

Benefits with a Purpose



Benefits marked by a  are only available to enroll in or change during Open Enrollment.

All other benefits are available any time of the year, whenever you need to access them.

To learn more, head to Workday! You can search **HR Connect** or visit your **Benefits Buddy, Olivia**.

Live Healthy

Medical & Pharmacy 	Three options with access to high-quality providers, no-cost preventive care and prescription drug coverage.
Pathway to Wellness 	Wellness program that rewards up to \$500 for making healthy choices.
WeightWatchers	Nutrition and exercise program where we pay 80% for those enrolled in our medical plans or Pathway to Wellness.
Gym Membership Discount	Active&Fit Direct gym and fitness membership at a reduced rate.
Dental 	Two dental plans, all with in-network preventive care covered at 100%.
Vision 	Plan that covers eye exams, lenses and frames, and contact lenses.

Live Well

Employee Assistance Program (EAP)	Free, confidential counseling for life's difficult moments.
Virtual Peer Support and Mindfulness (Cabana)	Digital support program designed specifically for healthcare workers.
In-Person and Virtual Mental Health Visits 	Support covered by our medical plans.
C.O.P.E.	Free peer support from trained coworkers after stressful hospital events.

Live Life

Paid Parental Leave	Income protection as you take time off to bond with a new child.
Adoption Assistance	Up to \$4,000 per calendar year.
Backup Child & Eldercare	Affordable on-demand care.
Fertility Support	Family-building fertility support for multiple concerns, including IUI and IVF.
Paid Time Off and Holidays	Based on your length of service, plus paid holidays (including personal holidays).
Additional Leaves	Bereavement leave, FMLA, jury duty and military service.

Live Smart

Flexible Spending Accounts/Health Savings Account 	Tax-free accounts to pay for healthcare or dependent care expenses.
Short- and Long-Term Disability 	Income replacement if you are ill or injured and unable to work.
Accident 	Cash benefits for non-work-related injuries.
Critical Illness 	Cash benefit to help cover a critical illness (i.e., heart attack, cancer, stroke, etc.).
Hospital Indemnity 	Cash benefit if you are hospitalized.
Life Insurance and Accidental Death & Dismemberment 	Basic term life and AD&D at no cost to you. Plus, additional options for you, your spouse and/or dependents.
Lifestyle Benefits	Support to protect your family and loved ones with: <ul style="list-style-type: none"> • Auto/home insurance • Identity theft protection • Pet insurance • Legal coverage
Business Travel Accident	Benefit if you die or sustain injuries while traveling on business.

Live Forward

Retirement Plan	Employer contributions up to 4% of annual pay: 2% base contribution + 50% match on first 4% you contribute.
Earned Wage Access	Up to 50% of your wages to your bank account or debit card before payday.
Money Coaching	Unlimited, free one-on-one support to help you with budgeting, paying off debt, saving for retirement and more.
Money Saving Discounts	Discounts on travel, cell phones, restaurants, auto and more.
Team Member Assistance Fund	Financial assistance for expenses (funeral expenses, medical bills, car repairs, etc.) when faced with hardship.
Ochsner Career Center & Team Member Development	Coaching for career support and personalized learning paths.
Student Loan Assistance and Loan Forgiveness	Help with student loan debt relief.
Tuition Assistance	Up to \$3,000 per year for full-time or \$2,000 per year for regular part-time.
Quick Relief Loans	Financial education and personal loans for full-time team members. (Must be resident of Louisiana, Mississippi or Florida.)
Will Preparation	Free, valid will through a 20-minute, step-by-step process with FreeWill.
Advance Directives	Tool to outline your healthcare wishes for your loved ones.

Refer to your specific Benefits at a Glance (formerly called Addendum) in Workday for benefits eligibility.