



Employee Town Hall

May 28, 2026

This content is for informational purposes only. All items presented are subject to bargaining and review.



Today's Agenda:

7:30 Welcome

7:35 Reflection

7:40 Onboarding Fair

7:55 Benefits

8:25 Integration Panel - FAQs

8:55 Closing

For your awareness, this session will be recorded.

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Today's Agenda:

12:30 Welcome

12:35 Reflection

12:40 Onboarding Fair

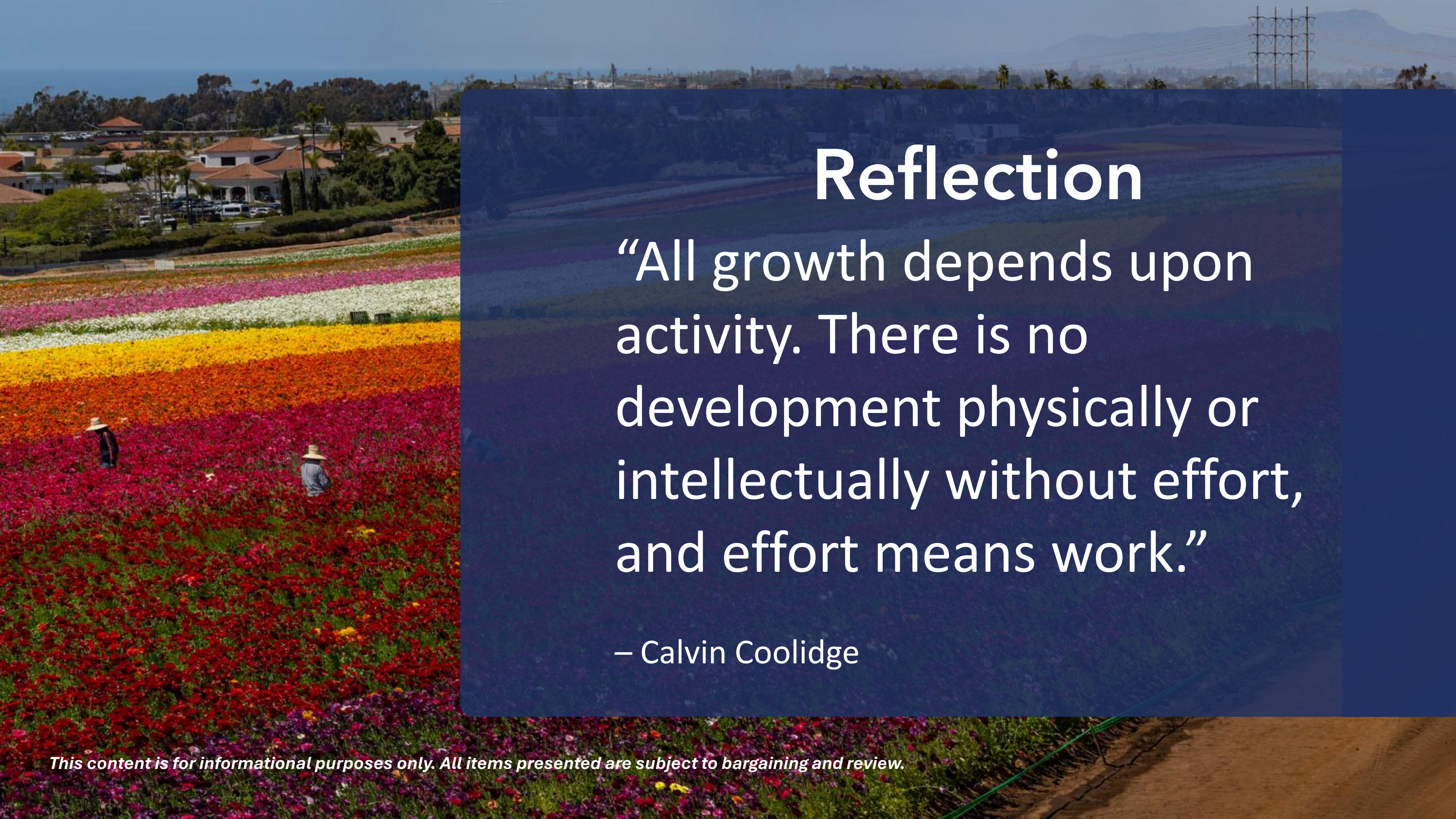
12:55 Benefits

1:25 Integration Panel - FAQs

1:55 Closing

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Reflection

“All growth depends upon activity. There is no development physically or intellectually without effort, and effort means work.”

– Calvin Coolidge



Introduction to Onboarding and Benefits

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Onboarding Fair

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This is Your Journey to Sharp HealthCare



What to Expect



What to Bring



How to be Successful

The 6 Questions Everyone Has

Who needs to attend + who you will meet

When will the Onboarding Fair happen

Why it matters

Where to go

What happens during your appointment

How to schedule, prepare, and avoid being rescheduled

WHO?

Onboarding Fair Participants

- All TCMC employees transitioning to Sharp HealthCare
- Onboarding is mandatory prior to July 1, 2026



Interactions

- Timekeeping orientation training team
- Sharp HR representative
- Support functions:
 - Workday credentials
 - Benefits
 - Employee Health
 - Security & Badging



WHEN & WHERE?

When

- Monday, June 15 – Friday, June 26
- Appointments every 30 mins
- 5:30 am to 7:00 pm
- Expect to be there up to ~2 hrs
- Must be completed prior to July 1, 2026



Where

- Location: Assembly Rooms, Lower Level of TCMC
- Arrive a few minutes early for check-in
- Training will start at the top and bottom of the hour



WHY?

- Onboarding appointments are a critical step in joining Sharp HealthCare
- Required hiring activities must be completed in person prior to starting July 1
- The Onboarding Fair ensures a smooth transition by completing the required steps in one sitting
- Benefits timing: If eligible and you make elections during the June 15-26 time period, benefits coverage begins July 1



WHAT?

- 30 mins of orientation for timekeeping changes
- Workday onboarding tasks
- Sign offer letter and job description
- Form I-9 completion and identification documentation (no copies accepted)
- Background check authorization
- Direct deposit entry
- Employee health requirements, including TB risk assessment and any additional screenings
- Badge photo taken and distributed (you will still need your TCMC one!)



HOW?

How do I get scheduled and receive instructions?

- TCMC Leaders will schedule their team members for onboarding appointments
- TCMC Leaders will utilize an MS Bookings Link to register staff
- Confirmations and Onboarding communications are sent to employees TCMC.com email address
- Employees will receive a detailed packet and checklist via TCMC.com email and mailed to home address
- *If no access to TCMC.com email login. Please attend drop-in IT hours in Computer Room C June 8-12 from 10-2 pm*



HOW?

How do I prepare and what do I bring?

Complete online Application

- Complete the entire application before your onboarding appointment
- Application must include your full and complete work history, not just recent roles or positions related to your current job
- Accurate employment dates, employer names, and role details are required, as this information may be used for employment verification and experience calculations

Why this matters:

- Sharp HealthCare uses work history information to assess years of experience and ensure accurate employee records



HOW?

How do I prepare and what do I bring?

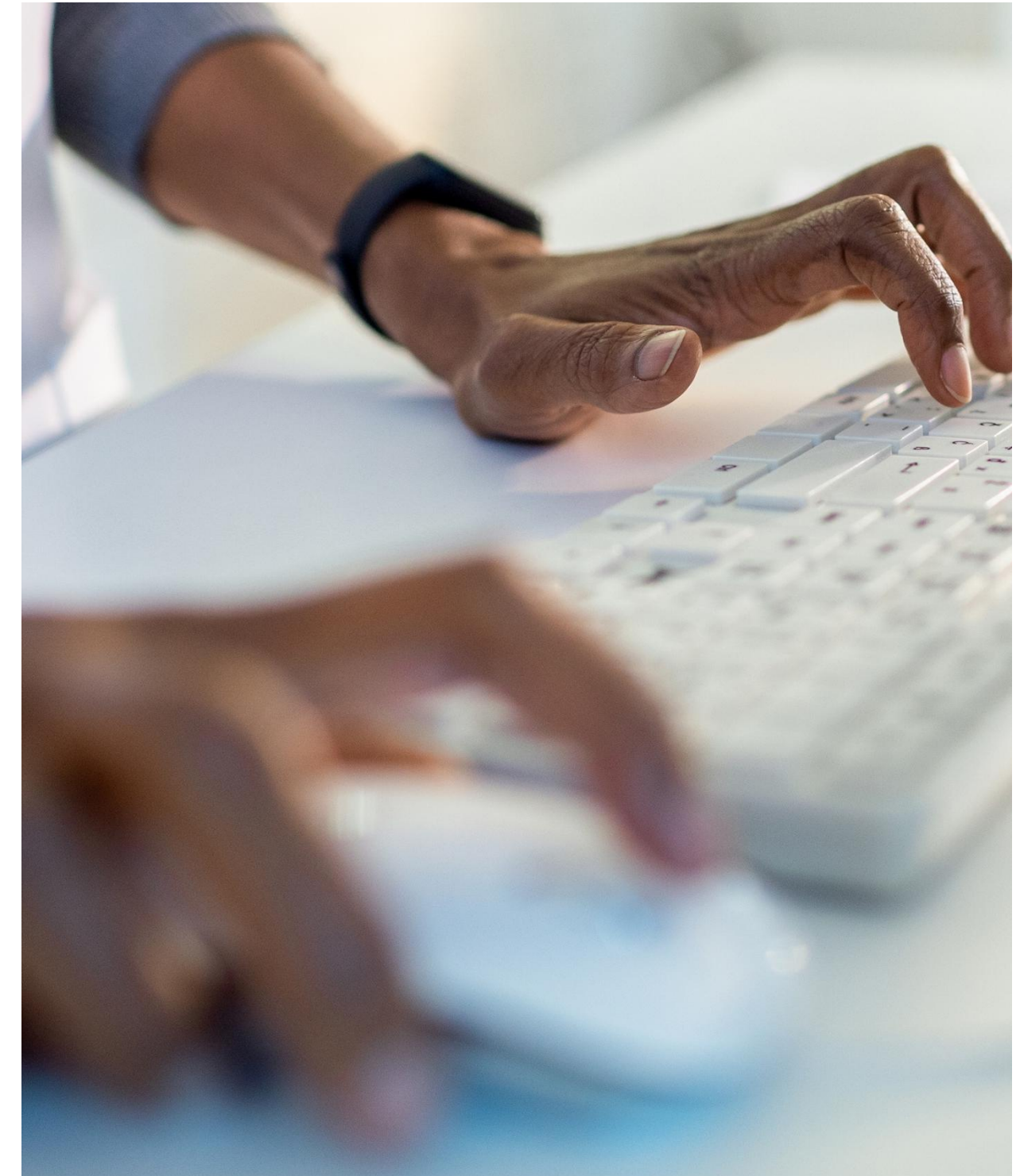
- Bring original documents (no photos or copies)
 - Government-issued photo ID (used for Workday authentication)
 - Original Form I-9 documents (no photocopies or pictures)
 - Banking info for Direct Deposit
 - Licenses/certifications required for your role (if applicable)
 - Benefits documents if enrolling dependents. (ex dependent verification, SSN's, and benefits checklist)



HOW?

How do I avoid delays in onboarding?

- Bring original documents, otherwise you will be rescheduled
- Complete your application in advance of your appointment
- Make sure you can access your TCMC.com email
 - You will be asked to log in to your email at your appointment
 - You can send your beneficiary documents to your Tri-City email for easy access
 - *If no access to TCMC.com email login. Please attend drop-in IT hours in Computer Room C June 8-12 from 10-2 pm*



Onboarding Key Dates

June 8

- Leaders receive instructions to register for TCMC staff for Onboarding Fair

June 8-12

- Computer lab hours available for staff to reset email and confirm system access
- Employees to complete applications

June 15-26

- TCMC Onboarding Fair conducted Monday through Friday
- All Staff must be onboarded by the end of the Onboarding Fair

A scenic view of a hillside with houses and a large blue overlay containing the word 'Benefits'. The background shows a lush green hillside with several houses, a winding road, and a large blue overlay with the word 'Benefits' in white. The sky is clear and blue.

Benefits

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Benefits Overview



Current Plans at TCMC

- Tri-City health, welfare and group voluntary benefits
- Retirement plans – MAPP, 457(b) and NSRP



Plans at Sharp HealthCare

- Sharp HealthCare health, welfare and group voluntary benefits
- Health and Dependent Care FSA spending accounts
- Sharp\$aver and 403(b) retirement plans

What Benefits are Currently Offered at TCMC

**HMO & PPO
Medical Plans
with Sharp**

**Health
Reimbursement
Account (HRA)**

**Rx Benefits/
Optum Rx**

**Vision Service
Plan (VSP)**

**HMO & PPO
Delta Dental
Plans**

**Health &
Dependent
Flexible
Spending Plans**

**Basic Life/
AD&D**

**Hartford
Voluntary**

**Critical Illness &
Accident
Insurance**

**Employee
Assistance
Program (EAP)**

**Metlife Legal
Plan**

Retirement Plans at TCMC

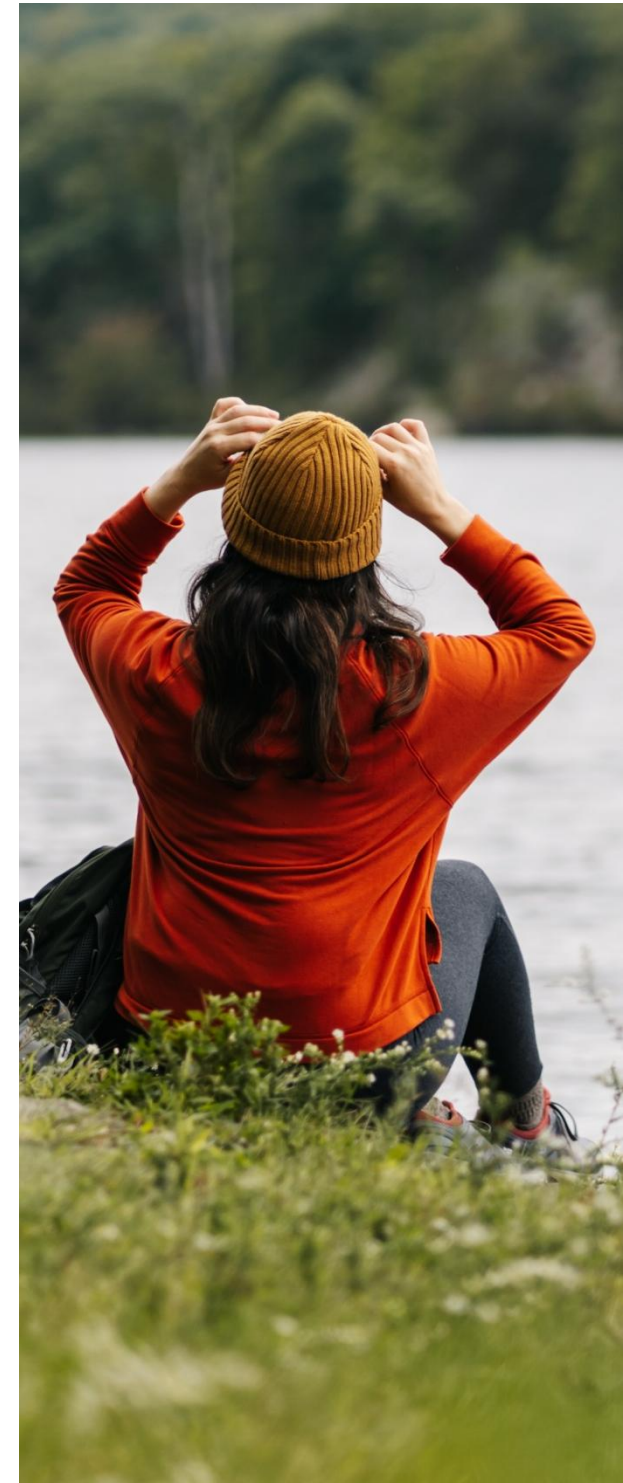
**National
Security and
Retirement
Program
(NSRP)**

**Deferred
Compensation
Plan**

**Money
Accumulation
Pension Plan
(MAPP)**

TCMC Retirement Plan Options After 7/1

- Rollover into an Individual Retirement Account (IRA), or into another eligible retirement plan with Sharp, or another employer
 - Consider the fees, investment options, and other provisions before deciding
- Take a Distribution
 - Distributions are subject to mandatory tax and other withholdings
- Default Option
 - If you do nothing, your funds will automatically be rolled into the *Lincoln Select Solution IRA*. This option will preserve your capital, but it does not separate the pre-tax and after-tax amounts. The fund currently pays 1.0%.
- Other Important Considerations
 - MAPP includes both pre-tax and after-tax contributions. The after-tax contributions should roll into a Roth Plan or Roth IRA to avoid extra taxation.
- Who can help with these Decisions?
 - Prudent Investment Advisor – Gabe Uruburo
 - Lincoln Financial Team for the Sharp Healthcare Plans – more information available after 7/1
 - An outside Financial Advisor of your choice



Sharp Benefits Eligibility

Full-time (0.75-1.0 FTE)

Part-time (0.5-0.74 FTE)

Eligible for full SharpChoice health & welfare benefits package and retirement plans

Per Diem

- Eligible for **medical benefits** for self and eligible children and **retirement plans**
- Medical coverage is direct billed by Sharp Health Plan at non-subsidized group rate

Preparing to Enroll

- Onboarding Fair is June 15 - 26
 - Review the benefits information packet sent to your home.
 - Review the benefits information on the Tri-City Medical Center intranet.
 - Fill out and bring your enrollment checklist to your onboarding appointment.
 - Collect your dependent verification documents and bring them to your onboarding appointment. A required documents list is included in your benefits packet and also available on the intranet.

Your SharpChoice Benefits Enrollment Checklist



Before You Enroll

☐		REVIEW YOUR BENEFITS MATERIALS and consult the Tri-City Medical Center Intranet for detailed plan information.
☐		DECIDE WHICH BENEFITS YOU WANT to enroll in and who you will cover.
☐		GATHER THE DOCUMENTS AND INFORMATION NEEDED to enroll your eligible dependents — this includes all dependent Social Security numbers. Scan all documents required for dependent verification into a single PDF to access during enrollment, and bring copies in case anything needs to be rescanned.
☐		DOWNLOAD THIS DIGITAL WALLET CARD to access important benefits contacts from your smartphone. APPLE  FPO ANDROID  FPO

During Enrollment

☐		BRING YOUR COMPLETED CHECKLIST AND YOUR DEPENDENT VERIFICATION DOCUMENTATION to your enrollment appointment so you can enroll in benefits coverage.
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After You Enroll

☐		REVIEW YOUR CONFIRMATION STATEMENT to ensure you enrolled in the coverage you wanted.
☐		DESIGNATE A PRIMARY CARE PHYSICIAN (PCP) with Sharp Health Plan at 1-800-359-2002.
☐		WATCH YOUR MAIL for your new medical ID card.
☐		VISIT METLIFE.COM to search for an in-network provider if you selected dental coverage. Sharp has access to the PDP Plus network.
☐		REGISTER ON THE METLIFE MYBENEFITS PORTAL to conveniently manage your dental and voluntary benefit plans.

This content is for informational purposes only. For union-represented employees, all items are subject to discussions with the unions.



Sharp Health Benefits

Medical Plans – Sharp Health Plan HMOs

- Value
- Basic
- Premium
 - Comprehensive coverage on all plans to include Vision through VSP
 - Full-time status can actively Waive and receive \$20 per pay period
 - Value Plan has a \$1,500 annual deductible (\$3,000 family) and no bi-weekly premium at any tier of coverage
 - Basic and Premium plans have no deductible and only a copay for the majority of services. Premium plan has the lowest copayments and includes chiropractic and acupuncture.

SHARP Health Plan

Sharp Health Benefits

Dental Plans

- **MetLife PPOs - Basic and Premium options**
- Both options cover preventive, basic and major services
- Freedom to choose in-network or out-of-network providers, with greater savings in-network
- Expanded in-network access with MetLife PDP Plus network
- Basic Plan annual maximum of \$1,500; Premium plan \$2,000
- Premium Plan includes orthodontia (\$2,000 lifetime maximum per individual)



Sharp Employee Premiums (*bi-weekly*)

FOR FULL-TIME EMPLOYEES (60 TO 80 HOURS PER PAY PERIOD)

Enrollment Premium	EO	ES/DP	EC	EF
Medical				
Value HMO Plan (<i>New</i>)	No Cost	No Cost	No Cost	No Cost
Basic HMO Plan	No Cost	\$82.95	\$72.45	\$142.25
Premium HMO Plan	\$31.50	\$126.50	\$113.40	\$204.75
Dental				
Basic PPO Plan	No Cost	\$11.35	\$12.45	\$23.80
Premium PPO Plan	\$2.15	\$19.50	\$20.60	\$32.45

FOR PART-TIME EMPLOYEES (40 TO 59 HOURS PER PAY PERIOD)

Medical	EO	ES/DP	EC	EF
Value HMO Plan (<i>New</i>)	No Cost	No Cost	No Cost	No Cost
Basic HMO Plan	\$51.45	\$166.95	\$153.30	\$236.25
Premium HMO Plan	\$83.45	\$211.05	\$193.20	\$299.25
Dental				
Basic PPO Plan	\$7.55	\$18.95	\$20.60	\$32.45
Premium PPO Plan	\$9.70	\$27.05	\$28.65	\$41.10

EO = Employee Only; ES/DP = Employee & Spouse/Domestic Partner; EC = Employee & Child(ren); EF = Employee & Family

Spending Accounts

Flexible Spending Accounts

Health FSA – for medical, vision and dental expenses

- Up to \$3,400 annually in 2026

Dependent Care FSA – for dependent day care expenses

- Up to \$7,500 annually in 2026
- Care for children up to age 13 or disabled adult dependent



Sharp Protection Benefits

Basic Group Life and Accidental Death & Dismemberment

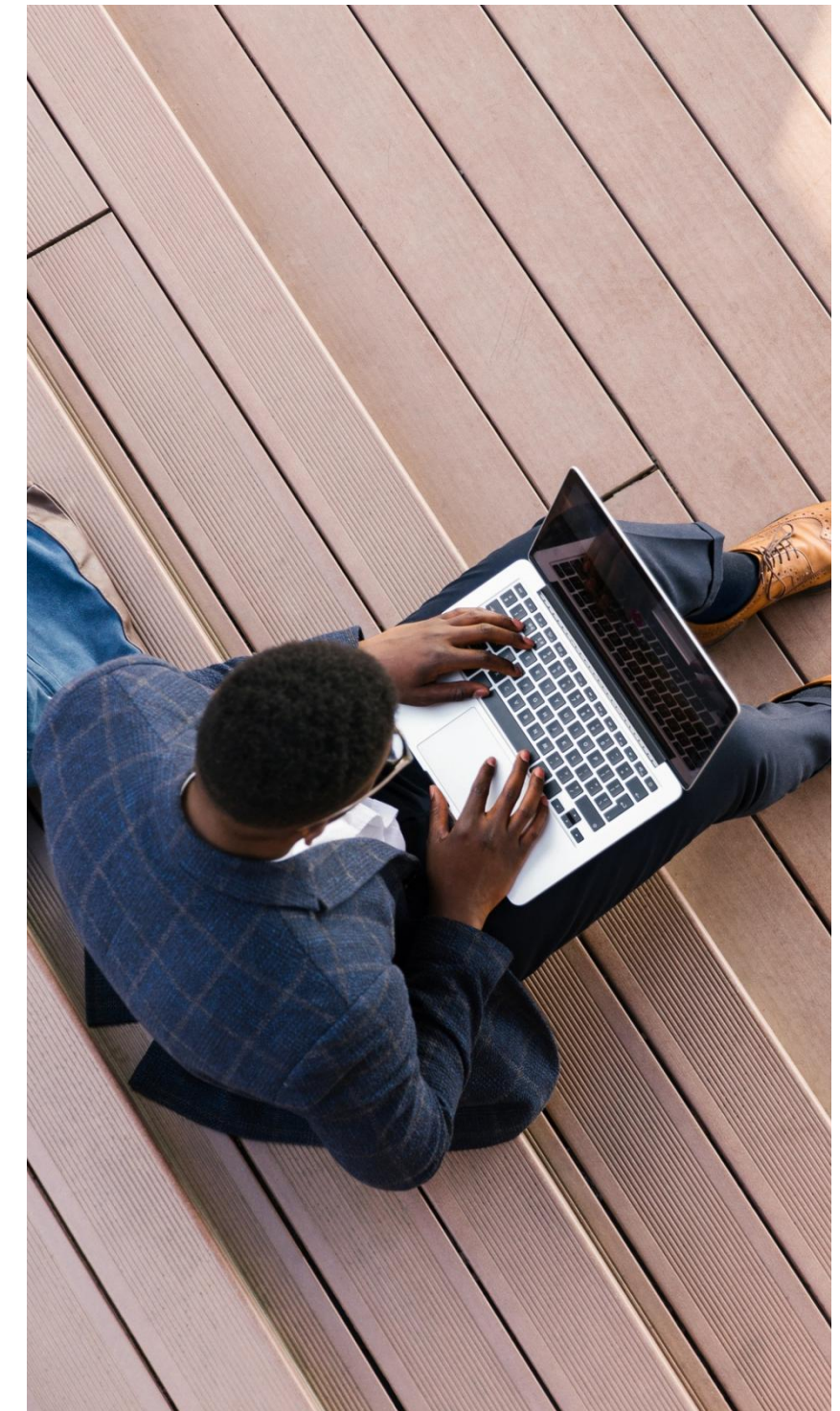
- 1X annual salary company paid

Supplemental Group Life Insurance

- Additional multiples of salary up to 5X salary total (Basic + Supplemental)
- Not to exceed \$1,000,000

Basic and Supplemental Long-term Disability (LTD)

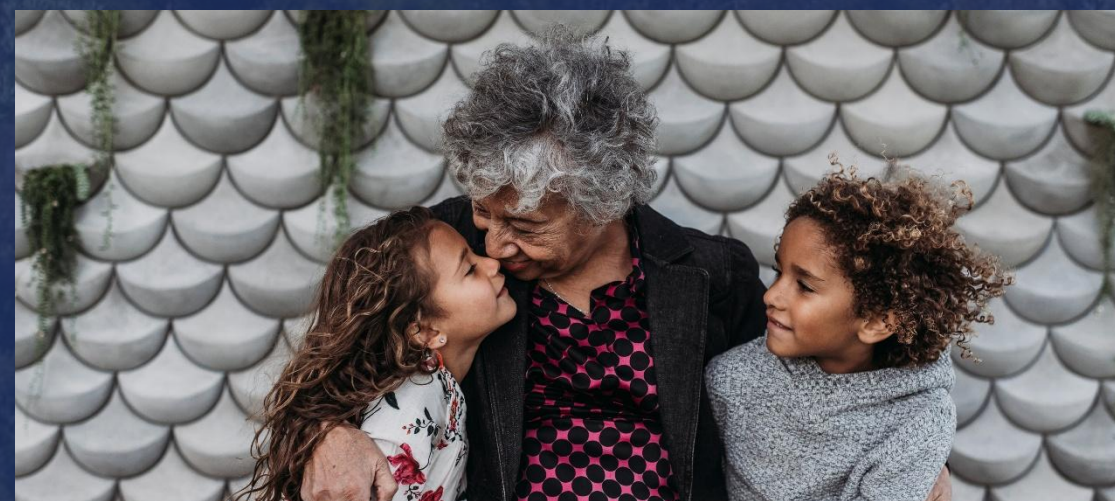
- 60% income replacement company paid for staff
- 70% income replacement company paid for manager and above
- Staff can select an additional 6 2/3% income replacement



Sharp Protection Benefits

Personal Accident Insurance (PAI)

- Additional insurance paid to the employee in the event of a covered serious accident or to the designated beneficiary in the event of death by an accident
- \$20,000 to \$500,000 options
- Employee can cover self only or self and family



Optional Voluntary Benefits

Critical Illness

**Hospital
Indemnity
Insurance**

**Group
Accident
Insurance**

**Group Legal
Plan**

Pet Insurance

**Group Auto &
Home**



Sharp Retirement Plans

Sharp\$aver

- 401(a) plan with post-tax deductions and company contribution
- Defined Benefit (DB) and Defined Contribution (DC) accounts
- DB is invested by Sharp
- DC investment is employee directed
- 3-year graded vesting schedule

Sharp 403(b)

- Flexibility of pre-tax and ROTH after-tax contributions
- Investment of funds is employee-directed
- Target date funds available



Sharp\$aver Contribution Schedule

- Sharp's matching contributions are made based on the participant's elected percentage contribution to the plan.

Employee Contribution*	Employer Matching Contribution	Total Contribution
1%	2.0%	3.0%
2%	2.5%	4.5%
3%	3.0%	6.0%
4%	3.5%	7.5%
5%	4.0%	9.0%
IF LESS THAN 20 YEARS OF VESTING SERVICE:		
6%	4.5%	10.5%
IF 20 OR MORE YEARS OF VESTING SERVICE:		
6%	6.0%	12.0%

**The first 1% is always contributed to the DB Plan.*

Sharp Retirement Plans Summarized

Sharp\$aver



- **Plan Type:** 401(a)
- **Contribution Election:** Post-tax percentage of pay
- **Employee Contribution:** 1 – 100% of eligible pay
- **Employer Contribution:** Matching 2 – 4.5% (6% if 20+ years of service)
- **Vesting:** Always vested in own contributions; vest in Sharp's contributions over 3 years/1000 hours of service per plan year
- **Additional features:** Guaranteed 6% return on DB plan account; employee directs investment of DC plan account

Sharp 403(b)



- **Plan Type:** 403(b)
- **Contribution Election:** Pre-tax or Post-tax; percentage of pay or fixed dollar amount
- **Employee Contribution Amount:** Percentage or fixed dollar. 2026 statutory annual maximum is \$24,500 or \$32,500 if age 50 or older.
- **Employer Contribution:** There are no employer contributions to this plan.
- **Vesting:** Vested in your own contributions
- **Additional features:** in-service hardship distribution and loan provisions

A scenic view of a beach at sunset. The sky is filled with dramatic, colorful clouds in shades of orange, yellow, and blue. The ocean is calm with gentle waves lapping onto a sandy beach. Several palm trees are visible on the right side of the frame, and a lifeguard stand is partially visible among them. In the foreground, a few people are walking along the beach, and a person is carrying a surfboard. A dark blue semi-transparent rectangle is overlaid on the right side of the image, containing the text "Integration Panel" in white.

Integration Panel

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Sharp Tri-City Connection Hub

The integration between Sharp HealthCare and Tri-City Medical Center is an important milestone focused on bringing people, processes and culture together. Teams across the organization are working through coordinated, cross-functional workstreams to support a smooth transition both now and into the future.

Key milestones and timeline



April



May



June

Sharp Tri-City Integration Hub



Connection
Hub

Got
Questions?



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Integration Panel & FAQs

- Sandra Townsend, Sharp VP Total Rewards
- Marlys Kimmey, Sharp HR Field Director
- Joanne Barnett, TCMC Sr. Director Nursing Services - Monitored Med Unit
- Melissa Terah, TCMC Sr. Director Nursing Services - Surgery
- Moderated By: Kaylen Nielson, Director of Org Effectiveness and People Transformation (Sharp & Tri-City)



Q&A Ground Rules:

- 30 Seconds to ask Question
- 30 Seconds for Responses

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Open Q&A Featuring:

- Rita Essaian, EVP Chief People Officer, Sharp HealthCare
- Scott Evans, EVP Hospital Operations and Chief Strategy Officer, Sharp HealthCare
- Jason Broad, VP Strat Integration and Comm Engagement
- Dr. Gene Ma, President and CEO Tri-City Medical Center

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Next Townhall:

Wednesday, June 29

- 7:30
- 12:30

Topic: STCMC Opening Day



Closing Remarks

4002 VISTA WAY

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