

OUR SPIRIT VALUES



SERVICE



PERFORMANCE



INNOVATION



RESPECT



INTEGRITY



TEAMWORK

LifeBridge Health works to provide a benefits program that offers value to team members and their families. This overview provides an “at-a-glance” look at benefits we offer to support our team members in their everyday lives to promote their overall wellbeing.



Eligibility

Medical, dental, and vision benefits are effective first of month following date of hire. All other benefits are effective first of month following 30 days of employment.

Benefits-eligible	FULL-TIME	PART-TIME
Medical	.75-1 Total FTE / 60-80 hours per pay period	.6-.74 Total FTE / 48-60 hours per pay period
All other benefits	.9-1 Total FTE / 72-80 hours per pay period	.6-.89 Total FTE / 48-71 hours per pay period



Health Benefits

Medical

We offer four medical plans through CareFirst BCBS. All medical plans feature 100% coverage for preventive care, prescription drug coverage through OptumRx, and an out-of-pocket maximum.



See our provider directory [here](#).



Dental

We offer two dental plans through Cigna, a Basic and Enhanced plan. [Learn more here](#).



Vision

Your vision benefits are provided by VSP. [Learn more here](#).



Vacation

	LENGTH OF SERVICE	ACCRUAL*
Nonexempt	1 – 4 Years	10 Days
Exempt	1 – 4 Years	15 Days

**Eligible for time off if regularly schedule to work 24+ hours per week. Time off hours are accrued based on FTE status and per-pay period. Part-time team members regularly scheduled to work 48 or more hours per pay period are eligible to earn paid time off on a prorated basis.*

	OTHER
Holidays*	8

**Eligible for holidays if regularly scheduled to work 24+ hours per week. Holidays are accrued based on FTE status and per pay-period.*

Note: Directors & AVPs participate in Open Time Off Plan.

Accruals: Calculated each pay period, balance reflected on paycheck. PTO begins to accrue upon date of hire and can be accessed as of the 91st day of employment

Providers: Reference your contract agreement for PTO information



Financial Benefits

Retirement

403(b) administered by **Fidelity**, you are immediately eligible to enroll effective your date of hire. You must take action to enroll in our 403(b) plan. Northwest Hospital matches a portion of your savings with a match rate that increases over time. Company match contributions are vested after 3 years of service and 1,000 hours each year. You are fully vested in your own contributions right away.

Northwest Hospital contributes to a Money Purchase Pension Plan, at a rate that increases over time.

Health Savings Account (HSA)

Administered by **HSA Bank**, and available to team members who enroll in the LifeBridge Health HSA Medical Plan. Use the HSA to pay for qualified medical expenses. You and LifeBridge Health both contribute to your HSA based on eligibility, and you have the option to enroll in a Limited Purpose FSA to pay for qualified dental and vision expenses.

Flexible Spending Accounts

The Healthcare, Limited Purpose and Dependent Care Flexible Spending Accounts are managed by **HSA Bank**. Save on eligible medical, dental, vision, and dependent care expenses; reduces your taxable income.



Family Support

LifeBridge Health provides team members with benefits that can be tailored to individual paths to parenthood and family circumstances, including:

- **Family Planning** — Progyny provides eligible team members enrolled in the HSA, PPO, and Exclusive Medical Plans with full-service fertility benefits.
- **Adoption Assistance**



Employee Assistance Program



Effective date of hire with access to 24/7 emotional, financial, and legal guidance to you and your family through Carebridge.



Financial Protection

LifeBridge Health-paid — FREE to you

- **Life insurance, accidental death and dismemberment (AD&D):** Offered through MetLife.
- **Long-term disability:** Offered through New York Life.

Team Member-paid

- **Buy-up long-term disability:** Offered through New York Life.
- **Short-term disability:** Offered through New York Life.
- **Supplemental protection:** Offered through MetLife.
- **Universal life:** Offered by Transamerica.
- **Group voluntary critical illness and accident coverage:** Offered by Unum.



Other Benefits

- Legal insurance through **ARAG** (access code: 189371bh).
- Home and auto discount program through **Liberty Mutual**.
- Identity theft protection through **Norton LifeLock**.
- Discount network to save on thousands of deals online with the **LifeBalance Program**.
- Pet insurance with **MetLife**.



More for You

FREE Parking	Credit Unions
Bravo! Rewards	Quick Charge Accounts
Tuition Discounts. Save from 10% to 40%	LifeBridge Health & Fitness Discounted Memberships
Education Assistance: Reimburse up to \$5,000 per year for approved nursing courses and up to \$3,500 per year for approved non-nursing courses, which are part of a degree program. Pro-rated for part-time team members.	

More details and plan information are available at
www.lifebridgehealth.org/benefits.