

Choices Healthcare											
Benefits Summary											
Eligibility				Benefit	Description	Coverage Begins	Enrollment Required		Who Pays for Coverage		
PT8-FT	PT5-PT7	WE	PRN				Yes	No	Choices	You	Shared
Caring for You											
☒	☐	☒	☐	Medical	Three medical plan options with prescription coverage through Meritain (an Aetna company), including a HSA-eligible plans	30 days after date of hire	☒	☐	☐	☐	☒
☒	☒	☒	☐	Dental	Plan offered through United Concordia Dental		☒	☐	☐	☐	☒
☒	☒	☒	☐	Vision	Plan offered through Vision Benefits of America		☒	☐	☐	☐	☒
☒	☒	☒	☐	Prescription	Prescription covered offered through Prime Therapeutics with enrollment in a medical plan		☒	☐	☐	☐	☒
☒	☒	☒	☒	Wellness Program	In-house wellness program designed to help employees manage health & wellness. Voluntary participation can result in discounted medical insurance rates and/or gift cards	Can participate immediately	☒	☐	☒	☐	☐
Protecting What Matters											
☒	☒	☒	☒	401(k) Retirement Savings Plan	Defer up to 75% of your pre-tax or after-tax salary, up to IRS limits Auto enrollment at 3% pre-tax with 1% auto-increases each year Company Match: 100% of the first 3% you contribute, plus 50% of the next 1%	Deferrals: 60 days after date of hire Company Match: beginning of quarter following 1 yr of service & age 21 requirements	☐	☒	☐	☐	☒
☒	☐	☒	☐	Health Savings Account	Available for employees enrolled in 1 of 2 the High Deductible Health Plans (HDHP) offered to pay for eligible expenses on a pre-tax basis	30 days after date of hire	☒	☐	☐	☐	☒
☒	☐	☒	☐	Flexible Spending Accounts	Pay for eligible expenses with money set aside on a pre-tax basis with: Healthcare Flexible Spending Account Dependent Care Flexible Spending Account Limited Purpose Flexible Spending Account (for HDHP plan enrollees only)		☒	☐	☐	☒	☐
☒	☐	☐	☐	Basic Life/AD&D Insurance	Company paid 1x your base salary coverage for life insurance and AD&D insurance		☒	☐	☒	☐	☐
☒	☐	☐	☐	Short-Term Disability Insurance	Company paid coverage for 60% of your weekly earnings up to \$1,000/week		☒	☐	☒	☐	☐
☒	☐	☐	☐	Long-Term Disability Insurance	Company paid coverage for 60% of basic monthly earnings up to \$10,000/month		☒	☐	☒	☐	☐
☒	☒	☒	☐	Supplemental Voluntary Employee Life Insurance	Elect in \$10,000 increments the lesser of 5x annual salary or \$500,000 No statement of health required up to \$200,000 if chosen at date of hire		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Voluntary Spouse Life Insurance	Elect in \$5,000 increments up to 250,000, not to exceed employee's coverage No statement of health required up to \$25,000 if chosen at date of hire		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Voluntary Child Life Insurance	Elect \$1,000, \$2,000, \$4,000, \$5,000 or \$10,000 No statement of health required up to \$10,000 if chosen at date of hire (Children under 6 months of age are covered at \$1,000)		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Voluntary Employee AD&D Insurance	Elect in \$10,000 increments the lesser of 5x annual salary or \$500,000 No statement of health required up to \$200,000 if chosen at date of hire		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Voluntary Spouse AD&D Insurance	Elect in \$5,000 increments up to 250,000, not to exceed employee's coverage No statement of health required up to \$25,000 if chosen at date of hire		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Voluntary Child AD&D Insurance	Elect \$1,000, \$2,000, \$4,000, \$5,000 or \$10,000 No statement of health required up to \$10,000 if chosen at date of hire (Children under 6 months of age are covered at \$1,000)		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Accident Insurance	Receive a cash benefit if injuries are sustained in an accident		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Hospital Indemnity Insurance	Receive a cash benefit to assist with out-of-pocket costs of hospitalization not covered by medical insurance		☒	☐	☐	☒	☐
☒	☒	☒	☐	Supplemental Critical Illness Insurance	Receive a cash benefit upon diagnosis of a covered condition		☒	☐	☐	☒	☐
Supporting Your Journey											
☒	☒	☒	☐	Paid Time Off (PTO)	Accrued PTO based on employment status	Accrual begins immediately	☐	☒	☒	☐	☐
☒	☒	☒	☐	Paid Holidays	6 paid holidays per year (8 hours for PT8 and greater, 4 hours for PT5-PT7)	Immediately	☐	☒	☒	☐	☐
☒	☒	☒	☒	Employee Assistance Program (EAP)	Receive up to 6 free face to face counseling sessions per area of need for family household members	Immediately	☐	☒	☒	☐	☐
☒	☒	☒	☐	Educational Assistance	Reimbursement of up to 80% of tuition, lab fees, book expenses for approved programs with achievement of a grade "B" or better	1 year after date of hire	☒	☐	☐	☐	☒