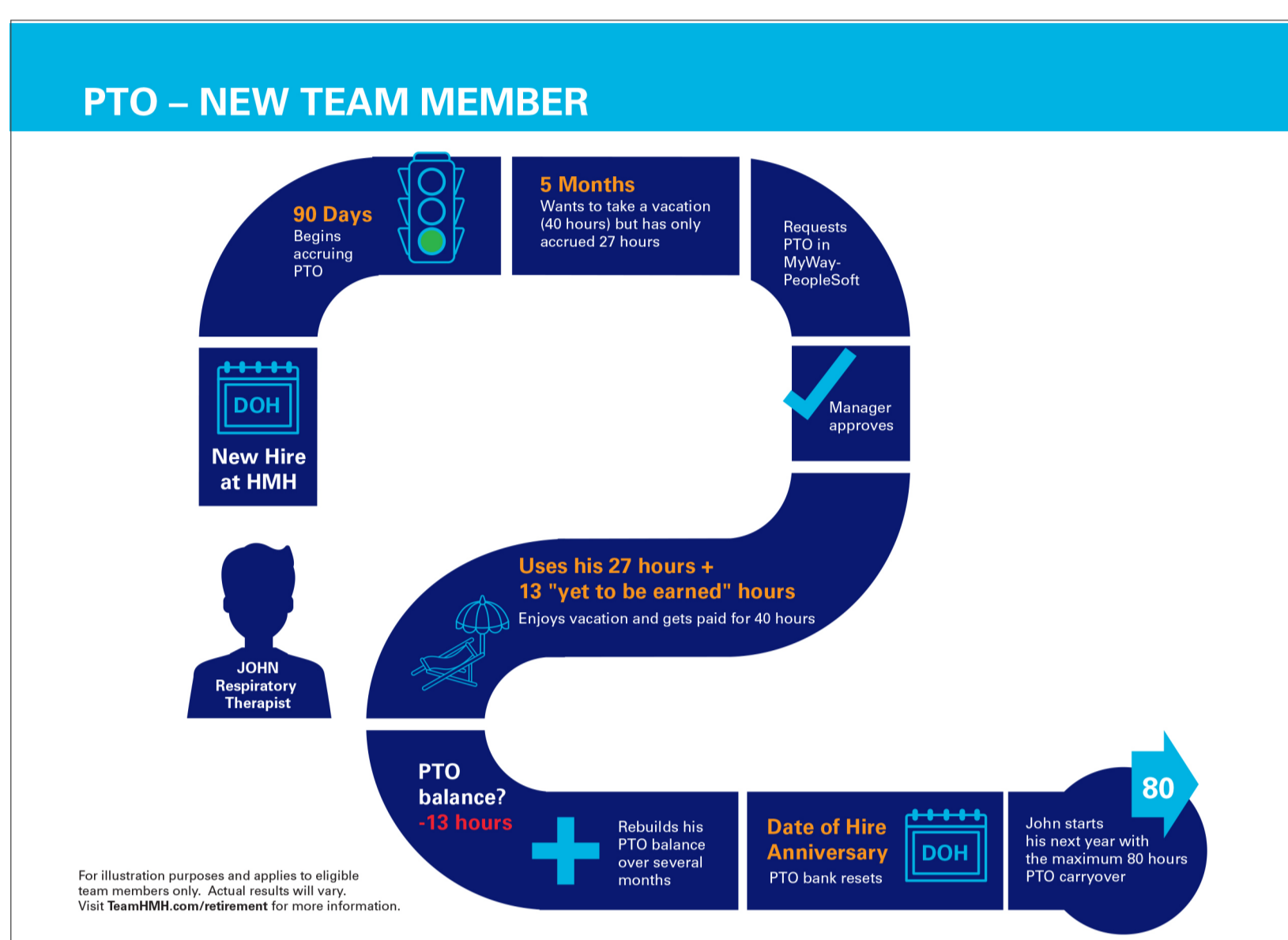




OUR WORK



RELATED

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Benefits Rollout

Aligning and announcing a new set of benefits, policies and platforms to 33,000 employees within a newly merged company and culture

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Today

Over the years, many of our team members have built-up "banks" of PTO hours. When you want to take time off, you make a withdrawal from your bank – sort of like having a **PTO debit card**.

For explanatory purposes only. There are no real PTO Debit or Credit Cards.

Tomorrow

Starting the December 16, 2018 pay period, those banks will stop receiving deposits (meaning, you won't be able to add more time to them). **But, they will still be open for withdrawals.** The time you've saved won't disappear – you'll be able to use it over a period of time based on the size of your bank.

You'll also be enrolled in a new, modernized PTO plan. One that operates more like a **PTO credit card**, because you won't have to "deposit" the time before you can use it!

Need a week off before you've saved a week's worth of PTO? No problem. You'll be able to "charge" it right away. Use it and then pay the "balance" off over time as your PTO accrues.

When do you use your PTO debit card (hours accrued before 2019) vs. your PTO credit card (hours accrued in 2019 and beyond)?

- Starting in 2019, you will use your hours accrued throughout that year to take PTO*
- If you use all of the hours you accrue in 2019, you can then draw from the hours you had previously accrued, which will be sitting in your PTO bank**
- If you don't use all of the hours you accrue in 2019, you can save up to 80 of them in a separate bank, to be used the following year***

*Time will be accrued based on years of service and job function. Pro-rated for team members scheduled to work less than 40 hours per week.
**Subject to your manager approval for scheduling purposes.
***The PTO carryover maximum will be 80 hours. Pro-rated for team members scheduled to work less than 40 hours per week. The carryover will occur at the team member's date of hire anniversary.

Note: Final changes pending necessary regulatory and legislative requirements. We will communicate final time off plans and policies as soon as we are able, over the coming months.

The New Defined Contribution Plan

FOR: Hospitals/Network/Physician Services

The New Defined Contribution Plan: By the Numbers*

1.5%	Non-Elective Core Contribution
Next 2%	100% HMH Match of the First 2% You Contribute
Next 3%	50% HMH Match of the Next 3% You Contribute
One More Number to Remember...	
3%	Year 1 Auto Enrollment Contribution

* Percentages relate to a team member's gross annual salary. Match is per pay period. Applies to eligible team members only.

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GROWING TOGETHER Team Member Workshops

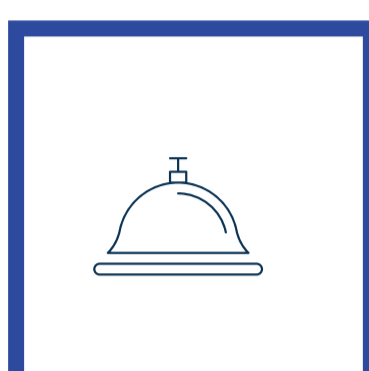
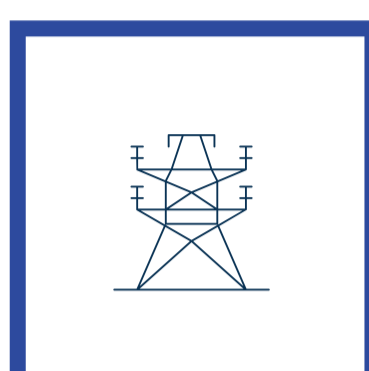
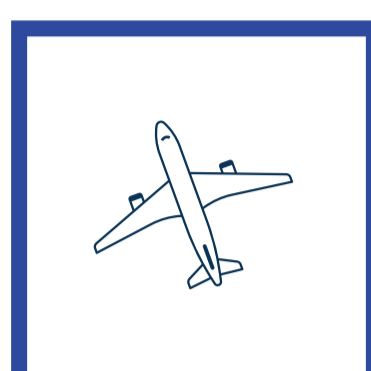
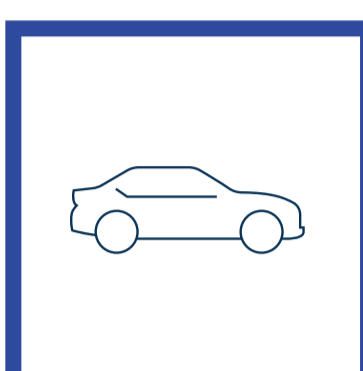
REMINDER: Topic-specific workshops will continue throughout the summer. Check back here regularly for new dates and details!

	Hickensack	JFK	Jersey Shore	Ocean	Riverview	Bevshore	Southern Ocean	Raritan Bay Perth Amboy	Raritan Bay Old Bridge	Network Offices
Thursday May 31	8:00 a.m. Heikman Auditorium	8:30 a.m. Auditorium	10:30 a.m. Latta Auditorium		8:00 p.m. Retreat	8:00 p.m. Boardroom	7:30 a.m. Beach Plum Conference Room	2:00 p.m. Beach Plum Conference Room		10:00 a.m. Executive Committee Room
Friday June 1	8:00 p.m. Heikman Auditorium		12:00 p.m. Latta Auditorium							
Saturday June 2	2:00 p.m. Heikman Auditorium	1:30 p.m. Auditorium						9:00 a.m. Conference Hall	7:30 a.m. Auxiliary B & C	
Sunday June 3	2:00 p.m. Heikman Auditorium		7:00 a.m. Latta Auditorium							
Monday June 4			9:30 a.m. Latta Auditorium							
Tuesday June 5	10:00 a.m. Heikman Auditorium		8:00 p.m. Latta Auditorium		2:00 p.m. Two Rivers/Retreat	8:00 p.m. Boardroom				9:00 a.m. Jumping Brook Country Club, Neptune
	7:00 p.m. Heikman Auditorium									2:00 p.m. Jumping Brook Country Club, Neptune
Wednesday June 6		8:30 a.m. MRI Conference Room	4:00 p.m. Latta Auditorium		7:30 a.m. Conference Room B & C					
		9:30 p.m. MRI Conference Room			12:00 p.m. Conference Room B & C					
					2:30 p.m. Conference Room C					
Thursday June 7	2:00 p.m. Heikman Auditorium		11:00 a.m. Conference Room C		8:00 p.m. Retreat		7:30 a.m. Beach Plum Conference Room	7:00 a.m. Retreat C & D	7:00 a.m. Auxiliary B & C	10:00 a.m. Heikman Mansion Health Village Conference Center, Conference A & B, Jackson
							11:30 a.m. Beach Plum Conference Room	11:00 a.m. Retreat C & D	11:00 a.m. Auxiliary B & C	
							2:00 p.m. Beach Plum Conference Room	2:00 p.m. Retreat D	2:00 p.m. Auxiliary B & C	
Friday June 8	8:00 a.m. Heikman Auditorium									
	7:00 p.m. Heikman Auditorium						2:00 p.m. Conference Rooms 1 & 2			
Saturday June 9			7:00 p.m. Latta Auditorium						5:00 p.m. Auxiliary B & C	
Tuesday June 12										11:00 a.m. Executive Board Room, 8th Floor Edison

PREVIOUS

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INDUSTRIES



Healthcare

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IRI INTELLIGENCE BRIEFING

NEWS AND DEVELOPMENTS AFFECTING THE WORKPLACE

Vol. 5 // No. 2
July 2018

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