

## Advocate Health Has Talent FAQ's

**Q:** Why are Local Talent Shows being held?

**A:** It is important that all teammates feel connected, engaged and to display a sense of ownership for all Advocate Health Reward and Recognition programs. Local Talent Shows (Auditions) encourage greater participation and a sense of pride among teammates - allowing them to perform and audition close to where they work.

**Q:** Who is eligible to enter Advocate Health Has Talent!?

**A:** Entrants must be employed by Advocate Health. Talent Champions, committee members and any previous Advocate Health Has Talent! Grand Finale winners are not eligible. Also, Entrants may not use the same act as they did in previous years.

**Q:** When are the Local Talent Shows (Auditions)?

**A:** Local shows will be held Tuesday, May 30 through Friday, June 9 at various locations across the Enterprise.

**Q:** Are there certain dates that the Grand Finale Finalist will be videotaped in Charlotte?

**A:** Should you win and advance to the Grand Finale; taping will be on a designated date of June 12 through June 16.

**Q:** Will travel be provided should I win and advance to the Grand Finale in Charlotte, NC?

**A:** Yes, travel will be provided. Please discuss with your Talent Champion.

**Q:** Will I have a chance to rehearse before the local audition show?

**A:** Since each show is coordinated by a different Talent Champion, some elect for a rehearsal in advance, while others opt to come in early day of the show and give you time to rehearse then. Please ask your designated Talent Champion for help.

**Q:** When is the Grand Finale and who will be invited to participate?

**A:** The virtual Finale will be held Friday, August 25 on YouTube. The 1st and/or 2nd Audition place winners - depending on how many you have representing from your audition - will be invited to compete for 1st, 2nd and 3rd, People's Choice and Executive Choice overall titles.

**Q:** Are teammates paid for participating in the show if audition is during working hours?

**A:** Please consult your manager first to get approval, but yes, teammates should get compensated if event is during shift hours. It has been a practice to pay non-exempt teammates for their time as part of participation in a company event if it is during normal work hours. This guidance, however, is not addressed in policy but considered a best practice.

**Q:** Should I win at the local audition; do I have to perform the same act at the Grand Finale?

**A:** Yes, same act is required at both the local audition show and the Grand Finale.

**Q:** If I have specific questions regarding this event, who should I contact?

**A:** You may contact your designated Talent Champion at the contact information provided on the Teammate Site.