



2020 Benefits-at-a-Glance

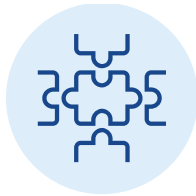
Benefits are effective on the day you are hired into an eligible position.
Visit the HR portal at [Caregiver.eHR.com](https://www.providence.org/caregiver) to learn more.

Providence Health & Services – Medical Residents

This document provides a high-level overview of the benefits for those considering employment with Providence Health & Services. Please refer to the 'Next steps' section if you have accepted a position.

Welcome to Providence benefits

Providence offers a comprehensive Total Rewards package designed to support your health and well-being. Our vision of Health for a Better World is becoming a reality thanks to our caregivers' time and valuable talents. We are committed to providing a comprehensive Total Rewards package, including compensation, retirement, health care and paid-leave benefits, well-being resources, and much more. Explore the HR portal at [Caregiver.eHR.com](https://www.providence.org/caregiver.ehr.com) as a guest to learn about your options. You can also use tools to help you choose the benefits that are right for you and your family.



Your benefit options

Providence provides some benefits at no cost to you. Other benefits are optional, with costs shared by you and Providence.

Benefits provided by Providence at no cost to you:

- Basic life insurance
- Short-term disability
- Long-term disability – 60% of earnings after 180 day waiting period to a maximum of \$15,000 per month
- Caregiver Assistance Program
- Choose Well, your caregiver well-being program

Benefits provided by Providence where you share in the cost:

You have the choice of a variety of benefits. Review your options and the costs of those options on the HR portal at [Caregiver.eHR.com](https://www.providence.org/caregiver.ehr.com) and determine which benefits best meet your needs.

Navigate to the **Benefits** section of the HR portal for details on the below. Your choices include:

- At least two medical plan options, depending on your location
- At least two dental plan options, depending on your location
- Vision coverage
- Health Care FSA (for eligible health care expenses)
- Dependent Care FSA (for work-related child- or elder-care expenses)
- Supplemental life insurance and voluntary AD&D insurance

To offer a Total Rewards program that is just, affordable and sustainable for all caregivers, higher-income caregivers will pay a larger portion of their medical plan premium. Navigate to **Benefits** → **Medical** → **Pay-based premiums** for more information.

Who is eligible?

To learn about the eligibility requirements for benefits, visit the HR portal at [Caregiver.eHR.com](https://www.providence.org/caregiver.ehr.com) and navigate to **Benefits** → **Eligibility**.

Take action

1. Explore the HR portal at [Caregiver.eHR.com](https://www.providence.org/caregiver.ehr.com) to learn about your options.
2. Try out ALEX from the home page. ALEX is a fun, interactive video designed to help you learn about and compare your medical and dental plan options.
3. Watch the New Caregiver Orientation video, located under **Benefits** → **Eligibility**.
4. Once you start work, enroll in the benefits you want within 30 days of your date of hire into a benefits-eligible position. If you don't enroll, you will have employer-paid life and disability coverage only (no medical, dental or vision coverage).

Choose Well

Each of us are on a unique and personal well-being journey. We define our own path and the choices that we make along the way to bring us to the goals we have set for our lives. That's why we offer Choose Well – your caregiver well-being program. Choose Well provides you with fun, easy tools to support all aspects of your health and wellness, while offering valuable rewards and incentives to help get you where you want to go.

As a new hire or newly benefits-eligible caregiver, you automatically receive the health incentive shown below. You may choose to participate in Choose Well to earn your health incentive for the following year.

	Hired/eligible before July 1	Hired/eligible on or after July 1
HRA or HSA ¹ medical plan	\$700/person (\$1,400/family) deposited to your HRA/HSA	\$350/person (\$700/family) deposited to your HRA/HSA
All other medical plans	Medical premium reduction of \$15.38 per paycheck (\$30.77 per paycheck if covering spouse/ABR)	

¹ Benefits enrollment submitted after Dec. 1 are not eligible for the HSA health incentive contribution.

Back-Up Child, Adult and Elder Care

Families come in all forms. Our caregivers are often caring for young children, adults with special needs or elder family members. This benefit helps give you peace of mind and support at critical moments, by making it easy for you to arrange back-up care in a care center or at home if you need to be at work.

Tuition Reimbursement (if eligible)

One of our most important strategic priorities is to inspire and develop our caregivers. We believe you should be supported to achieve your career goals and encourage you to explore educational opportunities that will further your career within the organization.

We provide a tuition reimbursement program that offers financial assistance for you to take educational courses to improve your present job skills or to enhance your potential for promotion.

Find a provider

To search for providers included in each medical plan's network, visit the HR portal at [Caregiver.eHR.com](https://www.caregiver.ehr.com) and navigate to **Benefits → Find a provider or pharmacy**.

For dental and vision providers, navigate to **Benefits → Dental and Vision**.

Voluntary benefits

You also have the opportunity to enroll in voluntary benefits. Voluntary benefits are individual programs and policies offered at affordable group rates.

You can enroll in or cancel these benefits at any time:

- Auto and home insurance
- Pet insurance
- Commuter benefits (Note: This program does not replace any transit programs sponsored by your location.)

You can enroll in these benefits only during your initial benefits enrollment period, or during open enrollment each year:

- Group legal insurance
- Identity and credit protection
- Voluntary short-term disability
- Critical Illness
- Accident

Voluntary benefits are generally sponsored by independent vendors and offered to you at reduced group rates with Providence's permission. Providence does not administer, endorse or contribute toward voluntary benefits or receive any compensation for offering voluntary benefits.



Retirement

The Providence Health & Services retirement program consists of employer match and discretionary contributions that work together with your pre-tax (and/or Roth after-tax) contributions to help you save for retirement. Learn about the program on the HR portal by navigating to **Benefits → Retirement**.



Time Away

200 hours of time away hours are front-loaded at the beginning of July and prorated based on your full-time equivalent (FTE) status. The hours are intended for use over a 12-month period between July and June. Newly hired residents will have their time away hours prorated based on date of hire. Time away hours may be used for vacation and short-term illness. Time away hours do not include time off for continuing medical education

Time away is not transferable or eligible for cash-out upon termination. Residents can carryover up to 40 hours of unused time away hours at the end of June. The maximum balance of time away hours that can be maintained at any time is 240 hours.

Holidays: Time away hours listed above include holidays.

Continuing Medical Education (CME): Time away does not include time off for continuing medical education.

Short-term disability

We offer a short-term disability plan to provide added protection for time away due to your own non-work-related illness or injury lasting more than seven days. For benefits-eligible providers, the program begins to pay benefits of 100 percent of base pay after you cannot work for seven consecutive calendar days and 66-2/3% for weeks 10 through 26. Short-term disability benefits are offset by any state disability insurance you may be eligible to receive.

Short-term disability benefits are taxable. The short-term disability program will pay you through the 26th week of disability, as long as you remain disabled. When short-term disability benefits end, you may be eligible for long-term disability benefits.

Paid parental leave

We offer benefits-eligible providers with a paid parental leave benefit to support and celebrate growing families. This program will replace 66-2/3 percent of your pay for up to six weeks to care for and bond with your newborn, newly adopted or newly placed foster child. This benefit is available to all working parents – mothers and fathers. Paid parental leave benefits are offset by any state disability or family leave benefits you may be eligible to receive and is in addition to any short-term disability pay that a new birth mother may receive.

Eligible providers can take a maximum of six weeks of paid parental leave per rolling 12-month period. Providers may choose to use the six weeks in three separate intervals that each have at least a one-week duration (e.g. break up the six weeks of leave in three two-week intervals). The leave must be used within 12 months of the birth, adoption or foster care placement.



Next steps

This information is provided for those who have accepted a position with Providence.

Visit the HR portal at [Caregiver.eHR.com](https://www.caregiver.ehr.com) to learn about the benefits available. Until you start work, use the **Guest Sign-in** and select **Providence**.

Watch for an email from your pre-boarding specialist. The specialist will help you through the on-boarding process, including how to log in to the HR portal as a caregiver and access your benefits enrollment guide.

Take action!

You have up to 30 days from your hire date to enroll in benefits. Once you submit your elections, your enrollment period will end and your coverage is effective as of your date of hire (or date of eligibility for benefits). Retroactive paycheck deductions may apply. If you don't take action, you will have employer-paid life and disability coverage only (no medical, dental or vision coverage).



Questions or need help enrolling?

Beginning on your start date, the **Benefits Service Center** will be available to assist you, weekdays from 7:30 a.m. to 6:00 p.m. Pacific time.

After you enroll, log in to the HR portal at [Caregiver.eHR.com](https://www.caregiver.ehr.com) and navigate to **Resources** → **Contacts** for specific benefit contacts.

The terms of your benefit plans are governed by legal documents, including insurance contracts and local policies. Should there be any inconsistencies between this Benefits at-a-Glance and the legal plan documents or policies, the legal plan documents and/or policies are the final authority.

Notice of Nondiscrimination and Accessibility Employee Benefits

Providence Health & Services (“We”) complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

We do not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

When necessary to ensure an equal opportunity and meaningful access, we:

- Provide free aids and services to people with disabilities to communicate effectively with us, such as:
 - Qualified sign language interpreters
 - Written information in other formats (large print, audio, accessible electronic formats, other formats)
- Provide free language services to people whose primary language is not English, such as:
 - Qualified interpreters
 - Information written in other languages

If you need these services in relation to your group health plan, contact Providence Health & Services’ Benefits Consultant, Compliance.

If you believe that we have failed to provide these services or discriminated in another way on the basis of race, color, national origin, age, disability, or sex, you can file a complaint with the Benefits Consultant, Compliance, Suite 500, 2001 Lind Ave SW, Renton, WA 98057, or by contacting the Benefits Service Center at **888-615-6481** or submitting an AskHR ticket through the HR portal at [Caregiver.eHR.com](https://www.hhs.gov/ocr/office/file/index.html). You can file a complaint in person or by mail, or an AskHR ticket. If you need help filing a complaint, the Benefits Consultant, Compliance is available to help you. You can also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights electronically through the Office for Civil Rights Complaint Portal, available at <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>, or by mail or phone at:

U.S. Department of Health and Human Services
200 Independence Avenue SW., Room 509F, HHH Building
Washington, DC 20201
1-800-868-1019, 800-537-7697 (TDD)

Complaint forms are available at
<https://www.hhs.gov/ocr/office/file/index.html>.

ATENCIÓN: si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 888-615-6481.

注意:如果您使用繁體中文,您可以免費獲得語言援助服務。請致電 888-615-6481。

PAUNAWA: Kung nagsasalita ka ng Tagalog, maaari kang gumamit ng mga serbisyo ng tulong sa wika nang walang bayad. Tumawag sa 888-615-6481.

ВНИМАНИЕ: Если вы говорите на русском языке, то вам доступны бесплатные услуги перевода. Звоните 888-615-6481.

CHÚ Ý: Nếu bạn nói Tiếng Việt, có các dịch vụ hỗ trợ ngôn ngữ miễn phí dành cho bạn. Gọi số 888-615-6481.

주의: 한국어를 사용하시는 경우, 언어 지원 서비스를 무료로 이용하실 수 있습니다. 888-615-6481

رفاوتت ٴٲوغلل ٴٴدعاسمل ٴٴامدخ ناف، ةغلل ركذا ٴٴدحتت ٴٴنك اذا: ةظوح لم
888-615-6481 مقرب لصتا. ن اءملاب كل

注意事項: 日本語を話される場合、無料の言語支援をご利用いただけます。888-615-6481。

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 888-615-6481.

ATTENTION : Si vous parlez français, des services d’aide linguistique vous sont proposés gratuitement. Appelez le 888-615-6481.

เรียน: 如果您พูดภาษาไทย,您可以使用免費的語言援助服務。請致電 888-615-6481。

ប្រយ័ត្ន: បើសិនជាអ្នកនិយាយភាសាខ្មែរ, សេវាជំនួយផ្នែកភាសា
ដោយមិនគិតថ្លៃ គឺអាចមានសំរាប់អ្នក។ ចូរ ទូរស័ព្ទ 888-615-6481។

ٴٴروصب ٴٴنابز ٴٴال ٴٴست، ٴٴنك ٴٴم وگتفگ ٴٴسراف نابز لب رگا: ةءوت
ٴٴدري گب س اءم 888-615-6481 اب دش اب ٴٴم مءارف امش ٴٴارب ناگى ار

УВАГА! Якщо ви розмовляєте українською мовою, ви можете звернутися до безкоштовної служби мовної підтримки. Телефонуйте за номером 888-615-6481.

ATENȚIE: Dacă vorbiți limba română, vă stau la dispoziție servicii de asistență lingvistică, gratuit. Sunați la 888-615-6481.