



# HMH Total Rewards Snapshot\*



## Health and Well-Being

Our Health & Well-Being plans are designed to provide a wide range of coverage options to meet the needs of you and your family.

Medical	Dental	Enrolling Dependents	Life Insurance
<ul style="list-style-type: none"> <li>• OMNIA medical plan through Horizon BCBSNJ with four tiers of coverage</li> <li>• Basic/High Deductible plan through Horizon BCBSNJ with three tiers of coverage</li> <li>• Out-of-Area plan through Horizon BCBSNJ option with three tiers of coverage. Available for team members who reside outside of NJ or in remote NJ counties.</li> <li>• Include coverage options both in-network (OMNIA and Out-of-Area medical plans) and out-of-network (Basic/High Deductible plan)</li> <li>• Option to participate in a Health Savings Account (HSA)</li> <li>• Ability to earn wellness incentives for you and your spouse. Includes Well-being programs focusing on the whole person coming to work, team members Career, Financial, Social/Emotional and Community Well-being.</li> </ul>	<ul style="list-style-type: none"> <li>• Three dental plan options through Horizon BCBSNJ and Healthplex Dental               <ul style="list-style-type: none"> <li>• One Dental PPO plan</li> <li>• Two Dental HMO plans</li> </ul> </li> <li>• Includes coverage options both in-network and out-of-network</li> </ul>	<ul style="list-style-type: none"> <li>• Children under the age of 26 will be eligible for coverage under the medical plan regardless of their eligibility for other insurance coverage, student status, tax dependency or marital status.</li> <li>• Children under the age of 19, or full-time college students (12 credits for undergraduate/9 credits for graduate) ages 19-23, will be eligible for coverage under the dental and vision plans.</li> </ul>	<ul style="list-style-type: none"> <li>• 1.5x basic annual earnings</li> <li>• Guaranteed issue amount of \$500,000</li> <li>• Option to add supplemental/dependent life insurance</li> <li>• Please ensure that you designate a beneficiary for your life insurance benefit</li> </ul>
	Vision		Prescription & Pharmacy
	<ul style="list-style-type: none"> <li>• Two vision plan options, through Horizon/Davis Vision (one-pair of lenses/frames or two-pair of lenses/frames)</li> <li>• Includes coverage options both in-network and out-of-network</li> </ul>	<ul style="list-style-type: none"> <li>• Prescription plan option through OptumRx</li> <li>• Significant savings when using in-house (HMH) pharmacies</li> <li>• Pay \$0 for prescriptions related to diabetes, high blood pressure and high cholesterol when working with coordinated care nurse managers</li> </ul>	

Visit [TeamHMH.com/HealthCare](https://www.teamhmh.com/HealthCare) to learn more.



## Other Benefits

- Access to **Flexible Spending Accounts** that allow you to set money aside before it's taxed to use for eligible health care, dependent care, work-related mass transit, vanpooling and parking costs
- Access to **voluntary benefits** including accident insurance, whole life insurance with long-term care, hospital indemnity insurance, critical illness insurance, pet insurance, and legal insurance
- Access to **tuition assistance** for eligible team members pursuing education supporting current business needs or future organizational objectives. Eligible team members can apply for courses that begin after completing 90 days of continuous employment. (Part-time annual benefit is \$2,625 and full-time annual benefit is \$5,250.)
- Access to **Public Service Loan Forgiveness Programs (PSLF)** that help you get federal relief money for student loan debt. Average savings through these programs are around \$1,700 a year! HMH is a public service employer and provides free services that can help you find savings and track your loan payment options.

\* This is a snapshot of total rewards for benefit-eligible team members. Details subject to change. Please visit [TeamHMH.com](https://www.teamhmh.com) for more information.



## Personal Time Off

Ensuring our team members are able to take time off is critical to your well-being and the well-being of our organization. Our time off plans are designed to encourage team members to earn and actually take time off.

Paid Time Off (PTO)	Holidays	Earned Sick Leave	Short Term Disability
<ul style="list-style-type: none"> <li>• Accrual rates based on job function and years of service</li> <li>• Accrual begins 90 days after date of hire for team members who are benefit-eligible</li> <li>• Ability to use PTO immediately (after satisfying the 90 date waiting period), rather than waiting to accrue</li> <li>• Maximum carryover up to 80 hours per year (based on scheduled hours per week)</li> </ul>	<ul style="list-style-type: none"> <li>• HMH observes six standard holidays (separate from PTO)</li> <li>• New hires are eligible for observed holidays immediately from date of hire</li> <li>• Benefit-eligible, non-exempt team members scheduled to work during observed holidays are paid time-and-one-half for the holiday worked</li> </ul>	<ul style="list-style-type: none"> <li>• Team members accrue up to 40 hours of Earned Sick Leave per year, based on hours worked (separate from PTO)</li> <li>• HMH will follow the New Jersey state law (effective October 2018), which expanded the reasons for taking ESL (parent-teacher conferences, school closures, sick family members)</li> <li>• Team members are eligible for the ESL program if they are in full-time, part-time, or temporary status</li> <li>• Team members will begin to accrue ESL on their date of hire and are eligible to use it after 90 days</li> </ul>	<ul style="list-style-type: none"> <li>• Team members may be eligible to collect a full two-thirds of their pay check, rather than stopping at the 2023 New Jersey state cap of \$1,025 per week.</li> </ul>

Visit [TeamHMH.com/Time-Off](https://TeamHMH.com/Time-Off) to learn more!



## Retirement

For **Hospital/Network team members**, our new retirement plan, administered through TIAA, is designed to help you reach your retirement goals faster by encouraging you to take advantage of the full contribution offered by HMH.

- 1.5% Annual Non-Elective Core Contribution
- 100% HMH Match on the first 2% you contribute; 50% on the next 3% you contribute
- Match is applied to your account each per pay period
- Auto Enrollment of 3% contribution approximately 30 days from hire date
- Roth after-tax contributions allowed
- Fully vested after 3 years of service; to earn a year of service, you must be credited with at least 1,000 hours of service during a plan year
- Eligible Compensation is from a Primary Position only

The Maximum Defined Contribution salary deferral for calendar 2023 is \$22,500, which is governed under section 402(g)(1)(b) of the IRS Code. If you are at least age 50 or will attain age 50 before the end of a calendar year, then you may elect to defer additional amounts (called "catch-up contributions") to the Plan. The maximum catch-up contribution that you can make in 2023 is \$7,500. The compensation limit for calendar year 2023 is \$330,000.

Visit [TeamHMH.com/Retirement](https://TeamHMH.com/Retirement) to learn more!



# Enrolling Your Benefit-Eligible Family Members Employed at Hackensack Meridian *Health*

If you and your spouse are both team members at Hackensack Meridian *Health* and are eligible for coverage, you may only elect one Family or Parent/Child coverage tier.

Here are your options:

- You and your spouse can both take Single Coverage
- You can take Single Coverage and your spouse can take Parent/Child(ren) to cover your children (but not you)
- You and your spouse can be covered under one Team Member/Spouse Coverage
- You and your spouse can be covered under one Family Coverage with your children

Team members under the age of 26 who work at Hackensack Meridian *Health* in a benefit-eligible position and who also have a parent working at HMMH, may elect to be covered by their parent's medical plan. However, they must enroll in their own dental and vision plans.

Benefit	Vendor	Starts	Ends	Portable?
Medical	Horizon BC/BS	Date of Hire	End of month following termination date	Cobra
Pharmacy	Optum Rx	Date of Hire	End of month following termination date	Cobra
Dental	Horizon BC/BS Healthplex	Date of Hire	End of month following termination date	Cobra
Vision	Horizon BC/BS through Davis Vision	Date of Hire	End of month following termination date	Cobra
Spending Accounts	Baker Tilly	First of the month following Date of Hire	Termination Date	Cobra (however, not pre-taxed)
Life Insurance	NY Life	First of the month following Date of Hire	Termination Date	Portable within 31 days of termination (exceptions may apply)**
Voluntary Benefits Farmington	Farmington	First of the month following Date of Hire	Termination Date	Most voluntary products are portable so a team member can keep the coverage by making payments directly to the carrier. If not portable, coverage ends based on paid to date of policy.

We are required by law to negotiate about mandatory subjects of bargaining with the unions that represent a small number of Hackensack Meridian *Health* team members. We are committed to negotiating in good faith as required by law, and we will not engage in any direct dealing with union-represented team members. Union-represented team members should contact their respective union about any questions they have.