



Strivant Health Benefit Summary Overview 2025

Strivant Health employees have access to a wide range of employee benefits not typically found at small to mid-sized businesses. Here are the benefit offerings you can enjoy at Strivant Health:

State of the art HR online technology platform through Paylocity allows you access to view PTO balances, direct deposit, paycheck statements, and complete your benefits enrollment online.

Competitive Health Benefits: Your effective date is the first of the month following your start date. Employees have 30 days from their hire date to enroll.

- Medical through United Healthcare Choice Plus – You will have between three nationwide plans to select an option meeting the needs of you and your family. We offer two PPO and one HDHP-HSA plan through United Healthcare. There are several deductible options starting at \$1,000 to \$3,500. Strivant Health also contributes \$1200 annually into a Health Savings Account for any employees who elect the HDHP-Health Savings Account eligible plans. This is also a PPO nationwide plan.
- Trinity Care Patient Navigator - Strivant Health employees with medical coverage can access the Trinity Care Patient Navigator at no additional premium cost to them. This program offers nurse guidance and personalized support to help you access high-quality care for surgeries, imaging, therapy, maternity care, and more, ensuring quality care with low to no expenses to the employee.
- Dental PPO - Also through Mutual of Omaha. With our nationwide dental plans, you will have the ability to obtain dental care services from dentists of your choice, either in-network or out-of-network.
- Vision - Nationwide plan provided by Mutual of Omaha provided by EyeMed. They offer employees an extensive network with thousands of private practices and well-known chain locations.
- Group Life & AD&D Insurance - \$50,000 policy fully paid by the company through Mutual of Omaha.
- Voluntary Options: Pick up more life & AD&D insurance on yourself up to \$500,00 in coverage. Plus, you can pick up Short-Term & Long-Term Disability Plans, Accident Insurance, Critical Illness Insurance and Hospital Indemnity Insurance, Flexible Spending Accounts, Dependent Care Spending Accounts. You can also set aside your own contributions on a pre-tax basis into a Health Savings Account.
- Voluntary Options for Your Family: Pick up life & AD&D on your spouse and dependent children, plus you have options to cover your family with Accident, Critical Illness, & Hospital Indemnity Insurance.
- Strivant Health provides additional plans at no cost to the employee to assist employees, their spouses and dependents. The services are 100% confidential to assist when difficult circumstances arise. All the below plans offer online & phone support 24/7 through Mutual of Omaha.
 - **Employee Assistance Program (EAP):** Unlimited support from a Work/Life Specialist to help find local behavioral therapy providers, childcare or eldercare resources, or financial & legal services. Many times, the first few sessions with the provider or resource identified are discounted or free.
 - **Identity Theft Assistance:** Helps employees and their spouse or dependents learn how to prevent ID theft; They will assist in mitigating steps if you lose credit cards, get your checks stolen, or if any of your family member's information becomes compromised.
 - **Worldwide Travel Assistance:** Helps you avoid unexpected bumps in the road anywhere you travel more than 100 miles from home. They can provide medical referrals to doctors, hospitals, or facilities where you have traveled, emergency prescription assistance, legal services, and more.
 - **Will Preparation Services:** Provides secure account access to allow you to prepare documents for Living Will and Trust, Power of Attorney, Healthcare Directives, Last Will and Testament, etc.

Company Paid Time Off Strivant Health full-time employees enjoy 22 Company-paid time off days annually. All full-time employees working an average of 30 or more hours weekly are eligible. No waiting period for Company Paid Holidays or Paid Time Off (PTO) accruals. FLOAT pay has a 90-day' wait and is given at a prorated amount for the first year.

PTO - Eligible employees accrue a prorated amount of PTO hours each pay period based on the hours worked within the pay period. PTO can be used as pre-planned vacation time off or for same day call off/sick time off. This accrual amount increases as you achieve tenure milestones.

- Non-exempt employees receive an annual accrual of 10 paid time off (PTO) days.
- Exempt PTO accrual is position-dependent and defined within the offer letter.

FLOAT: Eligible employees receive four flexible floating days (32 hours), which are front-loaded each year in the first pay period in January. New Hires receive a prorated amount in their first year based on the employees' 90-day anniversary date. FLOAT days are hours that can be used for pre-planned days off for personal time for any special events like birthdays or holidays not already covered by the company or can be used as vacation time off or sick time off. It is like PTO but front-loaded.

PAID HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, and Christmas Day. These days off are not taken from PTO or FLOAT banks. These days are paid as eight (8) hours of Holiday time to eligible full-time employees.

401(k) and Roth IRA: The waiting period is 1st of the month following the hire date. Any employee 21 years or older, either full-time or part-time, can participate. Our retirement accounts are managed through Transamerica (TAG), with an online tool to enroll and change contribution and investment options. Strivant Health does not offer a company match to the 401(k) plan. We are continuing to review options for matching contributions.

Our 401(k) allows pre-tax multi-fund investment options, and the Roth IRA offers after-tax multi-fund investment options. Employee enrollment is entirely voluntary, and you must elect to enroll. Employees can enroll at any time once they become eligible and will see deductions and investment participation on the first of the month following their enrollment date.

Please speak to your recruiter if you have any additional questions about benefits.