

Take care



Above all else, we are committed to the care and improvement of human life.

**That's our mission at HCA Healthcare.
And it includes caring for you.**

What support do you need? Look inside to see how your HCA Rewards can help.



P.O. Box 5226
Cherry Hill, NJ 08034-5226

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Finding the time to take care of yourself is more important than ever. HCA Healthcare is focused on investing in programs and support tools that help you and your family in all areas of your life and wellbeing. Use this guide to learn more about your options and how to get started.

What support do you need?



Focus on my finances

Reduce your debt, take control and save for the future.



Focus on my emotional wellbeing

Lighten your load. Talk to a professional or use self-guided tools.



Manage my family/household

Find caregivers, tutors, housekeepers and personal services like lawn care and home repairs.



Get medical care

Get the care you need and save money.



Focus on my overall health

Take action and get motivated using proven resources.



Build relationships and help others

Connect with others and give back to your community.



Focus on my career

Tuition assistance and clinical certification programs help you take the next step.



Support my child's education

Help your child succeed with tutors, scholarships and more.

Note: Eligibility for the programs described in this brochure may vary by facility

For information about all of these resources, go to [HCAhrAnswers.com](https://www.hcahranswers.com) > **HCA Rewards** > select the **Go to the Wellbeing Hub** link — or see page 5 for a quick reference guide.

Take a step toward better

Deciding where you need to focus can be a simple step toward taking care of yourself. As an HCA Healthcare colleague, you receive more than just a paycheck. You also have access to HCA Rewards that can help. Here are a few examples.



I want to focus on my overall health and wellbeing

No matter what your age or condition, HCA Healthcare offers free and proven resources to help you take the first step toward a healthier you.

Live a healthy lifestyle

- **Motivation Alliance:**
 - Customizable lifestyle tools
 - Wellness assessment
 - Activity tracking tools
 - Guided mindfulness techniques
 - And more!
- **Maternity & Postpartum Support:**

If enrolled in an eligible HCA Healthcare medical plan through UnitedHealthcare or Aetna, access nutrition, fitness, lactation and other solutions with 24/7 access to an OB RN.
- **Quit For Life** offers free one-on-one coaching and a variety of proven tools to help quit cigarettes, e-cigarettes, vaping and tobacco.
- **Sanvello** gives you clinically proven techniques to help you manage stress, anxiety and depression by building healthy habits for your body and mind.

Reduce health risks

Annual check-ups can help you catch potential health problems early, which often means simpler treatment and better overall health. All HCA Healthcare medical plans cover 100% of the cost for precertified in-network preventive care.



I want to save on medical care

Getting the right care for when you need it matters. Saving money on that care is good, too.

Here are some ways to save:

- Choose the appropriate level of care you need
 - Use Doctor On Demand telemedicine (if available), a primary care provider or an urgent care for most issues
 - Save the ER for serious, life-threatening issues
- Use HCA Healthcare facilities and in-network providers
- Use preferred generic drugs
- Call the Member Services number on your benefits ID card when you need to precertify care

I need to focus on my emotional wellbeing



Find your path to feeling better through self-guided tools and assessments and access to professionals for FREE.

Try one of these no-cost, completely confidential services:

- **Counseling services:** For 2022, we are increasing visits per topic from five to eight in an effort to better support our colleagues and their household members during COVID-19 pandemic.
- **Nurse Care:** Specialized support for hospital-based nurses.
- **Doctor On Demand:** Talk to a licensed psychologist or psychiatrist for FREE in 2022 if you're enrolled in an eligible HCA Healthcare medical plan.
- **Talkspace:** Regularly communicate with a licensed therapist via text or live video.

Feel better

Get the #1 app for managing stress, anxiety and depression — Sanvello. Download the app from the app store.



For long-term support:

HCA Healthcare medical plans cover behavioral health services. The benefits include inpatient and outpatient care and give you access to programs specially designed to treat eating disorders, substance abuse, adolescent mental health, veteran's affairs and more.

I need to focus on my finances



Money — it can be a source of stress and a source of security, a major motivation or an uncomfortable conversation.

Take control and pay down debt

- **Make a plan with Optum's financial resources** including tools for setting a budget, building savings, eliminating debt and more! Your benefits include two free 30-minute calls per topic.
- **Student Loan Assistance:** Monthly benefit of \$100 (full-time) or \$50 (part-time) to help you repay your student loan for a degree you have already completed. You can also get free and unlimited one-on-one sessions with a financial wellness coach who can help you evaluate additional strategies for loan repayment and refinancing plans.

Retirement savings — help meeting your goals

HCA Rewards offers eligible 401(k) Plan participants a wellbeing benefit from Remotiv at no extra cost. You have access to:

- See your RR (Retirement Readiness) Score
- Find ways to increase your 401(k) Plan savings
- Get help with your personalized investment strategy
- Take the stress out of retirement planning
- Meet with a Savings Coach by phone or chat

To register, go to HCAhrAnswers.com, click **HCA Rewards**, and search **Remotiv**.

Group banking

As an HCA Healthcare colleague, you have access to discounts and perks with preferred banking partners, Bank of America and HCA Healthcare Credit Union Provided by BCU. Take advantage of waived fees, consumer loans, mortgage discounts, wealth management counselors and much more.

Not sure you can save?

Speak with a Remotiv Savings Coach to discuss the 401(k) Plan and ways you can start saving for your future!

I need help managing my family and household



Balancing everything on your to-do list at home and at work can be challenging. Optum WorkLife services makes it easier by connecting you with resources in your community — at no cost to you. Resources include:

- Child, family and parenting support
- Child, elder and pet care
- Educational resources
- Chronic illness support
- Personal services like lawn care and home repairs has special needs.
- You and any member of your household can call Optum WorkLife to discuss your needs, budget, time frame and other details. Optum's advisors will do all the heavy lifting by connecting with trusted providers and resources in your area. They'll then return the verified results, pricing, wait lists, etc. to you via email and will call you to discuss your options!
- Need another service? Optum offers a service to help you find the professional you need — from financial consultations to legal resources and more.

I want to focus on my career



- **Online RN to BSN:** Pay no tuition costs through Galen College of Nursing.
- **Tuition Reimbursement:** Reimburses up to \$5,250 each calendar year for eligible higher education tuition expenses.
- **Education Coaching:** Set up a free one-on-one session with an academic and college finance advisor to discuss school considerations and find career-relevant options.
- **Clinical Certification Support:** Offers pre-paid vouchers, test fee reimbursements and bonuses for achieving specific, nationally recognized clinical certifications beyond your current position's requirements.

I want to build relationships and give back to my community



Feeling connected to others improves your overall sense of wellbeing, and HCA Healthcare offers programs to help.

- Strengthen your personal relationships with resources from Optum, including couple's counseling.
- Join a Colleague Network to celebrate diversity and connect with like-minded colleagues.
- Care for your community with volunteer opportunities and up to \$500 in matching donations to charities of your choice.
- Donate to the HCA Healthcare Hope Fund to help a colleague facing financial hardship. The Hope Fund is a 501(c)(3) non-profit charity, and your contributions are tax deductible.

I want help supporting my child's education



- HCA Healthcare offers Bright Horizons CollegeCoach to help eligible colleagues and dependent children plan, apply and pay for college with insider guidance from former college admissions and finance officers.
- Enjoy member-only discounts and rates for help finding academic tutoring, camps for children and more! Discounts are subject to change.
- The Patricia Frist Memorial Scholarship helps colleagues' children pay for higher education.

Quick reference

What you need	Provider	Phone	Web
Healthy living tools	Motivation Alliance	N/A	HCAhrAnswers.com* > HCA Rewards > Search “Healthy Living”
Talk to a counselor, therapist or advisor	Optum (including Wellbeing and WorkLife Services)	(877) 950-5075 (Option 6)	liveandworkwell.com (Code: HCA)
	ipm	(888) 600-4327	N/A
	Nurse Care (Available to full-time and part-time, hospital-based nursing colleagues)	(800) 480-1234	N/A
	Doctor On Demand	(800) 997-6196	doctorondemand.com/hca
	Talkspace	(877) 950-5075	liveandworkwell.com (Code: HCA; select Popular Tools from the homepage)
Retirement planning support	Remotiv	(877) 399-0037	HCAhrAnswers.com* > HCA Rewards > Search Remotiv
Consumer discounts	Abenity	N/A	HCAhrAnswers.com* > HCA Rewards > Consumer Discounts
	Corporate Shopping		
Quit tobacco	Quit For Life	(844) 342-8702	Quitnow.net (Employer name: HCA, INC.)
Medical (including maternity support programs) and dental benefits	Varies by plan	See your benefits ID card	HCAhrAnswers.com* > HCA Rewards > Benefits Providers
Help with child care, elder care, pet care and housekeeping	Sittercity	N/A	N/A
Free legal consultations and general financial planning support	Optum	(877) 950-5075 (Option 3)	liveandworkwell.com (Code: HCA)
College prep	Bright Horizons CollegeCoach	(888) 527-3550	Passport.getintocollege.com > Sign Up (Employer username: HCAHealthcare, Password: Benefits4You)
Learn healthy ways to manage stress	Sanvello	(877) 950-5075 (Option 6)	liveandworkwell.com (code HCA; select Popular Tools from the homepage)
Student loan assistance	EdAssist	(800) 640-2235	HCAhrAnswers.com* (Enter the program name in the search bar)
Tuition assistance			
Clinical certification support	HCAhrAnswers	(844) 472-6797	HCAhrAnswers.com* > Search certification support
Charitable giving incentives	Caring for the Community	N/A	hca.yourcause.com (Enter your 3-4 ID and network password)
Donate to colleagues in need	HCA Healthcare Hope Fund	(877) 857-HOPE	hcahopefund.com
Join a Colleague Network	N/A	N/A	HCAhrAnswers.com* > HCA Rewards > Search Diversity

Need help? Start here.

ipm counselors can help you sort competing priorities and find practical solutions for all areas of life. This resource is also available to any member of your household!

Call IPM at (888) 600-4327 OR go to [liveandworkwell.com](#) (code HCA)

**If your facility does not use HCAhrAnswers.com, you can access the resources described in this document by going to Atlas Connect (<https://connect.medicity.net>) while logged into the HCA Healthcare network and clicking the HCA Benefits and Rewards link. If your facility does not use Atlas Connect, log on to [HCArewards.com](#).*