



2023 Benefits Highlights

NextGen Healthcare strives to be employee-focused in the benefits and services that we provide. We carefully review the plans and programs we offer each year to ensure we are providing our employees and their eligible family members with the best options at reasonable rates. The care and support of our employees is important to us.

Look inside for details on all the benefits and rewards of working here. This guide works like a website. Click through the navigation bar at the top of each page to learn more about the benefits available to NextGen Healthcare employees.



More detailed information about these benefit plans will be available during new hire orientation and in your benefits enrollment session. If you have questions, please contact your HR Representative or the NextGen Healthcare Benefit Service Center.



ELIGIBILITY

All active regular full-time employees who are scheduled to work 30 or more hours per week will be eligible to participate in NextGen Healthcare's benefits program. Temporary employees who are scheduled to work 30 or more hours per week are eligible to enroll in medical, dental and vision coverage, as well as spending and savings accounts.

You will be eligible for benefits the first of the month following your date of hire.

You may also enroll your eligible dependents in NextGen Healthcare's benefits. Your new hire enrollment decision guide will provide complete eligibility details.





HEALTH AND INSURANCE BENEFITS

Medical

NextGen Healthcare offers three medical plans provided by **Anthem** for you and your eligible dependents to choose from:

- A Preferred Provider Organization (PPO) plan
- Two high deductible health plans, which give you the option to contribute to a tax-advantaged Health Savings Account (HSA) and receive free, quarterly contributions from NextGen Healthcare

Dental

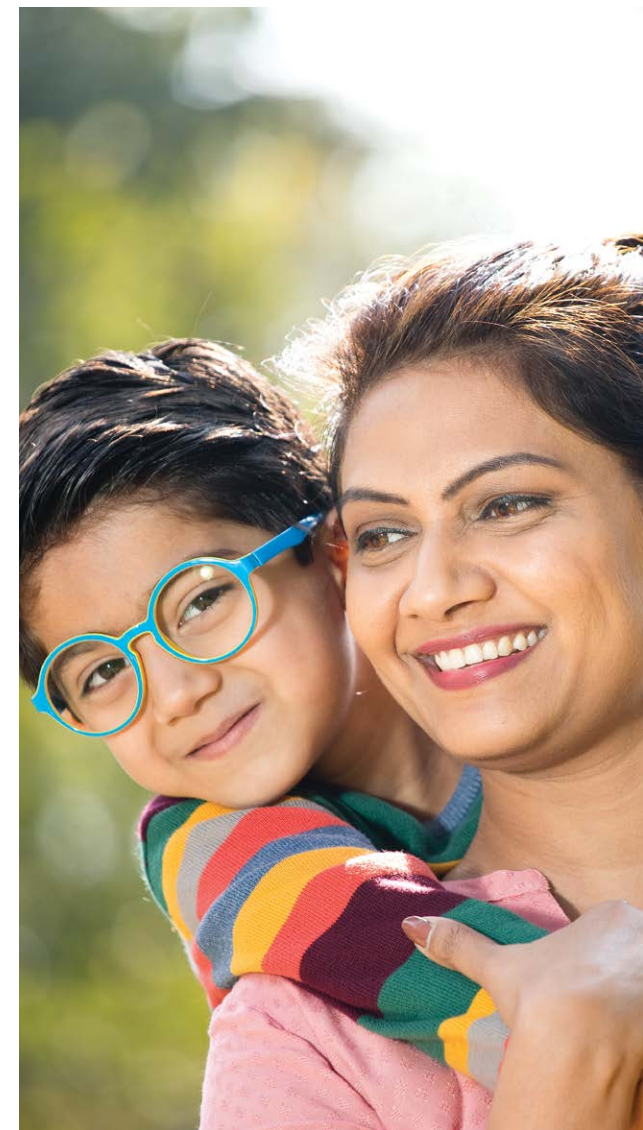
NextGen Healthcare offers three dental plans provided by **Delta Dental** for you and your eligible dependents to choose from:

- Two PPO plans
- A Dental Health Maintenance Organization (DHMO) plan

Vision

NextGen Healthcare offers two vision plans provided by **VSP** for you and your eligible dependents to choose from:

- Standard Plan
- Enhanced Plan





HEALTH AND INSURANCE BENEFITS

Health Savings Account

With a Health Savings Account (HSA), employees can set aside a portion of their pay on a pre-tax basis to submit for qualified medical, dental, and vision expenses. NextGen Healthcare will also make quarterly contributions to your HSA!

Your contributions are free from federal taxes and free from most state taxes, except for employees living in California and New Jersey. Any investment earnings on your contributions are also tax-free. Contributions are subject to IRS limits.

You must be enrolled in a high deductible health plan in order to contribute to an HSA. All contributions are yours to keep, even if you retire or leave the company.

Flexible Spending Accounts

Flexible Spending Accounts (FSAs) allow full-time employees to set aside pre-tax dollars for eligible health care and/or dependent care expenses. Commuter Spending Accounts are also available.





HEALTH AND INSURANCE BENEFITS

Life and Accidental Death and Dismemberment (AD&D) Insurance



HEALTH AND INSURANCE BENEFITS

Life and Accidental Death and Dismemberment (AD&D) Insurance



HEALTH AND INSURANCE BENEFITS

Disability Insurance



ELIGIBILITY **HEALTH AND INSURANCE BENEFITS** OTHER BENEFITS TIME OFF



HEALTH AND INSURANCE BENEFITS

Financial Benefits



ELIGIBILITY HEALTH AND INSURANCE BENEFITS **OTHER BENEFITS** TIME OFF



OTHER BENEFITS



ELIGIBILITY

HEALTH AND INSURANCE BENEFITS

OTHER BENEFITS

TIME OFF



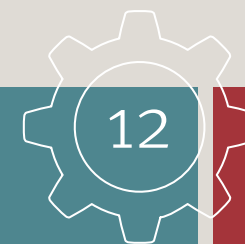
OTHER BENEFITS



ELIGIBILITY HEALTH AND INSURANCE BENEFITS **OTHER BENEFITS** TIME OFF



OTHER BENEFITS



ELIGIBILITY

HEALTH AND INSURANCE BENEFITS

OTHER BENEFITS

TIME OFF

COST OF COVERAGE



TIME OFF