

ELIGIBILITY

- ✓ Full-time employees who average at least 30 hours/week.
 - ✓ You can also enroll your spouse and/or eligible dependent children for medical, dental, vision, spouse and/or child life insurance, spouse AD&D, & the voluntary insurance plans.
- Employees are required to enroll within 30 days from their date of hire. Coverage becomes effective the first of month following 30 days.

LIFE

▶ **Paid Time Off (PTO)** • Employees begin to accrue PTO upon hire, and is based on the hours scheduled to work and years of services. After the 90-day waiting period, PTO is made available to employees. New employees average 2-2.5 weeks of paid time off their first year. Employees can opt out of PTO use and accrual for 2024 during open enrollment. If you choose this option, it will increase your earnings for the upcoming year, but you will only have unpaid leave to use. This cannot be changed until the next open enrollment period.

▶ **Employee Assistance Program (EAP)** • Employees and covered family members may request support for life challenges or conflicts. The program includes unlimited telephonic support 24/7, five face-to-face counseling sessions, and self-service information online.

▶ **98Point6** • All employees can access telehealth services to a care team, including board-certified physicians, via secure, in-app messaging on your mobile device. It is available at no cost* to all employees and dependents covered by our health plan.
*Supreme medical plan may be subject to a \$5 visit charge



FINANCE

▶ **401(K) Retirement Savings Plan** • The 401(K) Profit Sharing Plan is a smart, tax-effective way to save for your future. Our plan is administered by one of the nation's largest plan administrators, Fidelity Investments, and you get to choose how to invest your contributions. You are eligible to join the 401(K) plan when you reach age 18 and complete 30 consecutive days of service. Once eligible, you will receive a more info via mail.

HEALTH

▶ **Medical** • American Health Partners offers a broad network of coverage through **Blue Cross Blue Shield of Tennessee (BCBST)** including coverage outside the state of Tennessee. Eligible preventive care is covered at 100%, with no annual benefit limits when care is provided by an in-network provider. American Health Partners pays for a portion of the medical plan cost. **Plan options include:**



Core	Health Plan with employer contribution of \$500/\$1,000 Health Reimbursement Account
Deluxe	PPO plan with co-pays
Supreme	High-deductible Health Plan with employer contribution of \$250/\$500 Health Savings Account

Included at no additional cost:

- ✓ CVS Smoking cessation program
- ✓ Partnership with CVS and RxBenefits:
 - \$5/\$7 generic Copay
 - \$50 preventive brand non-preferred
 - \$25 preventive brand preferred
 - Optional mail-order program

▶ **Dental Plan** • Delta Dental provides 2 plan options, which a portion of the dental plan cost is paid by American Health Partners. Waiting period of 3 months applies to major services and orthodontia.

Core	Covers preventive and diagnostic care and basic services
Supreme	Covers preventive and diagnostic care, basic services, as well as major services and orthodontia

▶ **Vision Plan** • Humana EyeMed Vision plan to help protect your eye health and ensures you have access to the eyeglasses or contacts you rely on.

🔗 **For questions, email > AskBenefits@AmHealthPartners.com**