

2025 Benefits

AT A GLANCE

YOUR WELL-BEING

- **Medical plan:** Two deductible plan options are offered through the INTEGRIS Health Partners network and the custom BlueCross BlueShield network.
 - **Dental plan:** Coverage is through Cigna Dental. A limited plan and a comprehensive option with orthodontia coverage for children and adults is available.
 - **Vision plan:** Coverage is through VSP Choice Plan. It includes annual eye exam coverage and an allowance toward frames or contacts.
 - **Flexible Spending and Dependent Care Flexible Spending Accounts:** Contribute tax-free funds to these accounts for eligible health and dependent care expenses.
 - **Paid time off (PTO):** Front-loaded PTO days are available with no accrual needed, allowing caregivers to use them right away for personal time, holidays, unplanned absences or illness.
 - **Employee Assistance Program:** This program offers free counseling and referral services for all caregivers and their households. Support is available 24/7.
 - **Voluntary benefits:** Additional life insurance, AD&D, hospital indemnity, accidental injury, critical illness and identity theft plans are available.
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YOUR PAY

- **Special pay:** Shift differentials, premium and call pay are available for eligible caregivers and shifts.
 - **Retirement savings plan (RSP):** INTEGRIS Health matches 50% of the first 8% you contribute. INTEGRIS Health also makes an annual contribution to the RSP of eligible caregivers.
 - **Short-term disability:** INTEGRIS Health funds this at no cost to caregivers. Up to 24 weeks can be taken at varying pay coverage levels.
 - **Long-term disability:** Full-time caregivers are eligible for a percentage of their monthly base pay if sickness or injury results in a long-term disability.
 - **Family Leave:** Two weeks of paid leave are available to eligible caregivers on approved FMLA.
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YOUR CAREER

- **Tuition Reimbursement Program:** This program reimburses \$2,500 yearly for full-time caregivers and \$1,250 for part-time caregivers returning to school. Additional job specific education programs may also be available.
 - **Children's Place and Fun and Fit:** Stay focused on your work with the educational programs, including before- and after-school care and summer camps available for children at INTEGRIS Health Baptist Medical Center and INTEGRIS Health Southwest Medical Center.
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YOUR REWARDS

- **iCelebrate points:** Caregivers can exchange monthly recognition points for various items and gift cards of their choice.
- **Caregiver discounts:** INTEGRIS Health cafeterias, gift shops and pharmacies offer discounts.