

TEXAS HEALTH BENEFITS OPTIONS

You must enroll in these benefits on [MyTHR.org](https://mythr.org) within your enrollment window.

PLAN/PROGRAM		WHO'S ELIGIBLE	WHO PAYS?
Medical	Choose from medical plans offered through Quantum or UnitedHealthcare: <ul style="list-style-type: none"> Quantum Care 750 UnitedHealthcare Choice 1000 UnitedHealthcare Choice HDHP (High Deductible Health Plan) 	You; your legal or common-law spouse; your children and stepchildren 26 or under ²	Texas Health covers most of the cost; you pay a portion.
Prescription Drug Coverage	Choose high or low coverage through CVS Caremark.		
HSA¹	If you enroll in a high deductible health plan, you will also receive a Health Savings Account through HealthEquity.	You, if you enroll in a high deductible health plan option	You make pre-tax contributions from each paycheck and Texas Health adds \$19.23 or \$38.46 per pay period.
HCFSA¹	Health Care Flexible Spending Account reimburses you tax-free for eligible expenses through WageWorks	You	You make pre-tax contributions from each paycheck.
DCFSA and Childcare Subsidy	Day Care Flexible Spending Account reimburses you for day care expenses through WageWorks and comes with a free childcare subsidy	You	You make pre-tax contributions from each paycheck. If enrolled, free childcare subsidy of \$23.08 per pay period added to the account by Texas Health.
Dental	Choose from three Aetna plans: DMO, High PDN, and Low PDN	You; your legal or common-law spouse; your children and stepchildren under 25 ²	You
Vision	One option offered through Superior Vision by MetLife		
Life Insurance	<ul style="list-style-type: none"> Basic coverage for Life and AD&D pays 1x your annual base pay up to \$50,000. You can choose additional coverage. 	You	Texas Health (for basic coverage)
AD&D Insurance			You (for additional coverage)
Spouse and/or Child Life and AD&D Insurance	Optional coverage for your family members	Your legal or common-law spouse; your children and stepchildren under 25 ²	You
Short Term Disability	<ul style="list-style-type: none"> Coverage replaces 60% of your base pay up to \$1,700 per week if you become disabled. Choose a 14-day or 30-day waiting period. 	You ²	You
Long Term Disability	<ul style="list-style-type: none"> Basic coverage replaces 50% of your base pay up to \$15,000 per month if you become disabled for more than 180 days. You can choose additional coverage. 	You ²	Texas Health (for basic coverage) You (for additional coverage)
Supplemental Benefits	Critical Illness, Hospital Indemnity, and Accident Insurance through Voya	You; your legal or common-law spouse; your children and stepchildren 26 or under ²	You
Legal Insurance	Helps you address common situations like creating wills or buying a home, with the support of a lawyer	You; your spouse; your children; your parents	You
Identity Theft Protection	Through ID Watchdog, you can access a variety of tools to help protect your personal information and devices.	You; anyone in your household or financial care, including your spouse, children, parents and grandparents	You

You can participate in these benefits during the plan year.

PLAN/PROGRAM		WHO'S ELIGIBLE	WHO PAYS?	HOW TO ENROLL OR PARTICIPATE
Life with Long Term Care	The Life Insurance policy with Long Term Care benefits helps protect your finances and provide peace of mind in case of long-term illness or disability.	You	You	Trustmark's website
Pet Insurance	24/7 vet hotline, lower out-of-pocket expenses, and more when your pet has a claim	Your furry family members	You	MetLife's website
Be Healthy Wellness Program	Earn up to \$600 in rewards in the form of gift cards for completing a variety of wellness activities. Through our Personify Health app, you have access to wellness at your fingertips.	You and your covered dependents	Texas Health	After your medical coverage is effective, log in to Personify Health from MyTHR.org . Select the <i>Benefits</i> tile, then select <i>Be Healthy Rewards</i> .
401(k) Plan	Save money for your future through Fidelity.	You	You; after six months of service, Texas Health matches your contributions	netbenefits.com/thr
Employee Assistance Program	Helps you and your family manage life's challenges and includes up to eight free counseling sessions per issue per year.	You and your dependents	Texas Health	texashealth.org/eap
Tuition Reimbursement	Up to \$5,250 per year for approved clinical and non-clinical degrees	You	Texas Health	BeHealthyTHR.org/Tuition-Reimbursement
Student Loan Repayment Program	\$50 per month to help pay down student loan debt	You	Texas Health	SoFi.com/TexasHealth
Adoption Assistance	Reimbursement up to \$10,000 for the cost of legally adopting a child	You	Texas Health	BeHealthyTHR.org/Adoption-Assistance
Discount Program	Save money on a wide variety of products and services.	You	You	BeHealthyTHR.org
One Pass Select	Get access to multiple gyms, digital exercise classes, grocery delivery services, and more for one low fee.	You and your family members	You	onepasselect.com

1 The IRS does not allow you to have both a Health Savings Account and a Health Care Flexible Spending Account, meaning you cannot contribute to or receive reimbursements from these accounts at the same time.

2 Go to BeHealthyTHR.org to see eligibility details.