



2023 Benefits Program Highlights

Community Hospitals

Healthcare Plan	
<p>Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.</p>	<p>ScionHealth offers three HSA eligible (\$1,500, \$2,500 and \$6,550 Plan) plan options from which you can choose. Plan network options will be offered through BCBSTN and UnitedHealthcare.</p> <p>In addition, by participating in a healthcare plan, you have access to the following:</p> <ul style="list-style-type: none">*Quantum Health*Multi-Faceted Wellness Program*Employee Assistance Program* Telemedicine Program
Health Savings Account (HSA)	
<p>Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.</p>	<p>An HSA allows employees who participate in an HSA-eligible plan to set aside pre-tax dollars to pay for eligible healthcare, dental and vision expenses.</p>
Flexible Spending Accounts (FSA)	
<p>Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.</p>	<p>You can save money on your healthcare and/or dependent day care expenses by using a tax-advantaged Flexible Spending Account (FSA). The money you contribute to these accounts is withheld from your paycheck before it is taxed. You withdraw it tax-free when you pay for eligible expenses, which reduce your annual taxable income.</p>
Health Steps Wellness	
<p>You are eligible upon your coverage effective date on the Healthcare Plan.</p>	<p>The Healthy Steps Wellness program is a multi-faceted approach to well-being comprised of a variety of health and wellness activities. By participating in the program, you may qualify for the Healthy Rewards Rate.</p>
Dental	
<p>Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.</p>	<p>ScionHealth offers a choice of three comprehensive dental options; each offered through your choice of two insurance carriers-Cigna and Delta Dental.</p>
Vision	
<p>Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.</p>	<p>ScionHealth offers a choice of two vision options; each offered through your choice of two insurance carriers - VSP (Vision Service Plan) or United Healthcare.</p>
Life Insurance	
<p>Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.</p>	<p>ScionHealth provides basic life insurance equal to one times annual base salary.</p>

Supplemental Life Insurance	
Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.	Employees may elect additional life insurance equal to one to five times their annual base salary. Dependent life insurance is also available for Spouse/Partner and children.
Short Term Disability	
Your Coverage is the effective the first day of the month following 30 days of continuous full-time employment. If the 30th day is the first day of the month then coverage is effective that day.	ScionHealth offers disability coverage providing a safety net in the event you are unable to work due to a serious illness or injury. Short Term Disability You can choose either 50% or 30% option or decline altogether. If no action is taken, you will be automatically enrolled in the 50% option.
Long Term Disability	
You are eligible upon completing 12 months of continuous full-time employment.	The company provides a benefit that replaces a portion of your monthly income should your disability extend beyond the covered short-term disability period. The benefit for a non-exempt employee is 40%; exempt employees receive 30% of pay. The monthly maximum is \$10,000. Long-Term Disability Buy-Up Coverage Non-exempt employees may elect additional LTD coverage equal to 20% of their salary.
Paid Time Off (PTO)	
You are eligible at the beginning of the pay period following 30 days of continuous full-time employment.	ScionHealth offers a flexible Paid Time Off (PTO) program that allows employees to use the time for whatever employee's needs are. Employees begin earning PTO upon date of hire. PTO hours are earned and available for use at the beginning of the pay period occurring 30 days after the date of hire. The program also offers paid holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day. Other paid time off such as Funeral Leave, Jury Duty, Military Training and Military Leave is available to employees who meet specific qualifications.
401(k) Plan	
You are eligible the first day of the month following one month of service.	ScionHealth offers a 401(k) retirement savings plan that allows employees to contribute pre-tax and post-tax dollars through payroll deduction. After 12 months of service, the company may match 10% of the first 4% of pay contributed to the plan.
PerkSpot (Discount Program)	
You are eligible the first day of the month following one month of service.	ScionHealth provides a variety of discounts to eligible employees.
Purchasing Power	
You are eligible the first day of the month following nine months of continuous full-time or part-time employment.	ScionHealth provides an option to purchase items and services, including electronics, furniture, tires, or a vacation package, with payments through payroll deductions.
Voluntary Benefit Plans	
Your coverage is effective the first day of the month following 30 days of continuous employment. If the 30th day is the first day of the month then coverage is effective that day.	Legal Plan Critical Illness Insurance Accident Insurance Permanent Life Insurance Hospital Indemnity Insurance Auto & Home Insurance ¹ Identity Theft Protection Pet Insurance Transit/Community Benefits ²

Educational Assistance	
You are eligible upon completing 90 days of continuous full-time employment.	Tuition benefit of \$5,000 for eligible full-time employees per calendar year. This benefit can be used for either of our tuition assistance offerings.

You may find additional information on the benefit options available to ScionHealth employees at <http://Recruiting.ScionHealthforme.com>

If you are offered and accept a position with ScionHealth, you have **31 days from your hire date to enroll** in your benefits. You will receive additional information from the ScionHealth Benefits Marketplace with details on how to register for the ScionHealth for Me HR portal where you will view your benefit options and link to the ScionHealth Benefits Marketplace enrollment website. If you have any questions, call the ScionHealth Benefits Marketplace at 800.991.6171.

¹ Employees are eligible for Auto & Home Insurance after completing 30 days of continuous full-time employment.

² Employees are eligible for Transit/Commuter benefits after completing 30 days of continuous employment.