

# Let's Explore What Was in 2024

## Let's Review 2024

In 2024, Hendrick Health launched a number of new employee benefits. These changes were implemented based on suggestions from you on numerous surveys as well as online reviews and other platforms. While medical plan premiums were projected to increase 6.5% nationwide in 2024, Hendrick was proud to announce that the premiums for 2024 remained unchanged.

Employee-suggested benefits for 2024 included the following:



### UMR

Effective January 1, Hendrick partnered with UMR to serve as the new medical plan carrier. With this change there was not an increase to employee premiums, and employees experienced plan enhancements such as lower deductibles.



### Adoption Support

Effective January 1, Hendrick began assisting full-time employees who legally adopt an eligible child through public, private, foster-to-adopt, domestic, international or independent means by providing financial reimbursement of up to \$8,000 per adopted child.



### Dependent Care FSA

Effective January 1, employees were offered the Dependent Care Flexible Spending Account (DCFSA). This plan allows employees to set aside dollars, up to \$5,000, on a pre-tax basis to help pay for dependent care.



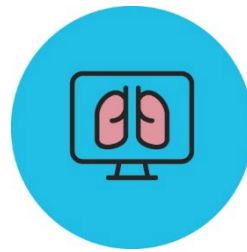
### Health Savings Account (HSA) Company-Paid Benefit

Effective January 1, for employees enrolled in the HSA-Compatible Plan, Hendrick began contributing \$500 (\$19.23 bi-weekly) to employees' HSAs.



## Holiday Pay

Eligible employees are currently paid holiday differential for any hours worked between 12:00 a.m. of the actual holiday through 11:59 p.m. of the actual holiday. Effective fiscal year 2024, it was announced that two holidays per fiscal year will transition to time-and-a-half, while the remaining will pay differential until all have transitioned. Thanksgiving and Christmas were the first two holidays to be paid at time-and-a-half! Next up are New Year's Day and Good Friday.



## Organ and Bone Marrow Donation Time Off

Effective January 1, Hendrick began assisting full-time employees who choose to donate an organ or bone marrow by providing Cash Time Off benefits of up to 24 hours for bone marrow donation and up to 40 hours for organ donation.



## Payactiv

Effective May 21, Hendrick launched Payactiv, an earned wage access platform, allowing employees to access their pay on a daily basis and up to a specified limit in the event of an emergency.



*Your Employee*  
**benefits at Hendrick**

**Don't forget about all of these amazing benefits offered to you!**

As a Hendrick employee, you have access to additional benefits that are available to you at no additional cost!



## Bereavement

**Full-time employees are eligible.** Upon employment, employees receive compensation at their base rate for time lost from regularly scheduled work hours due to the death of a defined family member.



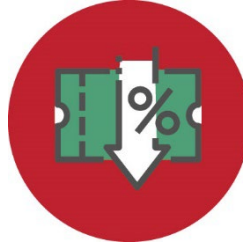
## Cash Time Off (CTO)

CTO is a flexible benefit plan combining traditional days off such as vacation, holidays and sick time into one program. Employees who have completed 30 days of continuous employment are eligible. Accruals are based on years of service and hours paid per pay period.



## Differential Pay

**Specified non-exempt employees are eligible. Employees are eligible upon employment (refer to policy).** Additional compensation is available to designated positions scheduled to work certain hours or on weekends.



## Employee Discounts

**All employees are eligible.** Upon employment, employees may access discounts and special offers through participating vendors. Visit BenefitHub using referral code N4A525 at [hendrickperks.benefitHub.com](http://hendrickperks.benefitHub.com).



## Employee Wellness

**All employees are eligible.** Upon employment, Employee Wellness verifies immunizations are current and offers Hepatitis B injection series to OSHA Category I or II employees. Employee Wellness also offers TB screenings, voluntary blood pressure assessment, annual flu vaccines, voluntary Wellness Program and facilitation of return-to-work releases.



## Extended Illness Bank

Extended Illness Bank (EIB) is a benefit plan employees may access for a personal or family illness. Employees who have completed 30 days of continuous employment are eligible. Accruals are based on years of service and hours paid per pay period.



## Guardian Angel Fund

**All employees who have completed 90 days of employment are eligible.** This program may provide assistance to eligible employees who have experienced a crisis or catastrophe, upon approval by the Guardian Angel Fund Committee.



## Jury and Witness Duty Leave

**Employees are eligible based on criteria outlined in the policy.** Upon employment, employees receive compensation at their base rate for time lost from regularly scheduled hours due to active jury and/or time lost due to summons as witness for the benefit of Hendrick Health.



## Leave of Absence

**All employees are eligible.** Employees are eligible based on criteria outlined in each leave policy. Proper notification is required. Our leave policies include Military Leave, Family and Medical Leave Act (FMLA), Pregnant Workers Fairness Act (PWFA) and Personal Leave of Absence (LOA).



## Mission Support

**Full-time employees who have completed one year of employment are eligible.** This program may provide paid time off benefits and medical supplies to employees who participate in mission efforts.



## ProCare Program

**All employees are eligible.** Employees are eligible upon employment. This program provides for payment of medical expenses and partial salary continuation in the event of a work-related injury or illness approved for coverage under the program. Appropriate documentation is required.



## Retirement

**All employees are eligible.** This long-term savings plan through Fidelity allows employees to plan for post-employment years. Employees are automatically enrolled to participate on a pre-tax basis. Employer will match full-time employees' contribution as determined by Hendrick.



## Service Awards

**All employees are eligible.** Hendrick recognizes employees' dedication and loyalty to Hendrick and affiliates. Awards are presented annually to employees who have reached eligible years of service beginning at five years.



## Wonderschool

**All employees are eligible.** This is a free concierge service that helps employees discover and sign up for quality childcare programs nearby.

Refer to the [2025 Benefits Memo](#) to learn more about changes for the 2025 benefit plan year.



[Paperless Pay](#)



[CTO Calculator](#)



[BenefitHub Discount Marketplace](#)



[Employee Benefits Website](#)



[Payactiv](#)



[Retirement \(Fidelity\)](#)

Click on the links above to access quick links for your benefits. For questions, contact [benefits@hendrickhealth.org](mailto:benefits@hendrickhealth.org)