

YOUR BENEFITS

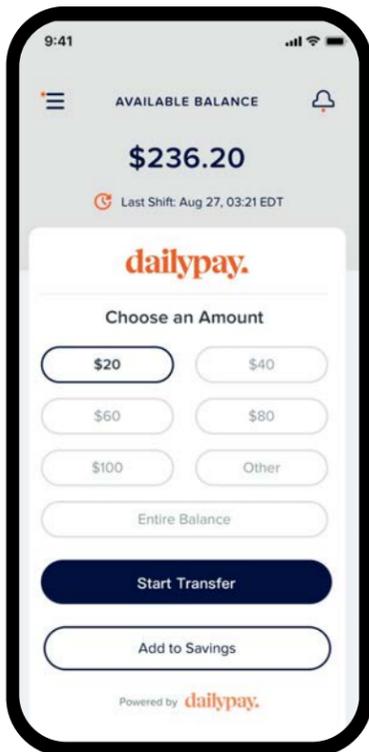
WORK-LIFE BENEFITS

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!



or text **START** to **66867** DailyPay.tm/ensign-pd



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.

By utilizing a Wisely Pay Card, you can establish direct deposit if you currently receive paper checks on payday. Once direct deposit is set up with a Wisely Pay Card, you also gain the option to utilize DailyPay.



Sign up

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

Hinge Health



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



*You're eligible to join Hinge Health!

Overcome back, knee, and other joint and muscle pain at no extra cost to you. Your family may be eligible too.

Programs include:

- Personalized exercise therapy
- Unlimited 1-on-1 health coaching
- Motion tracking technology for instant feedback on your form.

*Affiliate employees and eligible dependents must be 18+ and enrolled in either the Premier EPO, Choice HSA, Value Copay, or Centivo plan.

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

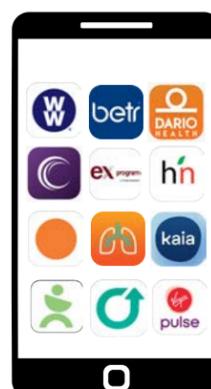
Scan the QR code to learn more or apply at hinge.health/ensignservices



Wellvolution



Lose Weight
Treat Diabetes
Quit Smoking
Lower Stress



Wellvolution offers lifestyle-based tools to employees and their family members enrolled in a Blue Shield medical plan.

Many of these programs are entirely free to you, covered by Blue Shield, while some may involve additional out-of-pocket services such as meal delivery options.

Once you've set up your Wellvolution account and completed your health profile, you'll be presented with recommended programs tailored to your health goals and the information provided in your profile.

There's a program suited for everyone.

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. Learn how to donate via payroll deduction by speaking with your HR/Payroll Rep.

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 <http://theemergencyfund.net>

Tuition Reimbursement

The Ensign Affiliate Tuition Reimbursement Program was established to support the CAPLICO core value: "Passion for Learning."

The program is available to employees of Ensign Services-affiliated companies at participating locations. You must have one year of employment as of the course start date, and your last performance review must be satisfactory.

Eligible employees may take courses toward certificate education units (CEUs) for certification, Associate, Baccalaureate, and graduate degree programs at an accredited school. The maximum annual benefit is \$1,000 for full-time employees and \$500 for part-time employees.

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



Discount Fitness Center Membership Program

Employees within an Ensign-affiliated company have the opportunity to enroll in a fitness center membership via Active&Fit Direct, with an initial joining fee of \$28 and a monthly membership fee of \$28.

Members Enjoy:

- 1,500+ digital workout videos so you can work out at home or on the go.
- Unlimited 1-on-1 lifestyle coaching sessions in areas such as fitness, nutrition, stress, and sleep.
- 17,400+ participating fitness centers and studios, and counting!
- Pay via credit card through your Active&Fit Direct online account.

To sign-up for Active & Fit Direct through Workday

1. Login to Workday using Google Chrome
2. Go to the Benefits application
3. Click "Active & Fit Direct"



Access thousands of deals, including theme parks, event tickets, travel, and savings on the brands you love, all available online in one easy-to-access portal on a computer, tablet or mobile device.



To get started, go to <https://ensign.perkspot.com>



Full-time employees have the option to engage with Purchasing Power, offering a convenient and financially responsible method to purchase brand-name computers, electronics, appliances, furniture, and more through seamless payroll deductions.

All products available through Purchasing Power feature an all-inclusive price. You'll have full transparency regarding the total cost upfront, which is then divided into manageable payments deducted from your paycheck over a 12-month period. There are no interest charges, no risk of late fees, and no need for a credit check. When cash and credit aren't your preferred means of payment, Purchasing Power provides a superior alternative for making purchases.

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 Use Group code **ENS2293** when you log in for the first time. Contact Purchasing Power: **866-670-3479**.



Employee Assistance Program (EAP)

Everyone grapples with personal and work-related issues from time to time. Don't do it alone. Take advantage of the EAP and Work-Life Balance services at no cost to you. The program is available to all employees regardless of if they are enrolled in other benefit plans.

Get help with personal, family, work issues, financial and work-life balance issues.

Who's covered

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

Programs and features include:

- Three free in-person counseling sessions
- Unlimited help over the phone

Contact the EAP 24/7
Online: www.unum.com/lifebalance
Call: 800-854-1446 (multi-lingual)



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.



Access to hundreds of discounts for:

- Movie tickets
- Sporting events
- Theme parks
- Hotel and travel
- Shows and more!

It's Easy to Get Started:

1. Go to TicketsatWork.com
2. Click on the "Sign In" Box at the top of the homepage.
3. You will be prompted to create a user name and password, and enter our Company Code: **ENSIGN**.

Once enrolled you have access to discounts on attractions and theme parks nationwide!



Order Discounted Tickets

- **Online:** Visit TicketsatWork.com then log in using your email and password.
- **By Phone:** Call customer service at **800-331-6483** or **866-273-5825** (daily, 6 am to Midnight PST).

Child Care Benefit Program

You can receive a 10% weekly child care tuition savings with the largest network of early childhood education in the U.S. Children ages six weeks to 12 years are welcome. For information about participating CCLC® Child Care Centers, KinderCare® and Champions® Before-and After-School Programs.



Visit www.careiseverywhere.com or call **888-525-2780**.

Mention that you are an employee of an Ensign-affiliated company.

