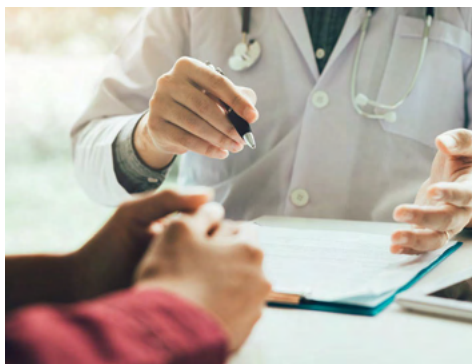




## Benefits

### **More benefits in your life!**

Your benefits are an important part of what we call the “total rewards” of working at Hartford HealthCare. Total Rewards are more than just your pay; they are all of the things that make Hartford HealthCare a great place to work — employer contributions to help you save for retirement and pay for healthcare, educational opportunities, interesting assignments, the flexibility to pursue career opportunities within our system, and even programs to help you succeed outside of work. Our benefits and flexible time-off options are designed so you can care for yourself and your family, just as you care for others when you are here.



### **Medical & Dental Coverage**

**Aetna is Hartford HealthCare's health insurance carrier.**

All plans offer:

- Preventive-care services covered at 100%
- Comprehensive medical coverage that includes routine and emergency care
- An annual out-of-pocket maximum on what you have to pay in the event of a serious condition
- Comprehensive prescription drug benefits
- Mental health and substance-abuse coverage
- Comprehensive dental and vision plans
- A large selection of doctors, hospitals and other providers who participate in our HHC Preferred and Standard Networks



### **Paid Time Off**

Full- and part-time employees are eligible for Paid Time Off (PTO). Time off is accrued based on your employment status and years of service.

Hartford HealthCare observes the following legal holidays:

- New Year's Day
- Dr. Martin Luther King, Jr. Day
- Memorial Day
- 4th of July
- Labor Day
- Thanksgiving Day
- Christmas Day



### **Group Short-Term Disability Insurance**

Short-term Disability insurance is provided to full- and part-time colleagues at no cost effective on the first day of the month after 30 days of employment. This benefit provides 60% of base salary for up to 26 weeks. Benefits begin after one week of Paid Time Off (PTO) has been used, based on weekly standard hours.



### **Retirement Savings**

The Hartford HealthCare 401(k) Plan makes it easy and convenient to save for your retirement. And Hartford HealthCare helps by providing matching contributions when you save.



### **Basic Life & Accident Insurance**

Full- and part-time colleagues are automatically enrolled for basic life and accident insurance at no cost, effective on the first day of the month after 30 days of employment. Voluntary supplemental life insurance may be purchased for you and members of your immediate family.



### **Health Savings and Flexible Spending Accounts**

Health Savings and Flexible Spending Accounts allow you to reduce your income tax obligation by setting aside money up front through pre-tax payroll deductions. These deductions cover tax-deductible medical and/or dependent care expenses that are not covered under your plan. Hartford HealthCare also makes an annual contribution to a colleague's Health Savings Account when enrolled through Hartford HealthCare.



### **Leaves of Absence**

Hartford HealthCare supports paid and unpaid leaves of absence when you have to be out of work in instances such as:

- Your own serious medical condition
- Care of a family member
- Jury Duty
- Bereavement (death of an immediate family member)
- Maternity
- Care of a new baby or family member
- Military Service
- Education
- And more



### **Additional Benefits**

HHC also offers other benefits, many of which are free and others that you may purchase. These include:

- Tuition Assistance and discounts
- Free counseling for you and your family
- Help navigating our medical plans
- Colleague local and national discounts
- Extra insurance you may purchase such as additional life insurance, auto, home, pet, critical illness and more

*Note: Some benefits may vary depending on work location. Details and enrollment information will be available upon hire.*