



YOUR HEALTH



YOUR SECURITY



YOUR LIFESTYLE

VITAS
Healthcare

YOUR WELLBEING. YOUR BENEFITS.

Comprehensive benefits. You choose the options that meet the whole person wellbeing needs of you and your family.

MEDICAL/RX

- VITAS offers a Medical plan through UnitedHealthcare (UHC). UHC's preferred lab facilities are Quest Diagnostics and LabCorp.
- Preventive care and wellness visits are covered at no cost with in-network providers.
- Employees can earn credits (\$150 per employee) towards UHC premiums by completing two basic wellness activities per year. Employee wellness credits are \$300 per family.
- UHC's Cancer Guidance Program provides a dedicated nurse to help you find information and emotional support for you or your dependent who has cancer.
- California employees have the option to enroll in Kaiser.
- VITAS provides telemedicine benefits for non-emergency situations. Teladoc gives you 24/7/365 access to a doctor through the convenience of a phone call or video consultations for FREE.
- When you enroll in VITAS medical plan, you are automatically enrolled in our prescription drug program through Express Scripts (ESI).
- Employees may be eligible for home delivery/mail order for long-term medications.

DENTAL/VISION

- VITAS employees can choose from two dental plans through Cigna - a Dental Maintenance Organization (DMO) and a Dental Preferred Provider Organization (DPPO).
- VITAS offers employees two options for vision care through EyeMed - a Core Plan and an Enhanced Plan.

FSA/HSA

- Eligible employees can open a Flexible Spending Account (FSA). An FSA is a tax-free account that pays or reimburses you for qualified healthcare or dependent care expenses.
- Employees enrolled in the VITAS medical plan are eligible to enroll in the Health Savings Account (HSA) through OptumBank. An HSA can help save money on a tax-free basis to pay for eligible expenses.
- Vitas contributes \$400 for single coverage and \$800 for family coverage for the HSA.

VOLUNTARY BENEFITS

- VITAS partners with Lincoln Financial Group to offer a number of Voluntary Benefits which help cover costs over and above what your medical plan may cover. Voluntary Benefits offered include Cancer Indemnity, Accident, Hospital Indemnity, and Critical Illness Insurance. Voluntary benefits include Health Assessment Benefits that can essentially offset the cost of the annual premiums.

ADDITIONAL BENEFITS

- **401(k)** - VITAS offers employees a 401(k) plan that helps you set up a secure financial future. Employees can participate the first of the month following 60 days of employment (30 days for rehires). New hires will be enrolled automatically at a 5% contribution.
- **Life Insurance** - All full-time employees receive \$10,000 of company paid Life & Accidental Death Insurance. You have the option to purchase additional life insurance at rates based on your salary and age.
- **Disability Insurance** - Voluntary Short-Term Disability and Long-Term Disability Insurance are available to VITAS employees.
- **Tuition Reimbursement** - VITAS provides educational assistance. Employees may receive up to \$4,000 annually in financial assistance for tuition and registration costs in any VITAS-approved course of study.
- **Employee Assistance Program (EAP)** - Help is available 24/7 for you and your dependents at no additional cost for a number of issues. In addition, you have access to five face-to-face visits per person, per issue, per year.
- **PTO** - All VITAS full-time employees are eligible for PTO according to their tenure with the company.
- **Roto Rooter** - VITAS offers a discount of 25% on Roto-Rooter Services with a maximum discount of \$250 per service call.
- **Company-paid roadside assistance** - Offered through Good Sam Roadside Assistance at no cost to you.
- **Legal plan** - Protect your family from stressful legal issues with legal assistance.
- **Discount Program** - VITAS employees can access discounts to movie theaters, theme parks, hotels and more.