

AMERIMED SOP

1.2.1 Associate Benefits and Support

Rev 09//2024

OVERVIEW

Amerimed provides each Associate benefits based on their employment status. All full-time and part-time scheduled Associates working more than 30 hours per week are eligible for benefits enrollment on the first of the month following the 60th day of employment.

Amerimed utilizes Paycom for onboarding, payroll processing, and benefits administration. Access to the benefits portal is through that Paycom employee access homepage. All associates receive a link for access immediately upon hire. Enrollment for benefits opens 30 days before employee's eligibility date, with notifications sent to both personal email and the Paycom employee access portal. There is a 30-day window to make benefit selections before the portal closes. Once closed, no further changes or updates can be processed until the company's open enrollment period in December. Failure to complete enrollment within this timeframe means waiting until the next open enrollment period to secure coverage.

Please see Section A below for a brief summary of optional benefits offered by Amerimed.

SECTION A

At Amerimed, we believe our associates are the driving force to a fulfilling and successful work environment and It's about more than just a paycheck. A career with Amerimed includes the opportunity for Associates to match their passion with their purpose through service to others as well as have access to an excellent benefits package for Associates and their eligible dependents.

Employee Assistance Program

Amerimed understands that sometimes Associates may need assistance navigating life's challenges and may benefit from talking with a professional counselor. To assist Associates with this type of need, Amerimed supports an Employee Assistance Program (EAP) through an EAP benefit payment program. Amerimed provides an annual allowance of \$375.00 (enough for three sessions at a cost of \$125.00 each) for Associates in need of professional mental health or counseling services. Payments will be made as a reimbursement according to the limitations above upon receipt of proof of payment to a qualified professional counseling agency. No reimbursement will be approved for services billed by individuals.

Amerimed Wellness

Amerimed offers associates easy access to quality medical care. Provided by Amerimed Mobile Integrated Healthcare (MIH), services include telehealth-based management of chronic health conditions and non-emergency treatment of acute illnesses. Services are available only in participating markets.

All associates and adult dependents participating in the Amerimed comprehensive health insurance plans will have co-pays waived. Insurance will be billed for services and associates/dependents are responsible for deductibles.

Associates and adult dependents with in-network insurance plans which are not a part of Amerimed provided insurance plans are responsible for both co-pays and deductibles.

Associates (or adult dependents) not covered under a participating in-network insurance plan are not eligible for services under this program.

Associates requesting to be seen by MIH providers that do not have insurance coverage will have their hardship requests reviewed by OCE prior to being seen by MIH providers.

For additional information or to schedule an appointment, visit amerimed.net/wellness. Once on the Amerimed Wellness webpage, scheduling can be completed by clicking "SCHEDULE AN ONLINE VISIT NOW". You will be prompted to select an available date/time for a telehealth visit and enter patient information including insurance coverage. Your appointment confirmation and instructions for the telehealth visit will be sent to you via email.

Medical Coverage

Associates can choose from one of two comprehensive health insurance plans with varying levels of coverage. Amerimed covers a generous portion of the cost to make the coverage more affordable.

Dental Coverage

Associates can choose from two plans. One with orthodontia coverage and one without, which is a lower cost. They are comparable in coverage, other than orthodontia.

Vision Coverage

Vision coverage is a very affordable option for Associates and their families. Coverage includes eye exams, contact lens allowance and frame allowance.

Ancillary Services

Amerimed also offers many ancillary coverage options that include short-term disability, life insurance, accident insurance, hospitalization gap insurance, specified disease coverage, and cancer coverage.

Financial Services

Save for retirement through Amerimed's 401(k) Plan with Standard pre-tax or Roth after-tax contributions.

Amerimed will match Associate contributions dollar-for-dollar up to the first 3% of your eligible earnings plus 0.5% for contributions of 4% and 5% maxing out the company match at 4% of salary deferral. Associates can choose from a broad spectrum of investment options and roll over any eligible funds from a previous employers' 401k or qualified IRA account(s). All Associates become eligible to participate in the 401(k) plan after completing one year of uninterrupted full time service.

Well-Being

Amerimed desires for its Associates to have a healthy work/life balance. Paid Time Off is considered a benefit for full-time Associates and is granted based on hours worked, with incremental increases in accrual rates based on years of employment. Amerimed offers paid sick, vacation, family care, and bereavement leave. See SOP 1.16.1.