



RESOURCE: Current Benefit Options

<i>Original Implementation Date:</i>	03/26/20	<i>Date Reviewed/ Revised:</i>	07/31/23	<i>Area of Responsibility:</i>	Human Resources	<i>Version:</i>	7
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RESOURCE: This document provides team members with an outline of the current benefit options according to job status to support the recruitment and hiring processes.

- 1. Full Time (30+ hours/week)Page 1-2
- 2. Regular Part Time (24-29 hours/week)Page 3
- 3. Part Time No Benefit (<24hours/week)Page 4
- 4. P.R.N.....Page 5

Section 1: Full Time (30+ hours/week)

Health and Wellbeing:

- Paid Time Off, Paid Sick Time, & Bereavement
- Medical
 - Prescription Plan
 - Virtual Care: 98 point 6
 - Wellbeing Incentive Medical premium discount (must meet point criteria): Team member or spouse participating in the Wellness program
 - Virta: Type 2 Diabetes reversal program *Must be benefit eligible team members
 - Health Accounts
 - Health Savings Account (for High Deductible Health Plan-HDHP participants only)
 - Medical & Dependent Care Flexible Spending Accounts
- Dental
- Vision
- Company Paid Life, Supplemental Life Insurance & Accidental Death and Dismemberment
- Short-Term Disability & Long-Term Disability
- Critical Illness & Accident Insurance
- Daily Pay through Netspend: Employees can access 50% of earned wages after days worked
- Retirement Plan
 - Immediate vesting & auto enrollment at 5% for team members 21 years and older
 - *See Team Member Portal for details
 - 100% match on 3% contribution and 50% match on the next 2% contribution
- Pet Insurance

Team Member Wellness

- Wellbeing Program: Incentive program which offers a rich array of team member programs to fit your lifestyle
- Wellness Monthly Lunch and Learns
- Healthy Mindsets Program: Online Mind-Body Program- Peace of Mind, Resiliency, Insomnia (Resiliency).
 - Self-guided protocols, educational videos, and treatment modules
- Nutrition Consultations: 6 free with a Registered Dietitian/Health Coach
- Communities-On-site Fitness Center

RESOURCE: Current Benefit Options

- **Discount on Massages:** \$50 for 60-minute & \$65 for 90-minute
- **Lifestyle Change Programs**
 - Digital Diabetes Prevention Program
 - Diabetes Self-Management Program
 - 360 Digital Chronic Disease Prevention Programs-Hypertension, Glucose monitoring, Arthritis
 - Weight Management Resources
- **Vial and File of Life**

Education:

- **Tuition Reimbursement**
- **Scholarship Opportunities:** Resident Scholarships & Warren D. Ruff Nursing & Nursing-Related
- **GCU Education Discount:** 10% for team members & 5% for spouses & dependents (Concurrent & ABSN excluded)

Discount:

- **Meal and Beverage Discount**
- **The Employee Network**
- **Verizon and Planet Fitness Membership Discounts**
- **Travel Insurance:** NYL GBS Secure Travel

Recruitment and Recognition:

- **Team Member Referral Bonus**
- **Vibrant Living Awards** (annual Employee Recognition event to celebrate Years of Service)

Service:

- **Volunteer Opportunities** through S.H.I.N.E. (Sun Health Involvement Never Ends)
- **Better Together**

Paid Training Opportunities COMING SOON!

- **Certified Caregiver, C.N.A. Bridge to Certified Caregiver, & Certified Nursing Assistant**

Team Member Support

- **Memory Care Family Resources**
- **Life Assistance Program:** (Financial, legal & behavioral counseling, & daycare and educational support resources)
- **Employee Association** (nonprofit organization dedicated to providing aid to Sun Health employees in times of financial need)
- **Spiritual Support from Community Chaplains**
- **Trip Reduction Program**

RESOURCE: Current Benefit Options

Section 2: Regular Part Time (24-29 hours/week)

Health and Wellbeing:

- **Paid Time Off, Paid Sick Time, & Bereavement**
- **Daily Pay through Netspend:** Employees can access 50% of earned wages after days worked
- **Retirement Plan**
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- **Pet Insurance**

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Education:

- **Tuition Reimbursement**
- **Scholarship Opportunities:** Warren D. Ruff Nursing and Resident (see community specific requirements)
- **GCU Education Discount:** 10% for team members & 5% for spouses & dependents (Concurrent & ABSN excluded)

Discount:

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Section 3: Part Time No Benefit (<24hours/week)

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Section 4: P.R.N.

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