifts available across all tiers. It's our way of expressing immense gratitude for your loyalty.

Tier Three | 10-19 Years of Service

Brown Canvas Weekend Bag

- ✓ Large main compartment
- ✓ Measures 12" height x 11" depth x 23" width
- ✓ Constructed from strong, yet soft cotton canvas
- ✓ Lined polyvinyl inner bottom
- ✓ Two large size zippered pockets
- ✓ Front zippered pouch with flap and push button buckles
- ✓ Reinforced top and dual side carry handles with leather trim
- ✓ Leather zipper pulls and accents



Fremont Clock

- ✓ Polished rosewood wood finish and brass desktop clock
- ✓ Measures 5.25" wide x 5.0" height x 1.375" depth
- ✓ Roman numerals, second hand and inner-workings design



Raspberry Bowl

- ✓ Bowl in clear crystal has a design resembling a raspberry with its round 'drupelets'
- ✓ Choice of two sizes: small 7.48" width x 2.95" height; and large 8.07" width x 3.94" height
- ✓ Ideal for serving side dishes or simply as a decorative object



60% Cashmere Throw Blanket

- ✓ Measures 50" x 60"
- ✓ 3" rope fringe
- ✓ 60% cashmere / 40% wool



Decanter and Whiskey Glasses Set

- ✓ 24% lead crystal
- ✓ Hand-cut and polished
- ✓ 26 ounce decanter capacity
- ✓ Matching glasses
- ✓ 10-ounce glass capacity



Tier Four | 20-29 Years of Service

(or any of the options from tier three)

Classic Wine Glasses and Decanter Set

- ✓ Five-piece wine set
- ✓ Hand blown
- ✓ Non-lead crystal
- ✓ 28 ounce decanter capacity
- ✓ 14 ounce wine glass capacity



High Sierra Hardside Luggage Set

- ✓ Two piece set
- ✓ Small piece measures 22.5" height x 14.75" width x 10.75" depth
- ✓ Large piece measures 30" height x 20.25" width x 12.25" depth
- ✓ Durable lightweight ABS hardside frameless construction
- ✓ 360-degree spinner wheels
- ✓ Fully lined interior



Norwalk Mantle Clock

- ✓ Traditional tambour design
- ✓ Measures 9" height x 15.25" width x 4.25" depth
- ✓ Walnut finish hardwood case
- ✓ Arabic numerals
- ✓ Spade hands
- ✓ Plays choice of Westminster, Ave Maria or Bim-Bam on the hour
- ✓ Adjustable volume control



ifidelity Bluetooth Headphones w/ANC

- ✓ Rechargeable battery offers up to 16 hours of use
- ✓ Noise cancellation effectively blocks out background noise
- ✓ Over-the-ear design for comfort during extended listening
- ✓ Memory foam ear cushions



Tier Five | 30+ Years of Service

(or any of the options from tier three or four)

Westport Mantle Clock

- ✓ Traditional tambour design
- ✓ Measures 9" height x 15.25" width x 4.25" depth
- ✓ Walnut finish hardwood case
- ✓ Arabic numerals
- ✓ Spade hands
- ✓ Plays choice of Westminster, Ave Maria or Bim-Bam on the hour
- ✓ Adjustable volume control



Citizen Men's Watch

(actual watch may be different from picture, based on stock availability)



Citizen Women's Watch

(actual watch may be different from picture, based on stock availability)



Edge of Time Crystal Clock

- ✓ Made of optic crystal
- ✓ Measures 5.25" height x 12.25" width x 3" depth
- ✓ Weighs six pounds
- ✓ Inspired by Frank Lloyd Wright



All-Weather Adirondack Rocking Chair in White

- ✓ Made of eco-friendly HDPE material
- ✓ Measures 34.75" depth x 29.75" width x 37.75" height
- ✓ Weighs 40 pounds
- ✓ Assembly required
- ✓ Painted wood appearance



Tier Five | 30+ Years of Service (continued)

(or any of the options from tier three or four)

Little River Leather Duffel

- ✓ Buffalo hide leather
- ✓ Measures 22" width x 12" height x 11" depth
- ✓ Five antique brass bottom feet
- ✓ PVC backed lining
- ✓ Adjustable and detachable shoulder strap
- ✓ Matching luggage tag
- ✓ Available in distressed tan or distressed brown



Archer Polycarbonate Hardside Spinners

- ✓ Three-pieces
- ✓ Small measures 21.5" length x 14" width x 9" depth
- ✓ Medium measures 25.5" length x 17.5" width x 10.5" depth
- ✓ Large measures 29.5" length x 20.5" width x 12" depth
- ✓ 100% polycarbonate luggage
- ✓ Telescopic handle system with push button lock
- ✓ 360-degree spinner wheel system
- ✓ Fully lined interior
- ✓ Available in gray, navy, orange, purple, black or lavender



Nachtmann Aspen Whisky Set

- ✓ Crystal decanter, stopper and six whisky glasses
- ✓ Decanter measures 12.7" height x 11.3" width x 4.25" depth
- ✓ 25 ounce decanter capacity
- ✓ 11 ounce glasses capacity
- ✓ Dishwasher safe



Making Your Selection

Once you've chosen your gift, simply email our Organizational and Talent Development team at OrgDevelopment@AugustaHealth.com. Include the name of your gift selection and the mailing address where you'd like it delivered. We're excited to send this token of appreciation your way! Gifts will arrive within 30 days of your retirement date, but if it doesn't make it to you by then, please reach out—we're here to help!

Congratulations again on reaching this milestone!



Retirement Checklist

As you prepare for retirement, it's important to ensure a smooth transition to make the most of your journey.

Financial Preparation

- ☐ Consult a financial advisor to create a retirement budget and investment strategy

Social Security and Medicare

- ☐ Determine when you're eligible to start receiving Social Security benefits and understand the impact of timing
- ☐ Research Medicare options and apply for Medicare benefits within the appropriate enrollment window to ensure coverage

Legal and Estate Planning

- ☐ Consult an attorney to ensure all legal documents are in order, including your will, living will, power of attorney, healthcare proxy, estate plan and beneficiaries for retirement accounts and insurance policies

Housing and Living Arrangements

- ☐ Evaluate your housing situation and decide if you plan to downsize, stay in your current home, or relocate to a retirement community, assisted living home or other housing arrangement

Retirement Checklist (continued)

As you prepare for retirement, it's important to ensure a smooth transition to make the most of your journey.

Lifestyle Considerations

- ☐ Discuss your retirement plans with your family to align your visions
- ☐ Plan your first few months of retirement with activities that bring you joy and relaxation

Work Transition

- ☐ Notify your supervisor of your retirement plans as soon as possible
- ☐ Return all company items to your supervisor (keys, ID badge, parking pass, computer, mobile device, uniform, security fobs, credit card, et cetera)

Interested in staying connected with Augusta Health after retirement?

If you are interested in PRN employment or volunteer opportunities following retirement, please discuss options with your leader and Human Resources before your retirement is processed in UKG. Transitioning to PRN status prior to retirement may help avoid a break in service and additional onboarding steps.

Healthcare Transition

- ☐ Set up post-retirement healthcare check-ups



Human Resources Contacts

Seek guidance from professional experts as needed and allow yourself the freedom to embrace this new adventure with excitement!

Total Rewards / Benefits

Contact the Total Rewards/Benefits team regarding insurance, COBRA and Medicare; 401(k) and 403(b) retirement plans; and your PTO balance

 HumanResources@AugustaHealth.com

 (540) 332-4700

Volunteer Services

Contact the Volunteer Services team if you're interested in volunteering opportunities

Lori Showalter

 LShowalter@AugustaHealth.com

 (540) 332-4741

Organizational and Talent Development

Contact the Organizational and Talent Development team regarding your retirement announcement, reception and gift

 OrgDevelopment@AugustaHealth.com

 (540) 332-4889

Team Member Relations

Contact the Team Member Relations team if you'd like to schedule an exit interview

Rebecca DePoy

 (540) 332-4789

Courtney Oliver-Miller

 (540) 245-7672

Staying Engaged

Retirement is not just about leaving your job; it's about embracing a new chapter while nurturing your holistic health – mental, emotional, physical, spiritual and financial.



Mental Wellbeing

Continue to stimulate your brain through hobbies, learning and discussions.



Emotional Wellbeing

Acknowledge your feelings and foster emotional health through connections with social groups.



Physical Wellbeing

Prioritize physical health through exercise, nutrition and activities. Contact the **LIFE Wellness Program at (540) 332-5433 for more information.**



Spiritual Wellbeing

Explore spirituality beyond religion, through practices like meditation, volunteering or nature time.



Financial Wellbeing

Establish a budget, assess income sources and explore investments aligned with long-term goals and values.

By nurturing your mental, emotional, physical, spiritual and financial health, you'll create a retirement that's fulfilling, purposeful and joyful. Embrace the opportunity to discover new passions, stay engaged, deepen your connections and prioritize your holistic wellbeing.

