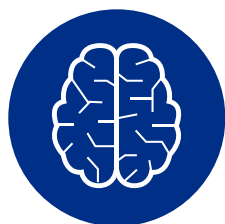


Your Texas Health Benefits

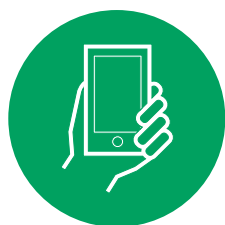
Enroll within **14 days** of your hire date.

Your Enrollment Checklist



LEARN

- ❑ **REVIEW THIS HANDOUT** to learn about the benefits available to you.
- ❑ **GET THE DETAILS** on all your benefits at BeHealthyTHR.org.



ASK

- ❑ **CALL TEXAS HEALTH BENEFITS SUPPORT** at 1-877-MYTHRLINK (1-877-698-4754), prompt 9, with questions about plans or enrollment, Monday through Friday, 8 a.m. to 5 p.m.



DO

- ❑ **ENROLL ONLINE AT MYTHR.ORG** within **14 days** of your hire date.
 1. Click the **Benefits** tile.
 2. Select **Benefits Enrollment** on the left.
 3. Click **Select** next to your New Hire event.
- ❑ **SEND DOCUMENTATION** for any family members added to the medical, dental, or vision plans to THRBenefitsSupport@texashealth.org within 31 days of your hire date.

See BeHealthyTHR.org for details.

TEXAS HEALTH BENEFITS OPTIONS

You must enroll in these benefits within **14 days** of your hire date.

PLAN/PROGRAM		WHO'S ELIGIBLE	WHO PAYS?
Medical	Choose medical plans offered through Texas Health Aetna or UnitedHealthcare: <ul style="list-style-type: none"> • Two high deductible plan options • Three EPO plan options 	You; your legal spouse; your children and stepchildren 26 or under ²	Texas Health covers most of the cost; you pay a portion
Prescription Drug Coverage	Choose high or low coverage through CVS Caremark		
Savings Accounts¹	If you enroll in a high deductible health plan, you will also receive a Health Savings Account through WageWorks.	You, if you enroll in a high deductible health plan option	You are able to make contributions from each paycheck in addition to contributions made into the account on your behalf.
	Health Care Flexible Spending Account (HCFA) and Day Care Flexible Spending Account (DCFA)	You	You make pre-tax contributions from each paycheck
Dental	Choose from three Aetna plans: DPO, High PDN, and Low PDN	You; your legal spouse; your children and stepchildren under 25 ²	You
Vision	Offered through Superior Vision		
Life Insurance	<ul style="list-style-type: none"> • Each basic coverage pays 1x your annual base pay up to \$50,000 • You can choose additional coverage 	You	Texas Health (for basic coverage) You (for additional coverage)
AD&D Insurance			
Spouse and/or Child Life and AD&D Insurance	Optional coverage for your family members	Your legal spouse; your children and stepchildren under 25 ¹	You
Short Term Disability	<ul style="list-style-type: none"> • Replaces 60% of your base pay up to \$1,700 per week if you become disabled • Choose a 14-day or 30-day waiting period 	You	You
Long Term Disability	<ul style="list-style-type: none"> • Basic coverage replaces 50% of your base pay up to \$15,000 per month if you become disabled for more than 180 days • You can choose additional coverage 	You	Texas Health (for basic coverage) You (for additional coverage)
Supplemental Benefits	Critical Illness Insurance, Hospital Indemnity Insurance, and Accident Insurance through MetLife	You; your legal spouse; your children and stepchildren 26 or under ²	You
Legal Insurance	Helps you address common situations like creating wills or buying a home, with the support of a lawyer	You; your parents	You

You can enroll in these benefits at any time.

PLAN/PROGRAM		WHO'S ELIGIBLE	WHO PAYS?
Be Healthy Wellness Program	To take care of yourself mind, body, and spirit, Texas Health is proud to offer the <i>Be Healthy</i> Wellness Program. Whether you're just starting out or looking to up your game, we've got something for you. You can even earn up to \$300 in rewards in the form of gift cards for completing a variety of wellness activities. Through our <i>Virgin Pulse</i> app, you have access to wellness at your fingertips.	You ³ and your covered dependents ⁴	Texas Health
401(k) Plan	Save money for your future through Fidelity	You	You; after one year of service, Texas Health matches your contributions ⁵
Employee Assistance Program	Helps you and your family manage life's challenges	You and your dependents	Texas Health
Tuition Reimbursement	Up to \$5,250 per year for approved clinical and non-clinical degrees	You	Texas Health
Student Loan Repayment Program	\$50 per month to help pay down student loan debt	You	Texas Health
Adoption Assistance	Reimbursement for the cost of legally adopting a child	You	Texas Health
Discount Program	Save money on a wide variety of products and services	You	Texas Health

1 The IRS does not allow you to have both a Health Savings Account and a Health Care Flexible Spending Account, meaning you cannot contribute to or receive reimbursements from these accounts at the same time.

2 See the Know Who is Covered page of BeHealthyTHR.org for details and restrictions.

3 Some *Be Healthy* programs require you to be enrolled in the medical plan. See your Employee Benefits Handbook on BeHealthyTHR.org for eligibility details.

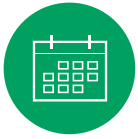
4 Details for spouse and child eligibility can be found in your Employee Benefits Handbook on BeHealthyTHR.org.

5 See the 401(k) page of BeHealthyTHR.org for details and restrictions.



DON'T MISS YOUR DEADLINE!

To receive benefits, you must **enroll online within 14 days of your hire date**. If you don't enroll during this window, you will only receive the basic life, basic AD&D, and basic long term disability coverage, and you will not have any optional benefits like medical or dental.



WHEN YOU CAN USE YOUR BENEFITS

Your coverage begins the first day of the pay period after you complete one month of service. Applicable ID cards will be available to you 24/7 within the benefit vendor's app (example: CVS Caremark app will have your Prescription Drug ID card).



MAKING CHANGES

Your elections remain effective for the rest of the calendar year. You can make changes only if you have a qualified status change or special enrollment rights as explained in the Employee Benefits Handbook on [BeHealthyTHR.org](https://www.behealthythr.org).

If you have an event that allows you to make changes to your benefits during the year (such as getting married), you have within 31 days of the event of your status change to:

1. Make your elections online.
2. Submit required documentation for your event and dependents (see [BeHealthyTHR.org](https://www.behealthythr.org) for required documentation).



SUMMARY OF BENEFITS AND COVERAGE (SBC)

Texas Health has prepared a Summary of Benefits and Coverage (SBC) which summarizes information for each medical plan option in a standard format. SBCs are available at [BeHealthyTHR.org](https://www.behealthythr.org). A paper copy is also available through your Human Resources office, free of charge.



Questions?

If you have questions about a benefit or enrollment, you can call Texas Health Benefits Support at 1-877-MyTHRLink (1-877-698-4754), prompt 9, Monday through Friday, 8 a.m. to 5 p.m.