



October 10, 2017

Subject: 2018 Medical Plan Premiums

Dear Palmetto Health team member,

Today, I am pleased to share with you one way we are addressing your feedback from the Annual Team Member Engagement Survey. One message we heard is you feel our benefits package is an important part of the Palmetto Health team member experience supporting your health, wellness and work-life success. This year you wrote many positive comments in the survey about the benefits enhancements we announced last year – and you also said we still have room to improve.

I am pleased to let you know, **for the second year in a row, medical premiums will not increase.** This applies to all benefits-eligible team members of Palmetto Health and Palmetto Health-USC Medical Group. We are especially excited to share this good news since health care insurance premiums across the country are increasing between 3.5 and 6 percent for 2018. Look for more information in the coming weeks from the Total Rewards team about the 2018 Open Enrollment process.

We are able to prevent an increase in medical premiums next year because our team members continue to be better health care consumers. You took advantage of the more than 100 benefits education sessions we held this year in direct response to your survey responses. By using this additional knowledge, you are making more informed health care decisions. You also are seeing Tier 1 providers in the Palmetto Health Quality Collaborative (PHQC) for your health care.

Your candid feedback through the engagement survey shows we are doing well in many areas, while we also have opportunities to improve. This announcement is one of our first steps in the system-level action plan we are developing to address your feedback. You will hear more about the plan from your senior leaders in the upcoming All-Team Connections sessions Monday, Oct. 23, through Friday, Nov. 17. They also will share more about our FY17 operational performance and plans for FY18. Because Medical Group team members recently attended Milestones Sessions, you are not required to attend All-Team Connections sessions in person. A video will be made available for you to view at a later date.

We all want Palmetto Health to continue to be a great place to work. Keeping your health care costs from rising is one way we are able to do that. Thank you for all you do every day to live our Vision: *To be remembered by each patient as providing the care and compassion we want for our families and ourselves.*

With gratitude,

A handwritten signature in black ink that reads "Chuck Beaman".

Charles D. Beaman, Jr.
Chief Executive Officer