

# Texas Health Employee Benefits

## Benefits Eligibility

|  | <b>Full-Time</b><br>(30-40 hours per week) | <b>Part-Time</b><br>(24-29 hours per week) | <b>Part-Time</b><br>(1-23 hours per week) | <b>PRN</b><br>(No standard hours) |
|--|--|--|---|-----------------------------------|
| <b>Medical</b>   | X  | X  |   |                                   |
| <b>Dental</b>  | X  | X  |   |                                   |
| <b>Vision</b>  | X  | X  |   |                                   |
| <b>Health Savings Account</b> (only available by enrolling in UHC Choice HDHP)   | X  | X  |   |                                   |
| <b>Healthcare Flexible Spending Account</b>                                      | X  | X  |   |                                   |
| <b>Day Care Flexible Spending Account</b>  | X  | X  |   |                                   |
| <b>Life Insurance</b><br>(Employee, Spouse, Child)                               | X  | X  |   |                                   |
| <b>AD&amp;D Insurance</b><br>(Employee, Spouse, Child)                           | X  | X  |   |                                   |
| <b>Short-Term Disability</b>   | X  | X  |   |                                   |
| <b>Long-Term Disability</b>  | X  | X  |   |                                   |
| <b>Supplemental Benefits</b><br>(Accident, Hospital Indemnity, Critical Illness) | X  | X  |   |                                   |
| <b>Legal Insurance</b>   | X  | X  |   |                                   |
| <b>Life Insurance with Long Term Care</b>  | X  | X  |   |                                   |
| <b>ID Protection</b>   | X  | X  |   |                                   |

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|--|--|--|---|-----------------------------------|
| <b>401(k) Retirement Plan</b>  | X  | X  | X   | X                                 |
| <b>Employee Assistance Program</b>   | X  | X  | X   | X                                 |
| <b>Self-Care Check-In</b> (hosted by EAP)                                      | X  | X  | X   | X                                 |
| <b>Employee Discounts</b>  | X  | X  | X   | X                                 |
| <b>Employee Relief Fund</b>  | X  | X  | X   | X                                 |
| <b>Texas Health Pastoral Care</b>  | X  | X  | X   | X                                 |
| <b>OnePass Select</b>  | X  | X  | X   | X                                 |
| <b>Headspace App</b>   | X  | X  | X   | X                                 |
| <b>Pet Insurance</b>   | X  | X  |   |                                   |
| <b>Paid Time Off</b>   | X  | X  |   |                                   |
| <b>My Flex Day</b>   | X  | X  |   |                                   |
| <b>Bereavement Time Off</b>  | X  | X  |   |                                   |
| <b>Parental Leave Pay</b>  | X  | X  |   |                                   |
| <b>Community Time Off</b>  | X  | X  |   |                                   |
| <b>Adoption Assistance</b>   | X  | X  |   |                                   |
| <b>Education Assistance</b><br>(Tuition Reimbursement, Student Loan Repayment) | X  | X  |   |                                   |
| <b>Helping Hands</b>   | X  | X  |   |                                   |
| <b>Be Healthy Wellness Program</b>   | X*   | X*   |   |                                   |
| <b>SoFi Dashboard</b>  | X  | X  |   |                                   |

\*Must be enrolled in medical coverage through Texas Health to earn rewards