



BENEFIT SHEET - CALENDAR YEAR 2025

Temporary Program Employees Only

Health* – UMR provides EPO medical and prescription drug coverage. Please note that the bi-weekly premiums listed below do not include tobacco surcharges.** *Your rate of pay is dependent upon election or waiver of Hendrick sponsored health insurance.*

HSA-Compatible Plan 2 Premiums	
Employee Only	\$163
Employee + Spouse	\$563
Employee + Child(ren)	\$396
Employee + Family	\$685

**Tobacco Surcharge – \$30 EE/\$30 SP

HSA-Compatible Plan 2 Plan Design	
Deductible	
Individual	\$7,000
Family	\$14,000
Out-Of-Pocket Maximum	
Individual	\$7,000
Family	\$14,000
Doctor's Office Visits	
Coinsurance	0% after deductible
Lab & X-Rays	
Coinsurance	0% after deductible
Hospital Care	
Coinsurance	0% after deductible
Emergency Care	
Coinsurance	0% after deductible
Behavioral Health Services/Chemical Dependency	
Coinsurance	0% after deductible
Outpatient Rehab, Speech, Occupational & Physical Therapy	
Coinsurance	0% after deductible
Pharmacy	
Coinsurance	0% after deductible

Retirement – *All employees are eligible.* This long-term savings plan through Fidelity, allows employees to plan for post-employment years. Employees are automatically enrolled to participate at a rate of 3% of their annual salary on a pre-tax basis. Employees may opt-out.

Employee Assistance Program – *All employees are eligible.* Employees are eligible upon employment. This program provides confidential services to help you and your loved ones improve your quality of life.

Leave of Absence – *All employees are eligible.* Employees are eligible based on criteria outlined in each leave policy. Proper notification is required. Our leave policies include Military Leave, Family and Medical Leave Act (FMLA), and Pregnant Workers Fairness Act.

Holiday Pay – *All non-exempt employees are eligible.* Employees are eligible upon employment. Additional compensation is provided for positions scheduled to work on an actual holiday: New Year’s Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

Differential Pay – *Specified non-exempt employees are eligible.* Employees are eligible upon employment (refer to policy). Additional compensation is available to designated positions scheduled to work certain hours or on weekends.

Employee Wellness Services – *All employees are eligible.* Upon employment, services offered include Hepatitis B injection series and N95 mask fit clinics to eligible employees and TB screenings, blood pressure assessments, flu vaccines, and a Wellness Program for all employees.

ProCare Worker Injury Program – *All employees are eligible.* Employees are eligible upon employment. This program provides for payment of medical expenses and partial salary continuation in the event of a work-related injury or illness approved for coverage under the program. Appropriate documentation is required.

Guardian Angel Fund – *All employees are eligible.* Employees who have completed 90 days of employment are eligible. This program may provide assistance to eligible employees, who have experienced a crisis or catastrophe, upon approval by the Guardian Angel Fund Committee.

Pavactiv – *All employees are eligible.* Employees who have completed 30 days of employment are eligible. This program allows employees to access their wages as they earn them.

Wonderschool - *All employees are eligible.* This is a free concierge service that helps employees discover and sign up for quality childcare programs nearby.

Employee Events – *All employees are eligible.* Hendrick sponsors several employee events throughout the year.

Employee Service Awards – *All employees are eligible.* Hendrick recognizes employee’s dedication and loyalty to Hendrick and affiliates. Awards are presented annually to employees who have reached eligible years of service beginning at five years.

Employee Discounts – *All employees are eligible.* Upon employment, employees may access discounts and special offers through participating vendors.

***You must call BCI, the Hendrick Benefits Enrollment Center, at 877-540-6761 within 31 days of your date of hire to enroll.
Elections made are effective the 1st of the month following 30 days of employment.**

Employees may only make changes to their initial benefit elections during Annual Enrollment, unless the employee experiences a Qualifying Life Event (QLE). HR must be notified of QLEs within 31 days of the date of event, unless you are entitled to additional time under federal policy or program.

Questions? Contact Hendrick Health HR Benefits at Benefits@hendrickhealth.org or (325) 670-3163.

Please refer to company policies and plan documents for detailed information and specifics.

Benefits are subject to change at discretion of Hendrick Health.