

















2021 EMPLOYEE BENEFITS SUMMARY SHEET

This is a high level listing of Horizon Health & Wellness' (HHW) comprehensive benefits package offering for eligible employees. This is not intended to provide a full description nor is it a guarantee of benefits. For additional information, please contact your Human Resources Benefits Specialist at (520) 213-3240.

Benefit	Description	EE Per Pay Period (26 PP)	
<p>Medical Plans (Including prescription coverage)</p>    	<p>Choice between three UMR plan options</p> <ul style="list-style-type: none"> o \$4,000 High Deductible Plan (HSA Qualified) o \$2,800 High Deductible Plan (HSA Qualified) o Classic Plan (PPO Plan) <ul style="list-style-type: none"> • Network – United Healthcare Choice Plus • Pharmacy - CVS/Caremark Pharmacy • Patient/Member Advocacy - Quantum Health • Health Savings Account (HSA) - Optum Bank HHW will contribution a set amount to your Health Savings Account (HSA) when enrolling in \$4,000 HDHP Plan in each of the 26 pay periods. 	<p><u>\$4,000 HDHP</u> EE - \$13.00 ES - \$67.00 EC - \$56.00 FAM - \$96.00</p> <p><u>\$2,800 HDHP</u> EE - \$28.00 ES - \$146.00 EC - \$119.00 FAM - \$201.00</p> <p><u>CLASSIC PPO</u> EE - \$56.00 ES - \$292.00 EC - \$237.00 FAM - \$402.00</p>	<p>Average Cost</p> <p>Not exact cost.</p> <p>Actual pay period cost based on position class level.</p>
<p>Dental Plan</p> 	<ul style="list-style-type: none"> • Delta Dental – PPO Plus Premier Plan 	<p>EE - \$3.11 ES - \$12.26 EC - \$14.64 FAM - \$22.25</p>	
<p>Vision Plan</p> 	<ul style="list-style-type: none"> • Avesis Vision Plan 	<p>EE - \$1.41 ES - \$2.22 EC - \$2.34 FAM - \$3.45</p>	
<p>Virtual Visits</p> 	<ul style="list-style-type: none"> • Choice of purchasing Virtual Visits for general medical care, dermatology, & behavioral health. 	<ul style="list-style-type: none"> • Voluntary benefit paid for 100% by you. • \$3.15 per pay period (Full-Time and Part-Time) 	
<p>Life/AD&D Plan</p> 	<ul style="list-style-type: none"> • Basic Life and Accidental Death and Dismemberment (AD&D) insurance from Guardian. <ul style="list-style-type: none"> o Benefit of One Times (1x) your annual salary. 	<ul style="list-style-type: none"> • 100% paid for by Horizon Health & Wellness (Employee Only). 	
<p>Voluntary Life/AD&D Plan</p> 	<ul style="list-style-type: none"> • You have the choice of purchase additional Life and AD&D Coverage beyond what HHW provides. • Guardian guarantee issues up to \$100,000 in coverage, if under age 65, during your initial enrollment period, which means you can't be turned down for coverage based on medical history. 	<ul style="list-style-type: none"> • Voluntary benefit paid for 100% by you (Employee Only – Family Coverage). • For pricing refer to the Guardian Voluntary Life Benefit Summary or the 2021 HHW Employee Benefits Guide. 	

<p>Short Term & Long Term Disability Plans</p> 	<ul style="list-style-type: none"> Choice between two Short-Term Disability options: <ul style="list-style-type: none"> 50% of basic weekly earnings 60% of basic weekly earnings Choice between two Long-Term Disability options: <ul style="list-style-type: none"> 50% of basic monthly earnings 60% of basic monthly earnings 	<ul style="list-style-type: none"> Voluntary benefit paid for 100% by you. (Employee Only). For pricing, refer to the Guardian Benefit Summaries or the 2021 HHW Employee Benefits Guide.
<p>Additional Voluntary Plans</p> 	<ul style="list-style-type: none"> Choice of purchasing through Aflac: <ul style="list-style-type: none"> Accident Plan Critical Illness Plan Hospital Indemnity Plan 	<ul style="list-style-type: none"> Voluntary benefit paid for 100% by you. (Employee Only – Family Coverage). Refer to the 2021 HHW Employee Benefit Guide for contact information.
<p>Employee Assistance Program</p> 	<ul style="list-style-type: none"> Curalinc Employee Assistance Program (EAP) <ul style="list-style-type: none"> SupportLinc provides a confidential, case management approach to working constructively with employees who experience personal and work-related problems 	<ul style="list-style-type: none"> 100% paid for by Horizon Health & Wellness for employees and their families. Refer to the 2021 HHW Employee Benefit Guide for contact information.
<p>Wellness Portal</p> 	<ul style="list-style-type: none"> Healthy Life Wellness Portal through American Institute of Preventive Medicine (AIPM). <ul style="list-style-type: none"> The Portal is designed to assist you on your wellness journey. The tools within the portal can help you make good lifestyle decisions that positively impact your overall well-being. Corehealthylife.com/HHW 	<ul style="list-style-type: none"> 100% paid for by Horizon Health & Wellness. Refer to the 2021 HHW Employee Benefit Guide for more information.
<p>401(k) Plan</p> 	<ul style="list-style-type: none"> 401(k) Retirement Plan through Ascensus Vanguard. 	<ul style="list-style-type: none"> Upon hire, you will be automatically enrolled. 100% match on first 1% contribution. 50% match on 2%-6% contribution. 2 year Vesting Schedule The 401(k) accepts rollovers from other qualified retirement plans such as IRA, SEP IRA, 401(k) and 403(b).

Horizon Health & Wellness offers benefits to full-time employees working a minimum of 30 hours per week. Employees and their dependents are eligible for coverage for most benefits on the first of the month following 30 days of employment.

Refer to all insurance carrier Summary Plan Descriptions, benefit summaries, and other plan documents for detailed benefit information, including limitations and exclusions.

	Additional Benefits			
<p>11 Paid Holidays</p>	<p>Offered to all Full Time Employees</p> <ul style="list-style-type: none"> 8 Hours (40 Hour Employee) 7.00 Hours (36 Hour Employee) 6.5 Hours (32 Hour Employee) 		<p>New Year's Day MLK Jr. Day President's Day Memorial Day Independence Day</p>	<p>Labor Day Veteran's Day Thanksgiving Day & Day After Winter Holiday I Winter Holiday II</p>
<p>Paid Time Off</p>	<p>Sick Time for all Full Time Employees Sick Accrual earned Part Time Employees</p> <p>Supplemental Leave for Full Time/LT32/LT36 Employees</p> <p>Generous Vacation Accruals based on Tenure</p>		<p>40 Hours Sick Time awarded to Full Time 1 Hour Sick Time awarded for every 30 Hours worked for Part Time</p> <p>Full Time Employee accrue 1.5 Hour per pay period; LT32 and LT36 accrue 1.0 Hour per pay period</p> <p>Ask your Recruiter for details.</p>	
<p>Reimbursable Expenses</p>	<p>Education Reimbursement available License Reimbursement</p>			