

BENEFITS

Hoag Hospital recognizes that our employees are our most valuable resource, and the health and well being of you and your dependents is vital to the hospital's function and Hoag's success as an outstanding community healthcare provider and leader. Our comprehensive, high-quality benefits programs offer you freedom of choice at an affordable price. You may choose from a wide variety of plans that offer you benefits that make the most sense for you and your family. You also have the option to waive healthcare coverage and receive opt out credits if you are insured elsewhere. As an eligible employee your benefits are effective on the first day of the month following 60 days from your date of hire.

Below is a brief outline of key benefits you will enjoy as an employee at Hoag.

- ◆ **Medical Options:** A choice of two comprehensive Cigna plans, HMO and PPO, both offering standard and premium options. An opt out credit is available if you waive medical coverage
- ◆ **Dental Plan:** A comprehensive PPO plan (In-network & Out-of-Network options)
- ◆ **PPO Vision Plan:** A voluntary vision plan (In-network & Out-of-Network options)
- ◆ **Flexible Spending Accounts:** Accounts that enable you to set aside a portion of your pay on a pre-tax basis to pay for eligible out-of-pocket healthcare or dependent care expenses (up to \$5,000 annually)
- ◆ **Long-Term Disability:** Replaces a portion of your monthly income if you are disabled and cannot work
- ◆ **Basic Life and AD&D, Supplemental Life and AD&D, and Dependent Life Insurance:** Basic, dependent and supplemental life, accidental death/dismemberment coverage
- ◆ **401(k) Hoag Sheltered Savings Retirement Plan:** Allows you to make tax-deferred contributions for retirement with employer matching - 50% up to the first 4% you contribute. You will be eligible to participate once you complete 500 eligible hours in two consecutive quarters and be at least 21 years of age
- ◆ **Paid Time Off (PTO):** The PTO plan combines sick days, vacation days and holidays into one account of paid days off. Up to 28 days per year, increasing after 4 and 9 years
- ◆ **Other Voluntary Benefits:** Legal Plan, Home/Auto/Boat, Pet Insurance, Critical Illness Coverage
- ◆ **Employee Assistance Program:** A complimentary, confidential counseling assessment and referral service for you and immediate family members. Available upon hire
- ◆ **Emergency Travel Assistance Program:** While traveling in the US or abroad you will have immediate access to physicians, hospitals, pharmacies and other services
- ◆ **Employee Tuition Reimbursement:** Employees are eligible to apply for tuition reimbursement for courses related to career advancement within Hoag
- ◆ **Employee Recognition and Pride:** Includes Annual Employee Awards Banquet, Quarterly Appreciation Days and Holiday Celebration
- ◆ **Federal Credit Union:** Wide variety of banking services including home and car loans. Available upon hire
- ◆ **Cafeteria Discount:** Employees receive up to 16% discount
- ◆ **Employee Parking:** Complimentary parking in employee parking areas
- ◆ **Transportation Program:** Rideshare matching
- ◆ **Child Care Center:** Year round on-site childcare for infants through pre-school age as well as an Out of School program for children 5-12 years of age