

All  
about  
you.

Benefits designed  
with you in mind



At Banner, your benefits package is all about your well-being. But that's more than just basic medical, dental and vision coverage—it's everything that makes you uniquely you, from your emotional health, to your family, to your satisfaction at work. So, we design your benefits with you in mind. We listen to what you have to say, offer a wide variety of competitive benefits to give you peace of mind and provide additional tools and resources to support you.

## HEALTH AND WELL-BEING RESOURCES

Banner's medical coverage takes care of your doctors' office visits and prescriptions, but we also offer the following resources to support your overall health and well-being.

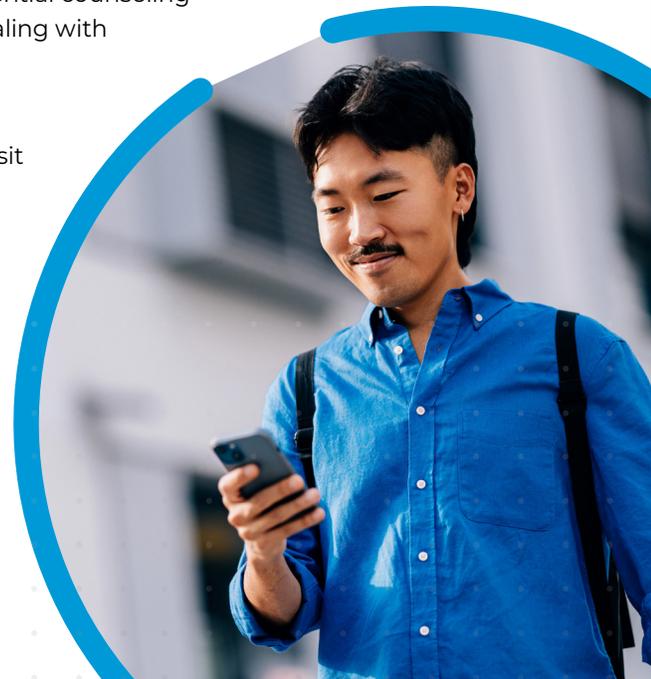
### Banner | Aetna Concierge

Get personalized benefits support from our Banner | Aetna Concierge. This service is available to answer your benefits questions, help locate providers in your area and assist with planning for upcoming treatments. The concierge can assist you with medical and pharmacy benefits, supplemental plans and Employee Assistance Program (EAP) services. To speak with a concierge, call **855-788-5803**. For pharmacy support, call CapitalRX Customer Care at **833-202-5934**.

### Aetna Resources for Living

Our Resources for Living EAP is designed to support your mental and emotional well-being. Resources for Living provides you and your family members 24/7 confidential counseling and services to help you manage everyday challenges from finances, dealing with the loss of a loved one or finding child care.

- Six free, confidential in-person, telephonic or virtual counseling sessions per issue, per year. To get started: call **866-568-7554** or visit **[resourcesforliving.com](https://resourcesforliving.com)**. (username: Banner, password: EAP)
- Mental health support 24/7
- Specialist assistance for daily issues
- Coordination of child and elder care
- On-site or virtual real-time counseling at your Banner Health facility
- Confidential therapy through Talkspace that gives you 24/7 access to a counselor online or through the app. Details on how to get started are at **[Resources for Living—Talkspace](#)**



## MyWell-Being Program

The MyWell-Being Program offers you more than just the chance to save on your medical premiums. You have 24/7 access via the **Personify Health** website and app where you will find:

- Healthy habit building
- Self-guided education and growth opportunities
- Fitness and wellness challenges
- Financial wellness resources
- Nutrition guides
- On-demand webinars
- Sleep guides
- RethinkCare mindfulness tool

## FAMILY AND FINANCIAL RESOURCES

We understand your benefits need to do more than support your physical health. That's why we offer benefits designed to support your entire family and personal finances too.

### Family support services

- **Adoption assistance**
- **Bright Horizons**
- **BenefitBump**

### Personal financial support

- **Beneplace—Discount Marketplace**  
Find auto/home insurance, cellular services and extensive discounts on a range of offerings, including travel.
- **Zero-Dollar pharmacy medications and First Dollar pharmacy list**
- **Financial wellness and identity theft protection with Experian**
- **Retirement plan options through Fidelity**

All  
about  
you.



# BENEFITS THAT SUPPORT OUR TEAM

## Supporting Our Staff (SOS)

The SOS program provides financial support for team members facing a financial hardship resulting from a personal crisis. For program details and eligibility criteria, visit Banner Connect - Team Member Support.

## Paid Time Off (PTO) Donation Program

Donate your accrued PTO to a team member when they need it most and have exhausted all paid leave available to them. For program details and eligibility criteria, visit Banner Connect.



### LEADERSHIP CORNER



## You take care of others. Let us take care of you.

Your needs are unique. Your benefits should be too. That's why we listen to your feedback, watch the trends and evaluate new benefit tools and resources. It matters so much to us that we invest 20%–25% of your total rewards package into these benefits. Recently, we've made these enhancements, so we can continue to support you:

<b>RESOURCES FOR LIVING—ON-SITE AND VIRTUAL COUNSELING</b> <ul style="list-style-type: none"><li>• On-site counselors at several locations</li><li>• Virtual counselors available to all corporate, ambulatory and medical group settings</li><li>• Provides one-on-one coaching, education and debriefing</li><li>• Connects you to Banner benefits and resources that can help</li></ul>	<b>FERTILITY PHARMACY BENEFIT</b> <ul style="list-style-type: none"><li>• Lifetime medical \$15,000</li><li>• Lifetime pharmacy \$10,000</li></ul>
	<b>MATERNITY LEAVE</b> <ul style="list-style-type: none"><li>• Six weeks 100% Short-Term Disability pay, no time off or sick leave required for eligible team members.</li></ul>
	<b>FAMILY PLANNING RESOURCES</b> <ul style="list-style-type: none"><li>• BenefitBump offers tools and resources to help team members navigate their parenthood and family building journey.</li></ul>
	<b>NEW PHARMACY BENEFITS MANAGER (PBM)</b> <ul style="list-style-type: none"><li>• A better experience through CaptialRx at no increased cost to team members. Banner will continue to sponsor benefits like a zero-cost drug list and reduced cost share for certain preventive medications.</li></ul>

## Questions?

Want to know more about these benefits or other ways Banner supports you? Now's the time to reach out to your **Benefits Navigator**.