

Choose Well, your caregiver benefits

Choose Well connects you with programs and resources to help you along your health and well-being journey; delivering on our Promise to “Know me, care for me, ease my way”. Whether choosing which benefits to elect, using those benefits for greatest personal impact or making daily choices for well-being, Choose Well supports you with these important decisions.

Here for you on your journey to health and well-being, your Choose Well benefits include:

- Health & insurance benefits
- Well-being program
- Retirement benefits
- Paid time off & leave benefits
- Caregiver Health Services

Providence - Caregivers

This benefits-at-a-glance (BAAG) document provides a high-level overview of benefits for those considering employment with Providence. Please review the ‘Next steps’ section if you have accepted a position.

Choose Well



Health & insurance benefits

Each caregiver is unique, with different lifestyle and family needs. Choose Well benefits are designed to offer you choice. If your personal situation changes, you may want to review or update your benefits elections. You can make changes to your elections each year during benefits open enrollment, or during the year if you have a qualifying event.

Highlights:

Benefits provided by Providence at no cost to you:

- **Basic life insurance**
- **Short-term disability**
- Basic **long-term disability insurance**
- **Caregiver Assistance Program**
- **Well-being** program

Benefits provided by Providence where you share in the cost:

- At least two **medical plan options**, depending on your location
- At least two **dental plan options**, depending on your location
- One **vision plan option**
- **Health care FSA** (for eligible healthcare expenses)
- **Dependent care FSA** (for work-related child or elder care expenses)
- **Supplemental life** insurance and voluntary AD&D insurance
- Buy-up **long-term disability** insurance
- **Voluntary benefits**

Review your options and the cost of each option on the Caregiver Service Portal at **CaregiverServicePortal.org**. For each benefits listed above, enter the **bolded** words in the search bar of the Caregiver Service Portal for more information about that benefit.

Health & insurance benefits

To offer a program that is just, affordable, and sustainable for all caregivers, higher-income caregivers will pay a larger portion of their medical plan premium. In the search bar of the Caregiver Service Portal, type **pay-based premium** and select **Pay-based medical plan premiums** for more information.

Who is eligible for benefits?

To learn about benefits eligibility, including who you can cover on your benefits, visit the Caregiver Service Portal at **CaregiverServicePortal.org**. In the search bar, type **eligibility**, then click on one of the following topics for more information: **Newly eligible caregivers**, **Benefits eligibility overview**, **Who can I cover for benefits** or **Adult benefits recipient (ABR)**.

Find a provider

To search for providers included in each medical plan's network, visit the Caregiver Service Portal at **CaregiverService Portal.org**. In the search bar, type **find a provider**, then click on **Find a Provider or Pharmacy**.

To search for dental providers, type **dental** in the search bar, then click on **Dental plan options** and scroll to the **Finding in-network providers** instructions. The link to the dental plan claims administrator's website is located under **Resources** at the top of this page.

To search for vision providers, type **vision** in the search bar, then click on **Vision plan options**. Instructions for finding a provider are located right above the plan coverage details table. The link to the vision claims administrator's website is located under **Resources** at the top of this page.

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.)
- **Voluntary short-term disability**

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

- **Group legal insurance**
- **Identity theft and credit protection**
- **Accident and Critical illness insurance**

For more information on a particular voluntary benefit, go to the **CaregiverServicePortal.org** and type the name of the benefit you are interested in learning more about in the search bar (name of each benefit is bolded above).

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.

Explore your options

- ✓ Go to the Caregiver Service Portal at **CaregiverServicePortal.org**. On the log in page, select **Providence** under the Guest Sign-in to review your options.
- ✓ ALEX® is a fun, interactive video designed to help you learn about and compare your medical and dental plan options. You can access ALEX on the home page by clicking on **Meet ALEX for help learning about benefits**.
- ✓ Watch the New Caregiver Orientation video. In the search bar on the home page of the Caregiver Service Portal, type **NCO**, then select **Newly-eligible Caregivers** to access the new caregiver video.
- ✓ Once you start work, enroll in the benefits you want within 30 days of your hire date 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).

Well-being program

Your voluntary well-being program helps create a positive work culture and provides support in your daily well-being. Programs, tools and resources will be available to help you become the best version of yourself—mind, body, spirit and financial.

Highlights:

- Caregiver Assistance Program
- Back-up child and elder care
- Daily well-being platform
- Public Service Loan Forgiveness
- Medical Plan Assistance Program
- Choose Well discounts



MyChooseWell.org

Learn about all the resources and tools available.

Health incentive

If you choose to enroll in one of our medical plans, Choose Well provides a financial health incentive for participating in activities designed to help support your well-being. Depending on which medical plan you are enrolled in, the health incentive can be used to pay for your out-of-pocket health care expenses or reduce your medical premium costs. You can earn your health incentive by completing any combination of well-being activities in our daily well-being platform.

	Hired/eligible before July 1	Hired/eligible on or after July 1
HRA or HSA¹ medical plan	\$700/per person / \$1,400 family deposited to your HRA/HSA	\$350/per person / \$700 family deposited to your HRA/HSA
All other medical plans	Medical premium reduction of \$15.38 bi-weekly / \$30.77 bi-weekly if covering spouse/ABR	

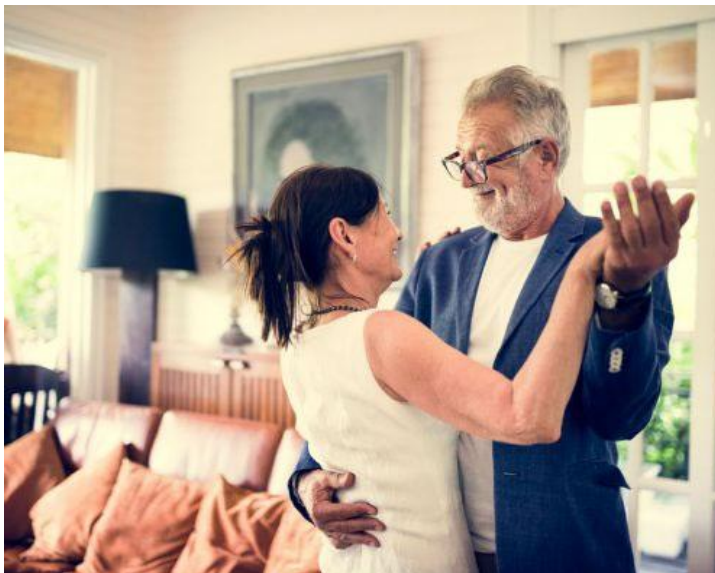
¹Benefits enrollment submitted after Dec. 1 are not eligible for the HSA health incentive contribution. If you want to enroll in the HSA medical plan, you will be asked a series of questions in the benefits enrollment system to determine if you are eligible for the HSA account. If you are deemed ineligible for an HSA account and enroll in this plan, you will not receive the health incentive

Retirement benefits

Planning for retirement is an ongoing journey, and we're here to help you feel prepared every step of the way. Your retirement plan and financial resources can help guide you in important decisions about your savings strategy, investments, budgeting and debt management along the way.

Highlights:

- The Providence 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 more on the Caregiver Service Portal at **CaregiverServicePortal.org**. Select **Providence** under the Guest Sign-in. In the search bar, type **retirement**, then click on **All About Your Retirement Plan**. Per diem or on-call positions are eligible to save in the 401(k) plan. This includes caregivers employed on a short-term basis and those who may be ineligible for other benefits.
- Your retirement program includes an automatic enrollment provision, and you will receive reminders before automatic enrollment occurs. In general, automatic enrollment will happen approximately 45 days after your date of hire. You do not need to wait to enroll. If you prefer not to contribute, you must opt-out on **NetBenefits.com**.



Learn more at **CaregiverServicePortal.org**. Select **Providence** under the Guest Sign-in. In the search bar, type **retirement**, then click on **All About Your Retirement Plan**.

Paid time off & leave benefits

As caregivers, we are called to care for others in their times of need. But sometimes, we are the ones in need of care. When welcoming a new family member, facing illness or injury, financial burdens are the last thing you should be worried about. You have these employer-paid benefits to ensure you have the support you need when the unexpected happens, allowing you the time you need to focus on your health and healing.

Highlights:

- **Short-term disability** provides income protection if you have a non-work-related illness or injury lasting more than seven days. This benefit replaces 100 percent of your base after you are unable to work for seven consecutive calendar days and 66 2/3 percent for weeks 10-26. Benefits are offset by any state disability insurance you may be eligible to receive. PTO may be used to cover the seven-day waiting period and to supplement your benefits up to 100 percent of pay.
- **Paid parental leave** is offered to support and celebrate growing families. This benefit provides 66 2/3 percent of base pay for up to 6 weeks to care for and bond with your newborn, newly adopted or newly placed foster child. 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 caregivers can take a maximum of six weeks of paid parental leave per rolling 12-month period, and the leave must be used within 12 months of the birth, adoption or foster care placement. You may choose to use the six weeks in up to three separate intervals of at least a one-week duration (for example, take leave in three two-week intervals).

- Providence provides a competitive **paid time off** (PTO) program which includes time off for vacation, incidental sick time, and holidays. As is common for health care organizations operating 24/7, time off for holidays is included in PTO banks because many caregivers serve patients at these times.

Length of service	Non-exempt PTO accrual per-pay-period*	Exempt PTO accrual per-pay-period*
0-3 years	7.69 hours (25 days per year)	8.62 hours (28 days per year)
3-5 years	8.62 hours (28 days per year)	9.23 hours (30 days per year)
5-10 years	9.23 hours (30 days per year)	10.15 hours (33 days per year)
10-15 years	10.15 hours (33 days per year)	10.77 hours (35 days per year)
15+ years	10.77 hours (35 days per year)	10.77 hours (35 days per year)

Holidays: Caregivers (employees) located in ministries follow the ministry's holiday observance schedule.

*Accrual rates shown are based on a 1.0 FTE (full-time equivalent) caregiver; accruals are pro-rated for part-time caregivers.

Next steps

- ✓ Explore your benefit options on the Caregiver Service Portal at **CaregiverServicePortal.org** and select **Providence** under Guest Sign-in.
- ✓ If you have accepted a position, watch for an email from your pre-boarding specialist. The specialist will help you through the on-boarding process.
- ✓ **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.

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 you become eligible for benefits).

Once you are hired and can access the benefits enrollment system, access the Caregiver Service Portal. On the home page, click on **Human Resources**, then under *Quick links* (right side of page), click on **Benefits Enrollment System**. 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).

- ✓ After you enroll, log in to the Caregiver Service Portal at **CaregiverServicePortal.org**. In the search bar, type **contacts**, then click on **Benefits Contacts** for benefits contacts and other helpful resources.



Go to **CaregiverServicePortal.org**
and select **Providence** under
Guest Sign-in

The terms of your benefits 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. Benefits information described here will be relevant for the majority of caregivers.

Health Plan Notice of Nondiscrimination and Accessibility

Providence Health & Services and St. Joseph Health ("We") comply with applicable Federal civil rights laws and do 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 HR/Benefits, Benefits Consultant, Compliance.

If you believe that we have failed to provide these services or discriminated in another way based on race, color, national origin, age, disability, or sex, you can file a complaint with the Benefits Consultant, Compliance, HR/Benefits 1801 Lind Ave SW, Renton, WA 98057, or by contacting the Benefits Service Center at (888) 615-6481. You can file a complaint in person or by mail. 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
<http://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

كل رفاقت ديوت ديوتلا دع اسما دعا ادوخ ناف، دغلدا رفا شحتت تنك اذ: تحو لم
ناجلا اب 888-615-6481 مقرب لصتا

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: ถ้าคุณพูดภาษาไทยคุณสามารถใช้บริการช่วยเหลือทางภาษาได้ฟรี โทร 888-615-6481.

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ترو صرب ین ابز تالی صرت، دینک یم وگتفنگ یم وراف نابز اب رگا: دوت
دی ریگب سابت 888-615-6481 اب دشاب یم دوارف امش یارب ناگیار

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.