

SOUTHEAST HEALTH - 2022 Benefits

Southeast Health strives to offer a comprehensive benefits package to promote health and financial wellness for you and your family. Please see below for a summary of the benefits available to you.

	PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
HEALTH & PERSONAL WELLBEING	Health Plan (includes Rx coverage)	Full-time and Part-time Employees	1st day of the month following hire date	- Health plan administered by BCBS of AL - Two plan options available: - PPO Plan - HDHP with Health Savings Account	You and Southeast Health Premiums are payroll deducted pre-tax
	Dental Plan	Full-time and Part-time Employees	1st day of the month following hire date	- Dental plan administered by Delta - Provides for preventive and restorative coverage up to \$1500 per person per year - Includes orthodontic coverage	You and Southeast Health Premiums are payroll deducted pre-tax
	Vision Plan	Full-time and Part-time Employees	1st day of the month following hire date	- Vision plan administered by VSP - Provides coverage for annual eye exam and coverage for frames, lenses or contact lens allowance	You and Southeast Health Premiums are payroll deducted pre-tax
	EAP (Employee Assistance Program)	All Employees	Upon hire date	- Confidential program provides three counseling sessions to you and immediate family members, one legal consult, and one financial consult per calendar year	FREE Southeast Health pays the entire cost of this benefit for you
	Living Well Fitness Center	All Employees	Upon hire date	- 24 hour on-site fitness center - Variety of classes offered such as Yoga, Pilates, Zumba, and Circuit Training	You and Southeast Health Affordable membership rates provided
SURVIVOR PROTECTION	Basic Life and AD&D (Accidental Death & Dismemberment)	Full-time Employees	1st day of the month following hire date	- Benefit amount 1 times annual base salary up to \$100,000 max; 2 times annual salary due to accidental death	FREE Southeast Health pays the entire cost of this benefit for you
	Optional Life Insurance Optional Dependent Life Insurance	Full-time and Part-time Employees	1st day of the month following hire date	- You may purchase additional coverage at group rates - Amounts available are one, two, three, or four times annual base salary up to \$400,000 max with 300,000 guarantee issue - Spouse coverage available in the amounts of \$25,000 or \$10,000 - Child coverage available in the amounts of \$10,000 or \$5,000	You Premiums are payroll deducted on an after-tax basis
FINANCIAL SECURITY	457(b) Deferred Compensation Retirement Plan	All Employees	Upon hire date	- Enroll to save for your future retirement - You may withhold up to \$19,500 (under age 50) or \$25,500 (over age 50) per calendar year	You Premiums are payroll deducted pre-tax
	401(a) Defined Contribution Retirement Plan	All Employees	One year from hire date	- Match contribution in the amount of 100% of your 457(b) deferral, up to a max employee deferral of 3%	FREE Southeast Health pays the entire cost of this benefit for you
FINANCIAL WELLBEING	Flexible Spending Account (Healthcare and Dependent Care)	Full-time and Part-time Employees	1st day of the month following hire date	- Designate up to \$2750 per year for reimbursement for out of pocket healthcare expenses such as deductibles, copays, and coinsurance - Designate up to \$5000 per year for reimbursement for dependent care expenses you incur so that you can work	You Premiums are payroll deducted on a before-tax basis
	Voluntary Benefits	Full-time and Part-time Employees	1st day of the month following hire date	- Additional policies available that you may purchase - Plans are available for Whole Life, Critical Illness, Accident, Cancer, and ICU	You Southeast Health provides convenient payroll deduction for your premiums

SOUTHEAST HEALTH - 2020 Benefits Continued

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INCOME PROTECTION	PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
	ETO (Earned Time Off Program)	Full-time and Part-time Employees	Immediate - begins once in an eligible status	- You accrue hours each pay period for time off to use for vacation, holidays, personal or family reasons - Benefit accrual increases with length of service - Example - 1.0 FTE new hire will accrue 21 days of ETO in a year	FREE Southeast Health pays the entire cost of this benefit for you
	EIB (Extended Illness Benefit) Program	Full-time and Part-time Employees	Immediate - begins once in an eligible status	- You accrue hours each pay period for time off due to extended illness - Example - 1.0 FTE new hire will accrue 9 days of EIB in a year	FREE Southeast Health pays the entire cost of this benefit for you
	Short-term Disability	Full-time and Part-time Employees	1st day of the month following hire date	- Income protection of 66.67% of base pay - Benefit payable after 14 days of a covered disability	You Premiums are payroll deducted on an after-tax basis
	Long-term Disability	Full-time and Part-time Employees	1st day of the month following hire date	- Income protection of 60% of base pay - Benefit payable after 90 days of a covered disability	You Premiums are payroll deducted on an after-tax basis
	Bereavement Leave	Full-time and Part-time Employees	After 6 months of employment	- Up to 24 hours of paid leave at your base rate of pay depending on FTE status - Benefit payable for missed scheduled work due to the death of an immediate family member	FREE Southeast Health pays the entire cost of this benefit for you
OTHER BENEFITS	PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
	Tuition Assistance Program	Employees pursuing a degree in a health related field of study that Southeast Health routinely employs	Eligible after 90 days of employment	- 100% of tuition costs up to max of \$540 per course - Limited to two courses per semester; 3 semesters per year - Must meet grade requirement for reimbursement	FREE Southeast Health reimburses the cost of this benefit to you up to the program max
	Child Development Center	All Employees	Upon hire date	- Provides a quality learning environment for the children of our employees - Ages 6 weeks through 14 years - Open 6am - 7pm Monday - Friday - Payroll deduction is available	You
	Comfort Zone	All Employees	Upon hire date	.	You
	Southeast Medicine Shop	All Employees	Upon hire date	- Convenient on-site pharmacy for prescription medications - Over-the-counter medications available at a reduced price for all employees - Payroll deduction is available	You and Southeast Health
	Cafeteria, Chick-fil-A, Chicken Salad Chick, Starbucks	All Employees	Immediate - begins on hire date	- Convenient on-site meals at discounted rates (cafeteria only) - Payroll deduction is available	You

* This is a general summary of benefits. All benefits are subject to the terms and provisions of the actual plan documents and applicable policy.