

Total Rewards

2021



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Recognition Programs *Currently* in Use

- Spot Bonus Recognition
- Corporate Recognition Bonus

Spot Bonus & Corporate Recognition Summary Description

Spot Bonus:

Program overview, process and limitations:

- C4HCO Leadership (*defined as a team member who has 1 or more direct reports*) may nominate a team member (across the organization) for a spot bonus by completing a nomination form and submitting it to HR. *Executives, Contractors and Seasonal workforce members are not eligible and may not be nominated.*
- Team members may *not* receive *multiple spot bonuses* for the same performance, actions, or behaviors.
- The maximum award amount is \$600

Corporate Recognition:

Program overview, process and limitations:

To recognize and reward C4HCO team members whose contributions and performance positively impact certain corporate identified and approved projects and/or initiatives.

- Only C4HCO C- Level leaders can recommend that a project/initiative be considered for this bonus recognition.
- Regular non-executive level full-time C4HCO team members who meet the performance/participation criteria are eligible for this bonus. *Executive, seasonal and contract workforce members are not eligible.*



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New Programs: Target implementation - July 2021

- C4HCO Star Points Bonus
- C4HCO Cares and Shares

C4HCO Star Points

Supporting - Culture, Engagement and Appreciation

Program overview:

To provide an avenue where all C4HCO team members can acknowledge each other based on the C4HCO's values and 4C's (contributing to culture, cross company awareness/acknowledgement, connection to C4HCO's values and 4C's). As team members demonstrate behaviors and/or actions that represent the *C4HCO values and Culture Characteristics (4C's)*, this program allows them to recognize and show appreciation for each other with Star Points. Star Point will be provided for each approved nomination. Star Points can be accumulated and redeemed for gifts, company memorabilia, or other prizes/items of the team member's choice within a predetermined gift selection.

Program process and limitations:

- Eligible team members will be allotted a specific number of star points for gifting or awarding within the designated period.
- Team members may not request, gift, or award star points to themselves.
- Once initially awarded, Star Points may not be regifted or transferred from one team member to another.
- Star Points may only be redeemed by actively employed team members and have no payout value at the time of resignation or termination.

C4HCO Cares and Shares

Supporting – Community Engagement, Work Life Balance, Leadership

Program overview:

The C4HCO Cares and Shares program is an extension of our mission, values, and culture. It speaks to the philanthropic heartbeat of our organization, encourages social responsibility, outreach and giving back. As a commitment to our team and the communities we serve, C4HCO will award each team member 8 paid hours annually to donate to his/her chosen charity or non-profit organization by volunteering.

Program process and limitations:

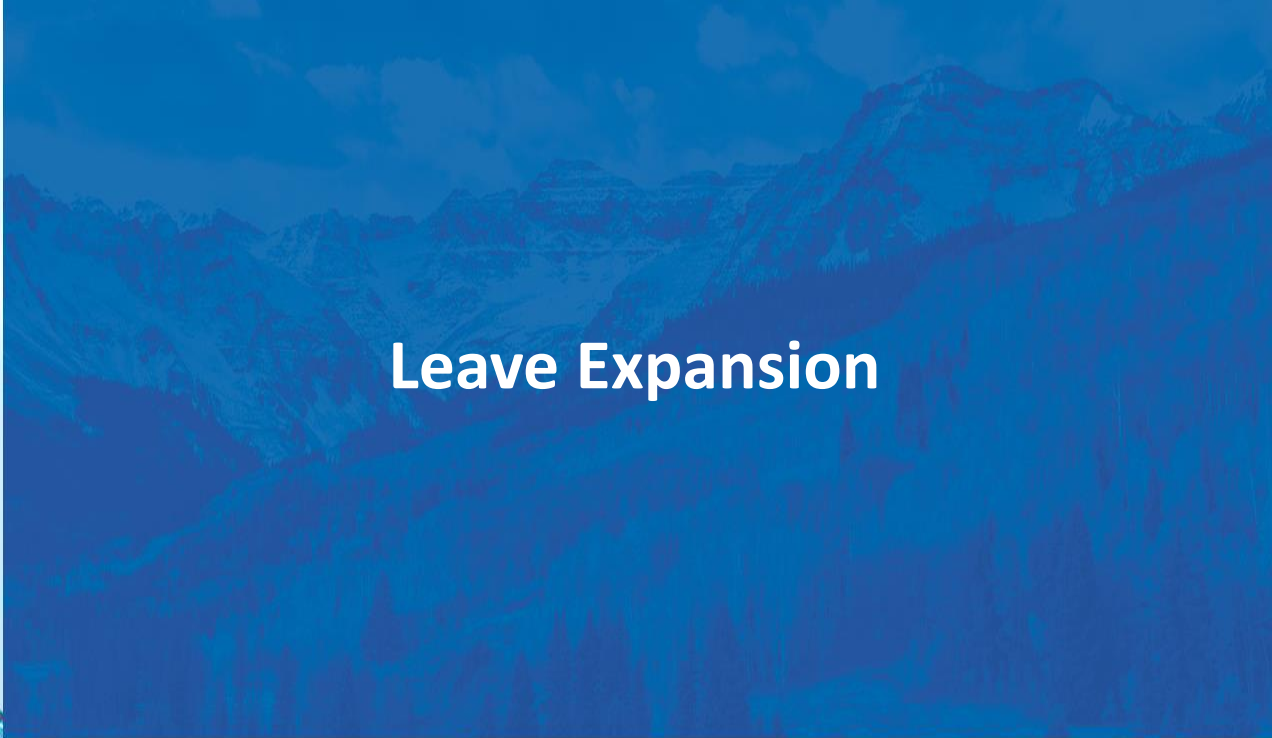
Eligibility: All regular full and part-time C4HCO team members of all levels are eligible and encouraged to participate. *Seasonal employees and Contractors are not eligible to participate and may not be awarded Cares and Shares hours.*

Criteria:

- Cares and Shares hours must be requested, scheduled, and approved in advance, using the existing process for requesting time off.
- The charity or non-profit agency for which the team member chooses to volunteer must be approved in advance through HR.
- Cares and Shares hours may not be used to work on political campaigns or initiatives.
- Cares and Shares hours may not be used for work or community service for which the team member is paid or compensated in any way.



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Leave Expansion

Company Paid Family Medical leave



Company Paid Leave

Supporting - Work Life Balance, Engagement, Talent Acquisition

Colorado voters recently passed Proposition 118: Paid Family Medical Leave Insurance Program which requires employers to activate paid family leave by Jan 2024.

Our mission is to increase health care access, affordability, and choice for Coloradans, including our own employees and their families.

To provide a meaningful addition for employees, we will implement a phased Family Paid Leave benefit in advance of Proposition 118.

This benefit will have graduated eligibility requirements and a graduated compensation scale. This plan will evolve over the next three years with a goal to sunset in 2024 when proposition 118 is fully enacted.



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Future Programs

- **I am C4HCO Award**
- **Rockstar Spot Award**
- **Star Pitch Award**
- **Annual Incentive Bonus Plan**

Future Programs

I AM C4HCO Award

Recognizes C4HCO team members who exemplify our CORE VALUES and CULTURE CHARACTERISTICS on a monthly basis. Recipients of this award must meet specific criteria and be approved by the compensation committee. Nominations can be submitted by any member of the C4HCO team.

Rockstar Spot Award

Leaders can recognize team members in the moment for daily contributions to the organization's success through achievements in varied performance areas in accordance with operational priorities.

Star Pitch Award

Recognizes team members who pitch and/or help implement fresh, new ideas and suggestions that positively affect C4HCO in areas including, but not limited to cost savings, quality, productivity, process improvements, revenue generation, morale-enhancement and customer service.

Annual Incentive Bonus Plan

Designed to provide an effective means to motivate and compensate eligible team members on an annual basis, through cash award bonuses based on the achievement of individual performance objectives during each fiscal year ("Plan Year").