

## HCA Rewards for PRN Colleagues

### Medical Benefits

HCA Healthcare colleagues with an eligible PRN status have an opportunity to enroll in the HCA Healthcare Essential Plan, a medical coverage option designed to meet the requirements of the Affordable Care Act (ACA). For most services, after you meet the deductible, you pay 40% for in-network providers and 75% for non-HCA Healthcare and out-of-network providers.

You and your eligible dependents can enroll in the Essential Plan if you are classified as :

- An employee with a PRN status that is designated by your facility as eligible for benefits.
- An “Affordable Care Act Eligible Employee” who does not work full-time or part-time and works an average of 30 or more hours per week during a designated 12-month measurement period.

### Wellbeing Resources

Free support for all areas of life, including mental, emotional and financial wellbeing.

### 401(k) Plan

One of the most generous plans offered by any healthcare company, our program includes a 100% match on up to 9% of pay (based on years of service).

### Employee Stock Purchase Plan

Allows colleagues to purchase shares of HCA Healthcare stock at a discount.

### Other Benefits

Additional resources to support your life, including childcare resources, consumer discounts, moving assistance and more.

## More Support

### HCA Healthcare Hope Fund

Since 2005, the Hope Fund has provided support for colleagues impacted by natural disasters, illness, injury, domestic violence, death of a loved one or any number of hardships.

### Disaster Relief Support

In times of disaster, our HCA Healthcare family comes to the aid of our colleagues in need with relief workers, food, water, shelter and a shoulder to lean on.