

2019 Comprehensive Employee Benefits Overview

At Covenant Health, we offer a comprehensive employee benefits package designed to support the needs of our employees and their family members.

The following is a summary of the benefits offered to employees regularly scheduled to work at least 20 hours per week. Health, prescription drug, dental and vision insurance coverage is available to employees, their legal spouses and dependents to age 26. Coverage is effective on the date of hire.

Health Insurance

We offer three health insurance plans through Cigna.

Covenant HMO Plan

This plan offers lower deductibles for using services by Covenant in-system providers and hospitals, and Cigna National Network providers.

Covenant PPO Plan

Under this plan, you pay a higher deductible but have the flexibility of receiving care from both in-network and out-of-network providers.

Covenant High Deductible Health Plan

When you choose this plan, you will have lower monthly premiums but pay a higher deductible.

Prescription Drug Coverage

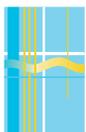
Covenant Health has chosen CVS/CareMark™ to manage your pharmacy benefit.

Dental Insurance

We offer two dental plans through providers in the MetLife PDP Plus network. Dental insurance provides varying levels of coverage for preventive care, basic restorative services, major services and orthodontia for children under the age of 19.

Vision Insurance

We offer two vision plans through the EyeMed Insight provider network. Both plans include coverage for services with in-and out-of-network providers; reimbursements varied by service and discounts for Laser Vision Correction.



**COVENANT
HEALTH**

Flexible Spending Account (FSA)

Covenant Health provides all employees with the opportunity to pay for out-of-pocket medical, dental, vision, and dependent care expenses with pre-tax dollars through the Flexible Spending Account (FSA).

A Health Care FSA allows you to put aside pre-tax dollars towards certain medical expenses not covered by your insurance plan, like deductibles, co-pays, hearing services and contact lenses. The maximum contribution is \$2,600 per year.

A Dependent Care FSA allows you to use pre-tax dollars towards qualified dependent care, such as nursery schools, pre-schools and adult dependent care. The maximum contribution is \$5,000 per year.

There are specific guidelines for eligible expense reimbursements under the FSA. Please consult the FSA guide for details about this benefit and how to use it.

Life Insurance

We offer life insurance and basic AD & D equal to one and one half times your base annual salary rate rounded up to the nearest \$1,000 to a maximum of \$800,000. Covenant Health pays the full cost of the benefit, while employees have the option to purchase additional coverage through VOYA.

Earned Time (ET)

Covenant Health provides Earned Time which includes six holidays celebrated system-wide. Employees earn paid time off each pay period based on scheduled work hours, length of service and job classification.

Employee Assistance Program

At Covenant Health, our employees' emotional, physical and mental well-being is a top priority. Our employee assistance program provides confidential assistance to employees dealing with a variety of work-life issues including parenting, finances and illnesses.

Retirement Savings Program

We offer two retirement plan options – a 403(b) plan through Transamerica and a 457(b) plan.

403(b)/401(k):** Contributions to the plan can be made by pre-tax contributions or Roth contributions. Eligible employees are immediately eligible to join and receive our employer matching contribution upon entry to the plan. Annual IRS limits apply.

457(b): You may participate in the plan immediately if you are a provider (Physician or Advanced Practice Provider) or have base pay of at least 125% of the annual Social Security wage base. Contributions will begin in the month after the month in which you complete enrollment.

**For Profit Provider Group in Nashua

Disability Insurance

Short Term Disability Insurance

We offer you the option of purchasing Short Term Disability Insurance. The benefit is equal to 60% of your base annual salary rate to a maximum benefit of \$2,000 per week. The waiting period to collect on Short Term Disability benefits is 14 days.

Long Term Disability Insurance

Covenant Health pays the full cost of Long Term Disability Insurance. This benefit covers the cost of long term disability equal to 60% of your base annual salary rate to a maximum benefit of \$10,000 per month. The waiting period to collect on Long Term Disability benefits is 90 days.

This is a summary only. Official plan documents govern plan provisions and payment of plan benefits. Each year, Covenant Health will review current offerings and pricing to ensure the best available package is offered. Covenant Health reserves the right to amend, change or terminate its benefits plans at any time, at its sole discretion.