



Heluna Health

# BENEFITS AT A GLANCE

At Heluna Health, we're proud of our results-oriented and inspiring community of professionals with experience across nonprofit, corporate, and government sectors. Serving a diverse range of population health needs infuses our careers with purpose and meaning.

We offer a comprehensive and competitive benefits plan as an important part of your total compensation package. Our benefits are designed to provide you and your family with a wide range of features and options to support your health and wellness, work, life and retirement needs.

CA = California Only OS = Out of State

## Benefit Costs Shared by Employee and Heluna Health

Health, dental and vision plans cover employees and dependents.

### MEDICAL

Kaiser HMO (CA)

PHCS KPIC PPO (CA & OS)

PHCS KPIC PPO HSA (CA & OS)

### DENTAL

Delta Dental HMO (CA)

Delta Dental High Option PPO (CA & OS)

Delta Dental Low Option PPO (CA & OS)

### VISION

Anthem Blue View (CA & OS)

## Benefit Provided by Heluna Health

**Basic Life and Accidental Death & Dismemberment (AD&D)** \$10,000 Benefit

**Long Term Disability** Monthly benefit of 50% of basic monthly income—*maximum* \$3,000

### Employee Assistance Plan (EAP)

- Unlimited online and telephonic access
- Free face-to-face visits every year with a counselor per person per issue. Number of approved visits are based on each member's issue and needs.

## Retirement Benefit

**Retirement Plan (403b)** Heluna Health contributes 6% of employee compensation for eligible employees

## Voluntary Employee-Paid Benefits

**Supplemental Life and Accidental Death & Dismemberment (AD&D)** Available for employee, spouse/domestic partner and/or children (*life only coverage for children*)

### Buy Up Long-Term Disability

Monthly benefit of 60% of basic monthly income—*maximum* \$6,000

**Short Term Disability** Weekly benefit of 20% of basic weekly income—*maximum* \$1,500 \*

### Accident/Injury

- Low Plan (*off job only*)
- High Plan (*24-hour coverage*)

**Critical Illness** Available for employee, spouse/domestic partner and/or children

### Flexible Spending Account Plan (FSA)

Healthcare and Dependent Care FSA for both employees and/or dependents

### Commuter Spending Account Plan

Mass transit and parking

## Holiday Schedule

### SCHEDULE 1

New Year's Day  
 Martin Luther King Day  
 Presidents' Day  
 Memorial Day  
 Independence Day  
 Labor Day  
 Indigenous Peoples' Day  
 Veteran's Day  
 Thanksgiving Day +day after  
 Christmas

### SCHEDULE 2

New Year's Day  
 Martin Luther King Day  
 Presidents' Day  
 Cesar Chavez Day  
 Memorial Day  
 Independence Day  
 Labor Day  
 Veteran's Day  
 Thanksgiving Day +day after  
 Christmas

### SCHEDULE 3

New Year's Day  
 Martin Luther King Day  
 Presidents' Day  
 Cesar Chavez Day  
 Memorial Day  
 Independence Day  
 Labor Day  
 Indigenous Peoples' Day  
 Veteran's Day  
 Thanksgiving +day after  
 Christmas

Make a meaningful impact by helping Heluna Health and our partners optimize population health with creativity and ingenuity

This overview highlights some of Heluna Health's benefits which are generally available to eligible full-time employees who work at least 30 hours/week. This overview is not intended to be nor shall it be construed as a contract of any type. Every effort has been made to ensure the accuracy of the information presented. However, in the event of any discrepancies, your eligibility and actual coverage will be governed by the benefit plan documents (including covered expenses, exclusions, and limitations) and Heluna Health's policies. Heluna Health reserves the right to change or end any of the benefits at any time and for any reason, to the extent allowed by the law or its collective bargaining agreement.