

YOUR  BENEFITS

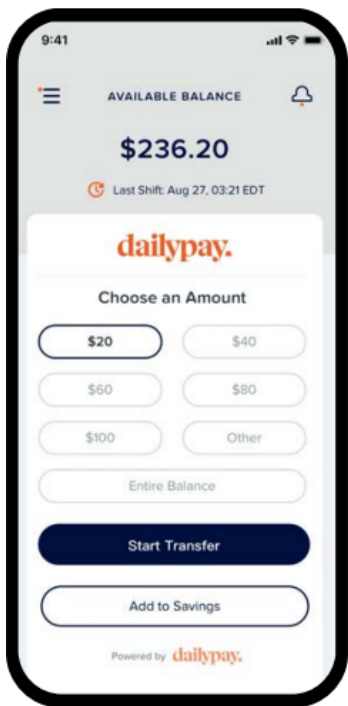
# WORK-LIFE BENEFITS

*We offer benefits that enrich your personal life.*



## daily pay.

DailyPay gives you more control over your pay.



DailyPay is an optional payroll benefit that empowers you to track, transfer, and save your earnings according to your own schedule. It represents an enhancement to our current payroll system, granting you the ability to access a portion of your pay earlier than you would otherwise.

**Get started for free today!**



Download on the App Store

GET IT ON Google Play

[DailyPay.tm/ensign-pd](https://DailyPay.tm/ensign-pd)

or text **START** to **66867**

## wisely™

Wisely offers a revolutionary approach to receiving your pay! Upon signing up for a free Wisely Pay Card, you'll receive a reloadable prepaid card that remains yours regardless of your employment status. Plus, with the myWisely mobile app, managing your finances becomes simple and convenient, ensuring the security of your funds and aiding in planning for your financial future.

With a Wisely Pay Card, you can set up direct deposit. Once enrolled, you'll also have the option to access your earnings early with DailyPay.

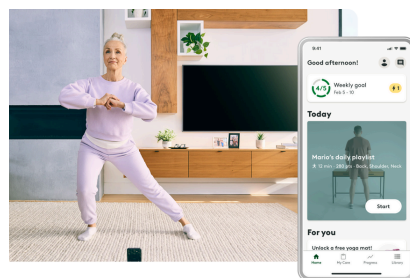


**Sign up**

1. Complete the Wisely Pay Card Training in LMS
2. Contact your HR/Payroll Rep to request a Wisely Pay Card Packet
3. Register, activate and upgrade your card account

## Hinge Health

Employees and eligible dependents (18+) can access Hinge Health for **free** with enrollment in Premier EPO, Choice HSA, Value Copay, or Centivo Plans.



Hinge Health can help with:

- Personalized exercise therapy for back, knee, shoulder, hip, and muscle pain
- Women's pelvic health support for issues like postpartum recovery and bladder control
- Unlimited 1-on-1 health coaching for guidance and motivation
- Motion tracking technology for real-time feedback on your form



**Get access to a personalized exercise program and your own care team — and overcome joint and muscle pain!**

Scan the QR code to learn more or apply at [hinge.health/ensignservices](https://hinge.health/ensignservices)



Questions? Call Hinge Health at (855) 902-2777

## garner

**FREE Annual Health Reimbursement Account (HRA) incentives—up to \$1,000 for individuals or \$2,000 for families—**are available when you visit top providers through Garner! This benefit is available to employees enrolled in the Premier EPO, Choice HSA\*, or Value Copay plan. Garner can help you find the best doctors in your area.

\*If enrolled in the Choice HSA, you must meet a \$1,650 individual or \$3,300 family deductible before eligible out-of-pocket costs from Top Providers can be reimbursed through the HRA.

**How do I use Garner?**

**1. Sign up for an account**

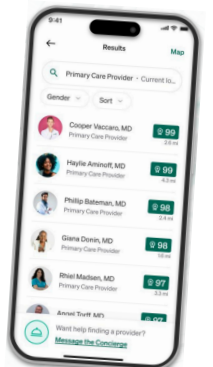
Once you've created an account, you'll be able to access detailed information about your benefit and coverage through the app.

**2. Find Top Providers**

Search for doctors in your area based on your symptoms, their name, or the type of care you need.

**3. Get reimbursed**

Receive reimbursement for qualifying medical costs provided by a Top Provider who has been added to your account **before your appointment.**



Scan the QR code with your mobile phone to get started.

Or visit [Garner.Guide/Start](https://Garner.Guide/Start) to sign up for an account. When creating your account, make sure to use your full legal name.



**Maintaining a balance between your work and personal life is important to us.**



One of our core values is Love One Another. The Emergency Fund may be able to provide financial support and resources to help pick up the pieces after a personal crisis. Employees can donate to the Emergency Fund by setting up contributions directly in Workday.



**Applying for Assistance through the Emergency Fund**

- Request and complete a grant application from your HR/Payroll Rep or Executive Director.
- You can also obtain an application at [TheEmergencyFund.net](http://TheEmergencyFund.net)

**Tuition Reimbursement**

The Ensign Affiliate Tuition Reimbursement Program reflects our CAPLICO value, Passion for Learning.

Eligible employees with one year of service and a satisfactory review can receive:

- Up to \$1,000/year for full-time employees
- Up to \$500/year for part-time employees
- Coverage for CEUs, certifications, and degree programs at accredited schools

- **For more information**, including an application for tuition reimbursement, go to [www.ensignbenefits.com](http://www.ensignbenefits.com)
- Click on **Work-Life** in the top navigation bar, then select **Tuition Reimbursement**



**Employee Assistance Program (EAP)**  
**Free Counseling Sessions**

Facing challenges? You're not alone. The Employee Assistance Program (EAP) is **FREE** and offers confidential support for personal, work, family, financial, and life balance issues—the program is **available to all employees, no enrollment needed.**

**Who's covered**

- You
- Your spouse
- Your dependent children
- Your parents and parents-in-law

**Programs and features include:**

- Three **free** in-person or virtual counseling sessions per issue
- Unlimited help over the phone

**Contact the EAP 24/7**

- **Online:** [www.unum.com/lifebalance](http://www.unum.com/lifebalance)
- **Call:** 800-854-1446 (multi-lingual)



**Learn more about Lyra Mental Health Support**



**Telephone:** 833-872-0268  
**Online:** [ensign.lyrahealth.com](http://ensign.lyrahealth.com)  
**Email:** [care@lyrahealth.com](mailto:care@lyrahealth.com)

**Lyra offers free mental health support for employees enrolled in the Value Copay, Choice HSA, and Premier EPO Plans.**

Enjoy **8 free therapy or mental health coaching sessions per year**, plus access to on-demand digital wellness tools and:

- 6,500+ child specialists for additional support. Including content designed by teens, for teens.
- Alcohol recovery program (expanding to include cannabis, stimulants, opioids, and tobacco on 4/1/25)
- Autism Spectrum Disorder Navigation for personalized support

**How can we help?**  
Privacy is our priority - Responses are confidential

- Find care for yourself  
We'll match you with a mental health professional who can help.
- Find care for a child or teen (0-17)  
Specialty 1:1 care for the unique needs of children and teens.
- Build everyday skills with a coach  
Work-life balance, stress management, and more with a certified coach.
- Expert coaching for parents  
Navigate the challenges of parenting and better manage child behaviors.
- Get a medication consultation  
Meet with a provider to discuss your medication needs.

[More details](#)



**All employees are eligible for a fitness center membership!**

For just \$28/month (first 2 months) plus a \$28 enrollment fee, enjoy:

- 17,400+ participating gyms and studios
- 1,500+ digital workout videos
- Unlimited 1-on-1 coaching for fitness, nutrition, stress, and sleep
- Easy payments via your Active&Fit Direct online account

**To sign-up for Active & Fit Direct through Workday**

1. Log in to Workday.
2. Navigate to the Benefits & Pay Hub.
3. Select "Active & Fit Direct" from the left menu.



Vida Health is a **free** program for employees and dependents 18+ with a current diagnosis of diabetes, enrolled in the Value Copay, Choice HSA, Premier EPO, or Centivo PCP Partnership Plan. Get expert coaching, personalized plans, and tools to manage your blood sugar and well-being. Vida program participants may be eligible to receive our preferred GLP-1 medication (Mounjaro) for free.



Download the Vida Health app from the App Store or Google Play or visit [vida.com/ensign](http://vida.com/ensign) to learn more



**Scholarship Program**

For those who have a passion for senior-focused health care and are interested in progressing in their career, the Helping Our Heritage Scholarship Fund can provide the resources needed. Visit: [elevatecharities.org/helping-our-heritage-scholarship-fund/](http://elevatecharities.org/helping-our-heritage-scholarship-fund/)



**Child Care Benefit Program**

Get 10% off weekly child care tuition at the largest early childhood education network in the U.S. for kids ages 6 weeks to 12 years. Includes CCLC®, KinderCare®, and Champions® programs.

- Visit [www.careiseverywhere.com](http://www.careiseverywhere.com) or call **877-914-7683**.
- Mention that you are an employee of an Ensign-affiliated company



**Save Big with PerkSpot!**

Enjoy exclusive discounts on:

- Theme Parks & Events – Disneyland, Universal Studios, concerts & more
- Hotels & Travel – Hilton, Marriott, car rentals, vacation packages
- Shopping & Essentials – Nike, Apple, Costco, Target, and everyday must-haves

All in one easy-to-use portal—anytime, anywhere!

To get started, go to [ensign.perkspot.com](http://ensign.perkspot.com)



Full-time employees can shop brand-name electronics, appliances, furniture, and more with Purchasing Power—a hassle-free way to buy now and pay over time through easy payroll deductions.

Purchasing Power offers upfront pricing with no interest, late fees, or credit checks. Pay over 12 months through payroll deduction—a simple, stress-free way to shop!

**To participate:**

- You must be at least 18 years of age
- You must be a full-time employee of an Ensign-affiliated company and regularly scheduled to work at least 32 hours per week
- You must earn at least \$16,000 a year
- Your ID is your Employee ID
- You must have a bank account or credit card (to be used in case of non-payment via payroll deduction)

**Shop Online**

Go to [www.ENSIGN.PurchasingPower.com](http://www.ENSIGN.PurchasingPower.com)  
Use Group Code 'ENS2293' when you log in for the first time.  
Contact Purchasing Power: 866-670-3479.



**It's Easy to Get Started:**

1. Visit [TicketsatWork.com](http://TicketsatWork.com)
2. Click "Sign In"
3. Create an account using Company Code: **Ensign**

**Exclusive Employee Discounts with TicketsatWork!**

Save big on:

- Movies – AMC, Regal, Cinemark
- Sports – NFL, NBA, MLB, NHL
- Theme Parks – Disneyland, Universal, Six Flags
- Travel – Hotels, car rentals, vacation deals
- Broadway & Concerts – Top shows & events
- Shopping & Dining – Exclusive brand & restaurant offers



Protect your pet with My Pet Protection® from Nationwide, available to affiliate employees.

Enjoy:

- Freedom to choose any vet
  - Up to 70% reimbursement after a \$250 deductible
  - \$7,500 annual benefit max
  - 24/7 vethelpine® (\$150 value)
  - Pet Rx Express savings
  - Coverage for birds & exotic pets
- Pre-existing conditions may be covered after 6 months with proof of recovery. Easy enrollment—premiums paid directly to Nationwide.



**How to Enroll**

- **Online:** [benefits.petinsurance.com/ensign](http://benefits.petinsurance.com/ensign)
- **Call:** 877-738-7874

