PeaceHealth Benefits Overview

Our Mission
We carry on the healing mission of Jesus Christ by promoting personal and community health, relieving pain and suffering, and treating each person in a loving and caring way.

Our Core Values
Respect • Stewardship • Collaboration • Social Justice

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<tr>
<th>Health &amp; Welfare Benefits</th>
<th>Wellness Program</th>
<th>Retirement Benefits</th>
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<tbody>
<tr>
<td>All regular FTE positions 0.5-1.0 FTE (20+ hours/week)</td>
<td>All regular FTE positions 0.2-1.0 FTE</td>
<td>All caregivers (per diem, part-time, full-time)</td>
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</tbody>
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Health Benefits
- Two Medical plans: Account Based Health Plan (ABHP) & Preferred Provider Organization (PPO)
  - Full-time: PeaceHealth pays 100% of the cost of the ABHP medical plan premiums for employee coverage and 82% of the cost for dependent coverage.
  - Part-time: PeaceHealth pays 90% of the cost of the ABHP medical plan premiums for employee coverage and 70% of the cost for dependent coverage.
- Health Savings Account (HSA), if eligible, and enrolled in the ABHP with up to $1,600 PeaceHealth contributions
- Dental and Vision
- Health Care and Dependent Care Flexible Spending Account

Life & Disability
- Basic Life & AD&D – paid by PeaceHealth
- Additional Voluntary Life and AD&D plans available for purchase
- Short Term & Long Term Disability coverage – paid by PeaceHealth
- Additional buy-up plans available for purchase

Paid Time Off (PTO)
- PTO can be used for vacation, holiday observance, illness, emergencies and personal business.
  - PTO is accrued based on hours worked and years of service.
  - Initial accrual for full-time caregivers: 24 – 28 days per year
  - Accrual begins on the date of hire and is available for use immediately.

Retirement
- 403(b) TAX-DEFERRED PLAN**
  - Pre-tax contributions made by you
- 401(a) RETIREMENT PLAN**
  - Pre-tax contributions made by PeaceHealth
  - Eligible caregivers receive both matching (1% - 4%) and base (4% - 8%) contributions after completing service and hours worked requirements.

Work/Life Balance
- Transportation Benefit*
- Education Assistance*
- Incentivized Wellness Program (Free Fitbit and up to $100 per quarter)
- Employee Assistance Program (EAP)**
- Life Balance Discounts**
  (Fitness, travel, sports, etc.)

*Eligibility and benefit varies based on location.  **Available to all caregivers.