

# PLAYBOOK HIGHLIGHTS

## Home Health & Hospice

### The BrightSpring Team cares about your wellbeing

Our comprehensive benefits package is more than just support - it's a commitment to your total wellbeing. The benefits are designed to protect and enhance all aspects of your health, including your financial and mental wellbeing.

### Benefits Eligibility

Full-time employees (working 30 hours or more per week) are eligible for benefits on the first of the month following 30 days of employment.

As a full-time employee, you will have access to:


- + Comprehensive medical, prescription, dental and vision coverage
- + Group Basic Life and AD&D with access to coverage for your family
- + Short and Long-Term Disability and an Employee Assistance Program (EAP)
- + Flexible Spending and Health Savings Accounts with a company contribution
- + 401(k) including a 3% company match
- + Paid time off with up to 16 days off in the first year plus seven holidays

### 2026 Health & Wellness Benefits – Medical Plan Options

You have multiple medical plan options to choose from. All four of the Imagine360 medical plans include enhanced programs like Nook, and Hinge Health - at no additional cost. BrightSpring also offers the Coupe Health plan option through Anthem Blue Cross Blue Shield, a simple and predictable Copay Only plan designed to make managing your healthcare easier.

*Score More Insights!*

Find more information about your benefits by scanning the QR Code:



*Pharmacy Benefits*

Your pharmacy benefits are managed by MedImpact, giving you access to nearly 60,000 in-network pharmacies nationwide, home delivery with free shipping for 90-day prescriptions, specialty medication support, and lower costs with generics - often 70-90% less than brand-name drugs.

BRIGHTSPRING MEDICAL PLAN OPTIONS					
Benefit Provision	\$900 Plan with Copays	\$2,800 Plan with Copays	\$2,000 Plan* with HSA	\$4,000 Plan with HSA	Coupe Health Tier 1/ Tier 2/ Tier 3 / Out-of-Network
Individual Deductible	\$900	\$2,800	\$2,000	\$4,000	\$0
Family Deductible	\$1,800	\$5,600	\$4,000	\$8,000	\$0
Coinsurance (plan pays)	80% after deductible	70% after deductible	80% after deductible	70% after deductible	N/A
Individual Out-of-Pocket Maximum	\$4,000	\$5,600	\$4,600	\$6,000	\$8,000
Family Out-of-Pocket Maximum	\$8,000	\$11,200	\$9,200	\$12,000	\$16,000
Primary Care Office Visit	\$50 copay then 100%	\$25 copay then 100%	80% after deductible	70% after deductible	\$65 / \$85 / \$145 / \$175

MONTHLY MEDICAL RATES					
Coverage Level	\$900 Plan with Copays	\$2,800 Plan with Copays	\$2,000 Plan* with HSA	\$4,000 Plan with HSA	Coupe Health
Employee Only	\$259.20	\$135.00	\$109.04	\$64.80	\$264.33
Employee Plus Spouse	\$907.20	\$473.04	\$425.75	\$324.00	\$919.12
Employee Plus Child(ren)	\$583.20	\$303.48	\$278.45	\$194.40	\$592.96
Family	\$1,231.20	\$641.52	\$573.56	\$432.00	\$1,247.63

\*This plan is an aggregate deductible (true family deductible) which means that the entire family deductible must be paid out of pocket before the plan begins to pay for services for one family member. If you have other family members on the plan, the overall family deductible must be met.

### Score Tax-Savings with Health Savings Account (HSA) and Flexible Spending Accounts (FSAs)

The HDHP and HSA make a great team! When you contribute to your HSA, BrightSpring will contribute up to **\$500** for the calendar year. BrightSpring also offers a Health Care FSA for Copay Plan participants, a Limited-Purpose FSA for HDHP with HSA participants, and a Dependent Care FSA option to all employees.

**Dental Benefits at a Glance**

Our dental coverage is provided by Delta Dental. The PPO Plus Plan provides coverage for basic and major services as well as child and adult orthodontia with a lifetime maximum of \$1,500.

**Vision Benefits at a Glance**

Our vision coverage is provided by Delta Vision administered by VSP with a Low and High Plan options. Both plans cover annual exams, copays for lenses and allowances for frames and contact lenses.