



Benefits at a Glance

Medical

Health Savings Account (HSA) with a high deductible medical plan is offered to employees and their dependents with an employer contribution to your HSA. Eligibility for health insurance is the first of the month following 60 days of full time employment.

Dental

Allows you to see any dentist you choose and preventative care is covered at 100%. Also covers orthodontia up to age 19. Eligibility for dental insurance is the first of the month following 60 days of full time employment. Dependents over the age of 19 must be full time students.

Vision

Covers eye exam, lenses and/or contacts at participating providers. Also offers reduced rates for Lasik procedures. Eligibility for vision insurance is the first of the month following 60 days of full time employment. Dependents over the age of 19 must be full time students.

Flexible Spending Accounts

Contribute up to \$2,650 a year to a Healthcare Spending Account and/or up to \$5,000 into a Dependent Care Spending Account. This gives you the ability to set aside pretax dollars for qualifying expenses related to healthcare and dependent care costs. Contributions are deducted from each paycheck before taxes are taken out, allowing you to save for healthcare costs while reducing your taxable income. Eligibility for Flex is the first of the month following 60 days of full time employment.

Basic Life and AD&D

We provide basic life and accidental death and dismemberment (AD&D) coverage equal to 1x annual salary at no cost to you (maximum of \$100,000). You have the option to purchase additional coverage. Eligibility for life insurance is the first of the month following 60 days of full time employment.

Dependent Life and AD&D

You have the option to purchase universal or term life and AD&D insurance for your spouse and/or dependents.

Long-term Disability

Long-term disability insurance is provided at no cost to you. This benefit pays up to 60% of your salary. Long-term pays up to \$7,000 per month if you remain disabled longer than 6 months. Eligibility for disability insurance is the first of the month following 60 days of full time employment..

Supplemental Insurance

You have the option to supplement your insurance coverage for yourself and your family by purchasing additional coverage through an accident, identity theft, and/or cancer insurance policy. Eligibility for supplemental insurance is the first of the month following 60 days of full time employment.

Retirement Plan

Our 401(k) plan enables you to save for retirement and enjoy a tax break at the same time. Your contributions may be made on a pre-tax basis through a payroll deduction and will grow tax-deferred until your funds are withdrawn. Eligibility is 1,000 within a 12 month period and 21 years of age or older.

In addition, SouthCoast Health may make an employer contribution at a discretionary rate of pay to employees who have been employed one year and worked 1,000 hours in the plan year. Typically three (3%) percent of annual compensation is given into employees account after meeting eligibility requirements; amount of contribution subject to change.

Paid Time Off

Full time employees receive paid vacation, sick time, holidays, jury duty, and bereavement. Eligibility for paid time off begins after 90 days of service in a full time position. Please see employee handbook for details.

Direct Deposit

You have the flexibility to direct deposit into 3 (three) accounts with your bank of choice.

Employee Fitness and Wellness Center

As a free benefit, employees can do circuit training in the Fitness and Wellness Center on the Eisenhower Campus each workday from 6:00am to 8:00am and from 6:00pm to 8:00pm.

Cell Phone Discount

SouthCoast employees are eligible to receive discounts on their monthly wireless plan through Verizon Wireless and AT&T.

AAA

If you enroll with AAA as a new member you will receive 2 months of free service along with all the various discounts available to AAA members, i.e. discounts on motels, LensCrafters, Reebok outlets, and other merchants as well as free trip planning.

Employee Referrals

Refer a candidate for employment to SouthCoast Health and earn \$50 once they are successfully hired and completed their initial 90-day employment period and an additional \$50 on their one year anniversary.