



2022 benefits at a glance

Allscripts is committed to providing a comprehensive and competitive benefits package that helps you and your family take care of your physical, emotional and financial health. Keep reading to learn more about the benefits available to you.





When you can enroll for benefits

Eligible employees can enroll for benefits at these times:

- If you are a new hire or newly eligible. You have 31 days from your first day of eligibility to enroll.
- If you have a qualifying life event. You have 31 days from the day of your qualifying life event to make elections.
- During the open enrollment period every fall.

Eligibility

If you are a full-time or part-time associate regularly working at least 24 hours per week, you are eligible for coverage in Allscripts Health and Welfare benefit plans.

Your dependents who are eligible for coverage include your:

- Legal spouse or domestic partner.*
- Dependent children up to age 26 (or older, if your child is permanently and totally disabled).

**When covering a domestic partner, contributions for your domestic partner will be deducted on a post-tax basis. You will also pay taxes on the imputed income on the portion of benefits paid for by Allscripts for your domestic partner to be covered.*

Overview

Core benefits provided by Allscripts	Benefits that you can elect
<p>Allscripts automatically provides these benefits, at no cost to you:</p> <ul style="list-style-type: none">• Basic life insurance• Basic accidental death and dismemberment (AD&D)• Short-term disability (STD)• Long-term disability (LTD)• Employee assistance program (EAP)• Paid time off (PTO) and holidays• Educational assistance reimbursement plan• Adoption reimbursement• Business travel accident insurance (BTA)• Health Advocate• Parental/Bond Leave	<p>You are responsible for enrolling in and sharing the cost of these benefits:</p> <ul style="list-style-type: none">• Medical coverage• Dental coverage• Vision coverage• General purpose healthcare flexible spending account (FSA)• Limited purpose (combination) healthcare FSA• Dependent care FSA• Commuter spending accounts• Voluntary life insurance• Spouse life insurance• Dependent child(ren) life insurance• Voluntary AD&D coverage (associate only or family)• Allscripts Retirement Savings Plan 401(k)• Employee Stock Purchase Plan (ESPP)• Aflac Accident Insurance• Aflac Group Critical Illness Insurance• Aflac Group Hospital Indemnity Insurance• VPI Pet Insurance from Nationwide (direct billed)• Hyatt Legal Plan

The information presented in this Allscripts benefits at a glance summary is not intended to be construed as a contract between Allscripts and any Allscripts associate or former associate for purposes of employment or payment of benefits. In the event that the content of this summary or any oral representations made by any person regarding the plan conflict with or are inconsistent with the provisions of the plan document, the provisions of the plan document will control. Allscripts reserves the right to amend, modify, suspend, replace or terminate any of its plans, policies or programs, in whole or in part, including any level or form of coverage, by appropriate company action, without your consent or concurrence.

Medical

You have three medical plans to choose from. All plans cover preventive care at no cost to you; all offer generous coverage for prescription medications; and all provide the financial protection you need in the event of a major illness or injury.

The type of account associated with the plans differs:

- When enrolling in the HRA Plus or HRA Value option, Allscripts contributes to your HRA. You do not have the option to make your own contributions to your HRA. Your HRA will be opened for you automatically by Cigna.
- When enrolling in the HSA Base option, Allscripts contributes to your HSA and you also have the option to contribute pre-tax dollars through payroll deductions.

See “Health Accounts” on page 5 for more details.

Other features may be unique to a particular plan. It’s up to you to pick a plan based on your health care needs and your budget. Take a look at the chart below to compare medical plans.

Medical plan comparison

Plan features	HRA Plus		HSA Base		HRA Value	
	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
Type of Account	Health Reimbursement Account (HRA)		Health Savings Account (HSA)		Health Reimbursement Account (HRA)	

Allscripts Contributions to Health Account

If you enroll in a Medical plan, you automatically receive 40% of the Allscripts contribution amount listed below on Jan. 1, 2022. You can earn an additional 20% per quarter (60% total) by reaching Level 3 each quarter with the All Well Wellness program.

Associate only	Up to \$500 annually	Up to \$500 annually	Up to \$500 annually
Associate & spouse/ domestic partner or Associate & child(ren)	Up to \$750 annually	Up to \$750 annually	Up to \$750 annually
Family	Up to \$1,000 annually	Up to \$1,000 annually	Up to \$1,000 annually

Plan features						
Deductible	\$1,500 person \$3,000 family	\$4,500 person \$9,000 family	\$1,750 person \$3,500* family	\$5,250 person \$10,500* family	\$2,250 person \$4,500 family	\$6,750 person \$13,500 family
Coinsurance	20% after deductible	50% after deductible	20% after deductible	50% after deductible	25% after deductible	50% after deductible
Out-of-pocket maximum	\$5,000 person \$10,000 family	\$10,000 person \$20,000 family	\$5,750 person \$11,500 family	\$11,500 person \$23,000 family	\$7,150 person \$14,300 family	\$14,300 person \$28,600 family
Preventive care visit	Fully covered	50% after deductible	Fully covered	50% after deductible	Fully covered	50% after deductible
Emergency room	20% after deductible	20% after deductible	20% after deductible	20% after deductible	25% after deductible	25% after deductible

* Under the HSA Base Plan, if more than one individual is enrolled, the family deductible must be met. Once the family deductible has been met, the plan will pay each enrolled family member’s covered expenses based on the co-insurance level. However, one individual may satisfy the per person out-of-pocket maximum.

Prescription Drug Program

Plan features	HRA Plus		HSA Base		HRA Value	
	In-network	Out-of-network	In-network	Out-of-network	In-network	Out-of-network
30-Day supply through retail or mail order						
Preventive*	No copay	50% after deductible	0%, no deductible	50% after deductible	No copay	50% after deductible
Generic	\$15 copay	50% after deductible	20% after deductible	50% after deductible	\$15 copay	50% after deductible
Preferred brand	30% up to \$125 max	50% after deductible	30% after deductible (up to \$125 max)	50% after deductible	30% up to \$125 max	50% after deductible
Non-preferred brand	40% up to \$225 max	50% after deductible	40% after deductible (up to \$225 max)	50% after deductible	40% up to \$225 max	50% after deductible
Specialty (limited to a 30-day supply)	40% up to \$225 max	50% after deductible	40% after deductible (up to \$225 max)	50% after deductible	40% up to \$225 max	50% after deductible
90-day supply through retail or mail order (Note: Mail order is not covered out-of-network.)**						
Preventive*	No copay	50% after deductible	0%, no deductible	50% after deductible	No copay	50% after deductible
Generic	\$37 copay	50% after deductible	20% after deductible	50% after deductible	\$37 copay	50% after deductible
Preferred brand	30% up to \$312 max	50% after deductible	30% after deductible (up to \$312 max)	50% after deductible	30% up to \$312 max	50% after deductible
Non-preferred brand	40% up to \$562 max	50% after deductible	40% after deductible (up to \$562 max)	50% after deductible	40% up to \$562 max	50% after deductible

* You can obtain specific preventive medications in-network with reduced cost-share as follows:

There is no cost for medications on Cigna's No Cost-Share Preventive Medication (ACA) list for all plan participants.

- Additionally, for HSA Base Plan participants, when you purchase other preventive medications listed on Cigna's 2022 Preventive Generics and Preferred Brands Drug list, you will pay 20% coinsurance, but no deductible applies.
- To see Cigna's lists of preventive medications, visit [MyAllscriptsBenefits.com](https://www.MyAllscriptsBenefits.com) or mycigna.com. For cost details regarding preventive medications and the Value Prescription Drug List, contact Cigna at 1-888-806-5042.

** You must fill maintenance medication prescriptions in a 90-day supply through Cigna 90 Now.

Want to know more? For more information about Allscripts benefits, including vendor contact information, additional programs and resources and premium rates, go to www.MyAllscriptsBenefits.com.

Health Accounts

When you enroll in either of the Cigna HRA Plans or the Cigna HSA Base Plan, you will have a health account (an HRA or HSA account, depending on the medical plan you choose) that you can use to pay for eligible healthcare expenses incurred by you or your covered dependents.

Health Reimbursement Account (HRA)

When you enroll in the HRA Plus or HRA Value plan, an HRA account is set up for you automatically by the medical plan carrier, Cigna. The money in your HRA is available to use for eligible medical expenses. Unused HRA funds rollover at the end of the plan year, allowing you to accumulate funds for future healthcare expenses as long as you remain in one of the HRA options from year-to-year. If you use up all of the available funds in your HRA before your deductible is met and/or before the plan year is over, you are responsible for paying all incurred medical expenses and/or remaining deductible. Once your deductible is met, you share the cost of medical services with Allscripts until you reach the out-of-pocket maximum.

Health Savings Account (HSA)

The HSA Base plan is a high-deductible health plan that features a tax-favored savings account called a "health savings account," or an HSA. Money in an HSA goes in tax free, grows tax free and can be withdrawn tax free as long as the funds are used for qualified expenses.

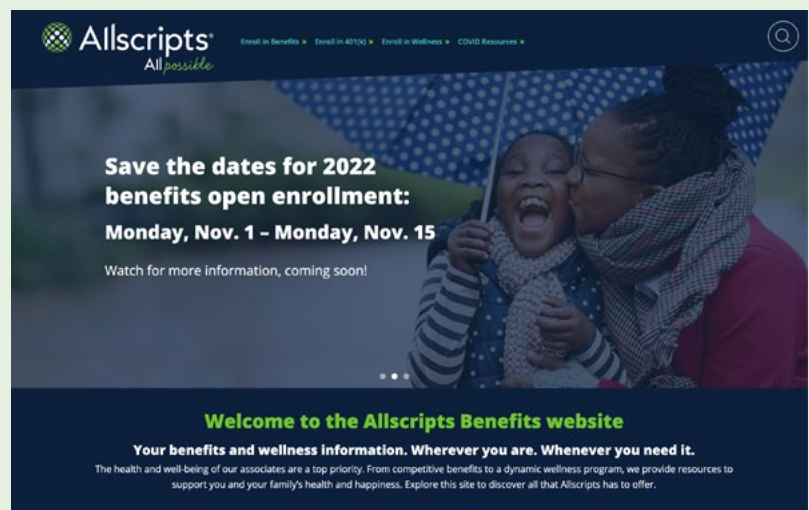
If you are eligible for an HSA and enroll in the HSA Base plan, Allscripts will open a Cigna HSA Bank Account on your behalf. Allscripts and associates are able to contribute to an HSA. This money can be used for qualified expenses incurred by you and/or your dependents or saved for future medical expenses.

Visit our 2022 Benefits Website

For an overview of all of Allscripts benefits, programs and resources, visit www.MyAllscriptsBenefits.com.

You'll find:

- A Menu button that helps you navigate to information about each of the benefits Allscripts offers.
- An Enroll in Benefits link to www.allscriptsbenefits.com to enroll.
- A Resources section where you'll find vendor contacts and apps, enrollment materials, and plan documents and forms.
- Retirement Savings Plan information and links to Charles Schwab and CAPTRUST.
- And much more.



Dental

You have one or two dental options, depending on where you live. The Dental PPO plan (DPPO) is available nationwide and the Cigna Dental Health Maintenance Organization (DHMO) plan is available in select zip codes. Both plans offer in-network preventive care at no cost to you.

If you are considering the DHMO, take some time to understand plan restrictions, such as: You can only make dental plan changes during open enrollment or if you have a qualified life event due to a change in geographic location; and out-of-network benefits are not covered (except for emergencies or where required by law). When you enroll in the DHMO, **you will be assigned a dentist from the Cigna Dental Care Access Plus Network** to manage your overall dental care. If you want to select a different dentist from the network, you can contact Cigna to make this request.

Here's an overview of the two dental plans. For more details, go to www.MyAllscriptsBenefits.com.

Plan Features	DPPO		DHMO (if available in your location)
	In-network ¹	Out-of-network ²	In-Network Only
Deductible (individual/family)	\$0/\$0	\$50/\$150	No deductible
Annual benefit maximum (per person)	\$2,000	\$2,000	No maximum
Orthodontia lifetime maximum (per person)	\$1,500	\$1,500	No maximum
Preventive and diagnostic (Cleanings, exams, X-rays, etc.)	100% of the DPPO fee	100% of the reasonable and customary (R&C) fee	100%
Basic care (Fillings, simple extractions, crowns, etc.)	80% of the DPPO fee	80% of the R&C fee, after deductible	The DHMO sets the cost for services based on a Patient Charge Schedule (PCS) ³
Major care (Implants, bridges, endodontics, etc.)	60% of the DPPO fee	60% of the R&C fee, after deductible	See the PCS
Orthodontia services	60% of the DPPO fee	60% of the R&C Fee, after deductible	See the PCS
Dental Card	No		Yes

¹ DPPO in-network services are based on the fee amount the DPPO provider has agreed to charge for covered services. A provider will not bill you for charges in excess of the in-network negotiated fees. Visit www.mycigna.com to find the closest DPPO provider.

² DPPO out-of-network services are based on the reasonable and customary (R&C) amount that Cigna determines using the lowest of either the dentist's actual charge, the dentist's usual charge, or the charge of most dentists in the same geographic area for the same/similar service. Out-of-network dentists may bill you for amounts that exceed the R&C fee limit.

³ Under the DHMO, Cigna allows your network dentist to charge a certain amount. Then, you pay a [fixed portion/percentage] of that cost, as listed in the Patient Charge Schedule (PCS), which can be found on www.MyAllscriptsBenefits.com. The DHMO pays the rest.

Vision

Allscripts' vision plan, through Vision Service Plan (VSP), covers annual eye exams at 100%. It also helps provide levels of coverage for frames, lenses, contacts, and LASIK eye surgery.

Here's a look at the services covered and the in-network copay amount when you use the VSP network. When you go out of the VSP network for vision services, you will pay for your services up front and then be reimbursed for only a certain amount of each expense.

Service	Description	Frequency	Your copay	Out-of-network reimbursement
Eye exams	Well Vision Exam focuses on your eye health and overall wellness covered in full	Every 12 months	\$10	Up to \$45
Lenses	Glass or plastic, single vision, lined bifocal, lined trifocal or lenticular prescription lenses are covered in full	Every 12 months	\$25 (lenses & frames)	Up to \$30/\$50/\$65
Frames	Frames are covered up to the retail allowance of \$150	Every 24 months		Up to \$70
Contact lenses	Elective contact lens materials are covered up to \$130 toward any type of prescription contact lenses, instead of eyeglasses	Every 12 months	Up to \$60 (fitting & evaluation)	Up to \$105



Allscripts All Well wellness program

The Allscripts All Well wellness program, administered by Virgin Pulse, offers a wide array of resources and wellness activities to support your physical, emotional and financial wellness. The program provides you with scientifically backed tools to help you be more active, make healthier decisions and help you live your best life.

There's no cost to you. Plus, you can get these added bonuses: earn points toward Pulse Cash, which can be redeemed for a variety of rewards regardless of your medical plan enrollment, reduced medical premiums for your Cigna HSA or HRA plans and additional funding to your HSA or HRA.

Our wellness program year starts on Oct. 1 each calendar year and continues through Sept. 30 of the following year.

Flexible Spending Accounts

When you enroll in a Flexible Spending Account (FSA), you set aside pretax money to pay for eligible healthcare, dependent care, and/or commuter expenses. You never pay taxes on the dollars you set aside in an FSA, which helps you save money. Allscripts offers four types of FSAs:

Four types of FSAs	Description
General purpose healthcare FSA	This account allows you to be reimbursed for eligible medical, prescription, dental, and vision care expenses incurred during the benefit plan year.
Limited purpose (combination) healthcare FSA	You must be enrolled in the Allscripts HSA Base Medical plan to enroll in this account. It allows you to be reimbursed only for dental and vision care expenses incurred during the benefit plan year before you reach your medical deductible. After meeting the annual deductible, you can use the limited purpose (combination) healthcare FSA like a general purpose healthcare FSA for all qualified healthcare expenses.
Dependent care FSA	This account can be used to pay for eligible dependent care expenses on a before-tax basis for a qualifying child or relative.
Commuter spending accounts (mass transit and parking)	These accounts allow you to have your parking and commuter expenses deducted on a before-tax basis.

Life and AD&D

When it comes to life and accidental death & dismemberment (AD&D), Allscripts provides financial protection for you and your family.

Basic and voluntary life insurance

Allscripts provides basic life insurance coverage (2 x salary, up to \$1,000,000) at no cost to you, and you're automatically enrolled. You can enhance these benefits for yourself and your loved ones with voluntary coverages for yourself, your spouse/domestic partner and your covered children. You pay for any voluntary coverage you elect.

Basic and voluntary AD&D insurance

Allscripts provides basic AD&D insurance (2 x salary, up to \$1,000,000) at no cost to you, and you're automatically enrolled. You can purchase additional voluntary AD&D coverage of up to ten times your annual salary. And you can purchase AD&D coverage for your eligible dependents. You will pay for the entire cost of any voluntary AD&D coverage you elect.



Want to know more? For more information about Allscripts benefits (including vendor contact information, additional programs and resources and premium rates), go to www.MyAllscriptsBenefits.com.

Disability

Allscripts offers disability coverage to help protect a portion of your income if you cannot work for an extended period of time due to a non-work related injury or illness, or other condition. Here is an overview of our disability benefits.

Coverage	Description
Short-term disability (STD)	STD coverage pays a benefit if you become disabled or unable to work because of pregnancy or a non-work-related illness or injury for up to 182 days. This coverage is provided at no cost to you, and you are automatically enrolled. There are no exclusions for pre-existing conditions.
Long-term disability (LTD)	LTD coverage pays a benefit if a non-work or work-related injury, illness, or other condition prevents you from returning to work for longer than the 182-day STD period. This coverage is provided at no cost to you, and you are automatically enrolled.

Family and medical leave

Family and Medical Leave coverage provides **unpaid** job-protected leave for certain family and/or medical reasons. To be eligible, you must be employed by Allscripts for at least 12 months and have worked a minimum of 1,250 hours during the previous 12-month period.

Saving for the future

Allscripts provides several ways to build financial security: the Allscripts Retirement Savings Plan and the Allscripts Employee Stock Purchase Plan (ESPP).

Retirement Savings Plan

You can contribute up to the IRS limits to a 401(k) and/or Roth 401(k) (combined) each year. Allscripts provides a dollar-for-dollar match up to the first 4% you contribute to your account.

You have a variety of investment options available to you through Charles Schwab.

Employee Stock Purchase Plan (ESPP)

The Employee Stock Purchase Plan (ESPP) is a great opportunity for you to invest and share in Allscripts success. When you enroll, you can use a portion of your paycheck to purchase Allscripts stock at a discounted rate.



Want to know more? For more information about Allscripts benefits (including vendor contact information, additional programs and resources and premium rates), go to www.MyAllscriptsBenefits.com.

Additional Benefits

Automatic benefits available to all eligible employees

Allscripts automatically provides these benefits for additional protection and assistance.

Program	What it offers
Paid time off	Paid time away from work that may be used for vacation, personal reasons, illness or time off to care for others.
GiveBack/Volunteer Day	A paid day each calendar year to participate in external volunteer work for a non-profit organization of your choice.
Employee assistance program (EAP)	Free, confidential advice, short-term counseling and referrals for a variety of issues.
Education assistance reimbursement program (EARP)	Tuition reimbursement up to \$5,250 each calendar year for a pre-approved college degree.
Adoption benefit	Reimbursement for legal fees incurred during the adoption process.
Health Advocate	Provides personalized assistance to help you and your eligible family members navigate the complexities of the healthcare system.
Business travel accident insurance	Allscripts provides you with business travel accident (BTA) coverage while traveling on business. You are automatically covered under this policy. The BTA policy provides medical coverage (up to \$500,000) if you travel outside your work country for less than 90 days.
My Secure Advantage	Cigna's financial wellness program offers money coaching, identity theft protection and will preparation services.
Parental or Bonding Leave	Allows time off to bond with your new baby or adopted child.

Voluntary benefits

You have the option to enroll in these voluntary benefits. You are responsible for the cost of coverage.

Program	What it offers
Hyatt Legal	Affordable access to legal services for personal legal matters.
Aflac Accident Insurance	Pays you cash benefits for specific injuries and events resulting from a covered accident.
Aflac Critical Illness Insurance	Provides a lump sum benefit to the insured upon diagnosis of a covered critical illness.
Aflac Hospital Indemnity Insurance	Pays a dollar benefit (lump sum & daily benefit) upon hospital admission.
VPI Pet Insurance from Nationwide	Insurance that provides a benefit after the deductible to cover veterinary costs.

Time away from work

Paid time off

Paid time off is a crucial ingredient for a rested and productive workforce. The Allscripts Paid Time Off (PTO) program is designed to facilitate your time away from work and encourage a healthy work/life balance.

U.S. Company Holidays

Allscripts observes these holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Holiday