



### Our Benefits

#### Medical



- Select a copay or HDHP option
- Low deductibles and out of pocket maximums
- Large Aetna provider network, Open Access Managed Choice POS; includes most major hospital systems in Nashville
- No cost, fully covered preventive care
- Health Savings Account (HSA) for HDHP participants with a generous Ensworth contribution

#### Health Savings Account



- Tax savings account owned by you
- Ensworth contributes based on individual wellness program participation

#### Flexible Spending Accounts

- Health and Dependent Care options

#### Wellness Program



- Earn monetary contributions from Ensworth based on earned status level

#### Retirement



- Ensworth matches 100% of the first 7% of employee contributions to the plan
- Additional 2% match for 15-year service
- Vested 100% on day 1

#### Life and Disability



- Ensworth-paid \$50,000 basic life
- Additional voluntary life available
- Voluntary short-term disability
- Ensworth-paid long-term disability
- Accident and critical illness coverage available



#### Pet Insurance

- Health insurance for your furry family



#### Virtual Care



- FREE access to First Stop Health on day 1 of hire - healthcare (medical and mental health services) for you and your dependents

#### Dental



- Broad provider network
- Preventive cleanings twice per year
- Diagnostic and preventive services fully covered
- Basic services are covered 80% and Major services are covered 50% after your plan's deductible
- Orthodontia for children, plan pays 50%

#### Vision



- National VSP network
- \$10 eye exam, up to \$60 contact lens exam copay
- \$150 allowance for contact lenses (every 12 month) or glasses every (24 months)

#### Other perks

- Children at Ensworth
  - 50% tuition reimbursement
  - Financial aid priority
  - Free Aftercare
  - Discounted programs and summer courses
- Graduate school tuition assistance
- Free lunch
- Paid Time Off (PTO)
- Legal Insurance
- Estate planning assistance
- Employee Assistance Program
- Emergency Travel Assistance Program
- Discounted YMCA membership joining fee
- Verizon discount