

Advocate Benefits Overview*



Living Well: To live well, you should feel good and be happy. Advocate helps you do both. Advocate provides great benefits that support you and your family's physical, mental and emotional health.

Advocate offers	How it works
Medical Plans	Each Advocate associate is different, which means that flexibility and choice are crucial to meeting our associates' needs. Advocate offers comprehensive medical benefits, including Advocate Centered plans that offer great care from a large network of Advocate physicians, hospitals and sites of care. Medical benefits include coverage for prescription drugs and behavioral health services.
Wellness Program	Advocate's award-winning Health You® program helps associates and their covered spouses and partners manage, maintain or improve their health. Health You includes free health screenings, comprehensive support programs, fun challenges and events, financial rewards to lower out-of-pocket medical expenses and quarterly and annual cash raffles.
Dental Plans	Advocate recognizes that dental care is an important part of managing your overall health. Advocate offers a range of dental plan options to meet you and your family's needs..
Employee Assistance Program (EAP)	Advocate's Employee Assistance Program helps associates live well by offering confidential counseling and referral services to support you and your family when life gets tough.
Vision Plan	Our vision plan provides benefits for comprehensive eye exams and vision care as well as savings on glasses and contacts.
Flexible Spending Accounts	Advocate's Flexible Spending Accounts allow you to use pre-tax dollars to pay for eligible health care expenses as well as dependent day care expenses.



Earning for Today and Saving for Tomorrow: Advocate gives you more than a paycheck. We offer tools, benefits and personal support throughout your career and during retirement to help you save and plan for the future.

Advocate offers	How it works
Advocate 401(k) Retirement Savings Plan	Advocate's 401(k) Retirement Savings Plan lets you to save a few different ways. Traditional 401(k) savings are deducted from your eligible pay on a pre-tax basis. Roth 401(k) savings are deducted from your eligible pay on an after-tax basis. For every dollar you save (up to 6% of your pay), Advocate contributes an additional 50¢ up to the maximum of 3% of your eligible pay.
Advocate Pension Plan	Advocate contributes funds to the Pension Plan on your behalf based on your eligible earnings; pension benefits are then paid in retirement. Contributions in your account earn a guaranteed interest rate that is determined at the beginning of each year.
Disability	Advocate offers disability benefits in case you have an illness or injury that requires you to take a disability leave. Advocate's disability benefits provide you with continuing income if you can't work for an extended period of time.
Life & AD&D Insurance	Advocate's life insurance benefit gives you and your family peace of mind and protection by providing funds to your beneficiary in case of your death or if you are injured and lose a limb or your sight as a result of an accident. Advocate provides basic coverage automatically and at no cost to you. Additional insurance is available at competitive rates.
GuidedSavings™	GuidedSavings offers a personalized advisory service to help with retirement planning. GuidedSavings can help you set retirement goals, determine how much you need to save and offers investment recommendations to help your savings grow.
Financial Wellness Courses	Free Financial Wellness series are offered to help associates make the most of what they earn today and save for tomorrow.



Balancing Life: Striving to provide a culture for our associates to engage in meaningful work while achieving a quality work/life balance is important to Advocate. Advocate offers programs and resources that can help you make the most of your life outside of work.

Advocate offers	How it works
Paid Time Off (PTO)	Advocate's PTO program lets you celebrate national and local holidays according to your personal or local custom. Our flexible PTO program allows you to choose how you use your time to plan for vacation, holidays, as well as minor illnesses and other unplanned absences.
Adoption Assistance	Advocate's Adoption Assistance Plan reimburses 100% of qualified adoption-related expenses, up to a maximum reimbursement of \$4,000 per child.
Discounts	Take advantage of discounted products and services through PerkSpot, as well as discounts offered by cell phone providers, auto and homeowners insurance, and child care.
Leave of Absence	Advocate recognizes that there are situations when employees need time off to take care of personal or family matters. Advocate offers a variety of leave programs including medical, personal and military assignments.
Legal Services	You and your spouse/partner and dependents can receive legal services through the Hyatt Legal Plan. Advocate associates benefit from a low monthly group rate paid for through convenient automatic deductions from your paycheck.
Long-Term Care Insurance	Advocate offers associates and their family members the opportunity to purchase long-term care insurance at competitive group rates.



Learning and Growing: To have a rewarding career, it's important to keep learning and growing. Advocate offers a range of educational opportunities that can strengthen your professional development and take your skills to the next level.

Advocate offers	How it works
Advocate Talent Management System (ATMS)	Advocate's online source for education, development resources and management of learning activities is provided at no cost to you. You can register for an Advocate class, take computer-based training (CBT), view your transcripts, and complete required training and renewals.
Clinical Development	Novice through expert clinical development is supported in many ways including an innovative simulation-based orientation process, a clinical ladders program, and a robust continuing nursing education (CNE) provider unit that allows nurses to obtain CE credits internally.
Education Assistance Program	Advocate encourages associates to further their formal education and professional skills. Advocate offers tuition reimbursement up to \$4,000 annually and pre-arranged tuition discounts at participating schools.
Leadership Development	Developing exceptional leaders is critical to Advocate's success. A range of system and site-sponsored development opportunities, including Leadership Development Institutes and a comprehensive leadership orientation curriculum, are offered to strengthen competencies and foster continual learning.

**Eligibility for benefits is based on associate pay status. Additional information available at advocatebenefits.com>Benefits Information.*