

# Benefits Overview



## Our competitive and comprehensive benefits are designed to help you and your family stay healthy and protected.

- 401(k) retirement savings
- Medical coverage
- Dental coverage
- Vision coverage
- Flexible spending accounts
- Thrive wellness program
- Protection: life, accidental death and dismemberment, short- and long-term disability
- Time away from work: paid time off, bereavement leave, jury duty pay, other leaves
- Tuition reimbursement
- Work/life programs: addiction recovery, adoption assistance, child and family care assistance, discount program, employee assistance, emergency travel assistance, legal services

## Coverage starts fast.

You are eligible for the 401(k), health benefits, flexible spending accounts, disability, life and AD&D coverage from your first day at Baylor Scott & White.

### RETIREMENT SAVINGS

Baylor Scott & White Health offers a 401(k) plan to help you save for retirement.

- You can contribute 1 percent to 50 percent of your eligible pay on a pre-tax or after-tax basis.
- We match your contribution dollar for dollar up to 5 percent of your base pay each pay period.
- You become 100 percent vested in Baylor Scott & White's matching contributions and any related earnings after three years of service.

## THRIVE

As part of our commitment to improving population health, Baylor Scott & White Health offers Thrive, our comprehensive, award-winning wellness program.

All employees—full time, part time and PRN—and their spouses are eligible to participate.

If you enroll in a Baylor Scott & White medical plan and complete the Thrive requirements each year, you'll receive a \$30 credit per pay period.

## WHO IS ELIGIBLE?

- Full-time employees (at least 30 hrs/week)
- Two-day alternative employees (North Texas only)
- Part-time employees (20-30 hrs/week)

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## MEDICAL COVERAGE

Baylor Scott & White Health offers three medical plans:

- Health Reimbursement Account (HRA)
- Health Savings Account (HSA)
- Preferred Provider Organization (PPO)

Each plan has the same provider network, plan administrator, formulary and covered services. The main difference is in how you pay for your care.

## DENTAL COVERAGE

We offer three dental plans:

- MetLife Dental PPO
- MetLife Dental PPO Plus
- Aetna DMO (North Texas only)

## VISION COVERAGE

We offer a vision plan administered by Superior Vision. You save when you use in-network providers.

## FLEXIBLE SPENDING ACCOUNTS

You can use flexible spending accounts to set aside pre-tax dollars each pay period to pay for covered medical, prescription drug, dental and vision expenses. All the flexible spending accounts are administered by WageWorks. You can choose a general-purpose healthcare FSA or a limited-purpose healthcare FSA (only for HSA plan participants), as well as a dependent day care FSA.

## LIFE, AD&D AND DISABILITY INSURANCE

We offer affordable, high-quality options for life, accidental death and dismemberment and disability insurance. Protection starts with a foundation of basic coverage we provide for life, AD&D and long-term disability. You can buy short-term disability coverage as well as supplemental life, AD&D and long-term disability coverage.

## TIME OFF

Regular full-time and part-time employees earn paid time off to use for holidays, vacations, sick days and other personal reasons. You earn PTO based on the number of regular hours you work and your length of service. You begin earning PTO hours on your first day of work and can use them after 90 days. (Special time off programs apply to physicians, advanced practice practitioners and senior management.)

## WORK-LIFE BENEFITS

Balancing the personal and the professional can get challenging. Baylor Scott & White understands, and helps make the balancing act a little easier with these benefits.

- **Child and family care assistance.**

Through Bright Horizons, you can find discounts on regular child care, find tutors and babysitters, pet care and housekeeping help too. Our child and family care assistance can make the difference between date night and “I thought you called the sitter.”

- **Tuition reimbursement.**

Baylor Scott & White believes learning should never end. Not only do we have a robust, comprehensive online learning system, we offer up to \$5,250 for full-time employees (\$2,500 part-time). You can also find accredited schools that offer discounted tuition and fees through our partner, EdAssist.

- **Employee assistance program.**

When you're having a tough time finding and keeping your balance, the employee assistance program is a free, confidential resource that offers up to six free counseling sessions (unlimited telephonic and virtual options), financial planning and consultation, and much more.

GEN-STAFF