

2017 Benefits at a Glance



Topic and description		Who Can Be Covered?				
		E = Employee S = Spouse C = Children				
Medical and Prescription Drug	You can elect either Choice Basic or Consumer Choice.	E, S, C				
Health Savings Account (HSA)	If you elect the Consumer Choice medical option, Children's Health contributes to an HSA on your behalf and you can also choose to contribute on a pre-tax basis. The maximum depends on whether you cover only yourself or also cover family members.	E, S ¹ , C ¹				
	<table border="1"> <thead> <tr> <th data-bbox="443 579 792 667">Children's Health Contribution (deposited in January)²</th> <th data-bbox="792 579 1318 667">2017 Maximum Employee Contribution</th> </tr> </thead> <tbody> <tr> <td data-bbox="443 667 792 766">Individual coverage: \$500 Family coverage: \$1,000</td> <td data-bbox="792 667 1318 766">Individual coverage: \$2,900 Family coverage: \$5,750 Additional contribution if over age 55: \$1,000</td> </tr> </tbody> </table>		Children's Health Contribution (deposited in January) ²	2017 Maximum Employee Contribution	Individual coverage: \$500 Family coverage: \$1,000	Individual coverage: \$2,900 Family coverage: \$5,750 Additional contribution if over age 55: \$1,000
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Dental	Cigna Dental PPO	E, S, C				
	Humana DHMO	E, S, C				
Vision	Superior Vision	E, S, C				
Healthcare Flexible Spending Account (FSA)	Healthcare FSA (only for participants in Choice Basic): Contribute up to \$2,600 pre-tax; be reimbursed for medical, prescription drug, dental and vision expenses.	E ³ , S ¹ , C ¹				
	Limited Purpose Healthcare FSA (only for participants in the Consumer Choice medical option): Contribute up to \$2,600 pre-tax; be reimbursed for dental and vision expenses. You can use this account for medical or prescription drug expenses after you meet the Consumer Choice annual deductible.					
Dependent (Day Care) Flexible Spending Account (FSA)	<p>Dependent (Day Care) FSA: Contribute up to \$5,000 pre-tax; be reimbursed for eligible day care expenses for children under age 13 and disabled dependents of any age (including your disabled spouse) while you work.</p> <p>Dependent Care Subsidy: For each \$1 you contribute to the Dependent (Day Care) FSA, Children's Health adds 25 cents to your paycheck, up to \$1,000 per year.⁴</p>	S, C				
Life Insurance	Basic Life: 1 times your annual salary, up to \$500,000; premiums paid by Children's Health	E				
	Supplemental Employee Life: 1 to 5 times your annual salary up to \$1.5 million	E				
	Spouse Life: \$15,000, 1 or 2 times your annual salary, up to \$500,000	S				
	Child Life: \$15,000 for each covered child	C				
Accidental Death & Dismemberment	Basic AD&D: 1 times your annual salary, up to \$500,000; premiums paid by Children's Health	E				
	Supplemental Employee AD&D: 1 to 5 times your annual salary up to \$1.5 million	E				
Short Term Disability⁵	Replaces 60% of your weekly base pay up to \$1,500/week for qualified disability; premiums paid by Children's Health	E				
Long Term Disability⁵	Replaces 50% of your monthly base salary up to \$5,000/month for qualified disability; premiums paid by Children's Health	E				

¹ Although your spouse and/or children do not make contributions to this account, you can use the account to pay for their eligible expenses.

² The amount of the Children's Health HSA contribution is prorated if you do not participate in Consumer Choice for the full year.

³ You are not required to elect coverage under the Children's Health medical plans to participate in the Health Care FSA.

⁴ This subsidy is considered taxable income.

⁵ If you are a director, senior director or executive, these benefits are different. Please refer to 2017 Benefits at a Glance for Executives and Directors for details.

Topic and Description

<p>LiveWell Employee Wellness at Children's Health</p>	<p>Programs through LiveWell Employee Wellness at Children's Health are open to all employees, regardless of benefits eligibility or medical plan coverage. LiveWell offers activities that you complete each year to reduce the cost of your medical coverage the following year.</p>		
<p>Employee Savings Program</p>	<ul style="list-style-type: none"> • Employees make payroll deduction contributions of up to \$18,000 in 2017. • Employees age 50 or over can make catch-up contributions of up to \$6,000 in 2017. • Children's Health matches your contributions and the match increases based on your years of service. 		
	<p>Years of service</p>	<p>Matching contribution of \$1.00 for every \$1.00 you contribute up to:</p>	
	<p>0 – 4 years</p>	<p>4% of your eligible pay</p>	
	<p>5 – 9 years</p>	<p>6% of your eligible pay</p>	
	<p>10 or more years</p>	<p>7.5% of your eligible pay</p>	
<p>Paid Time Off (PTO)</p> <p>Your maximum PTO balance is two times the annual accrual amount. If you reach the maximum, PTO accruals stop until you use part of your balance.</p> <p>If you are a director, senior director or executive, your PTO benefits are different. Please refer to 2017 Benefits at a Glance for Executives and Directors.</p>	<p>You can use PTO for vacation, national and religious holidays, personal time and illness. You earn PTO based on your years of service with Children's Health.</p>		
	<p>Years of service</p>	<p>Maximum Annual PTO Accrual</p>	
		<p>Hired before Jan. 1, 2017</p>	<p>Hired on or after Jan. 1 2017</p>
	<p>< 1</p>	<p>200 hours per year</p>	<p>184 hours per year</p>
	<p>1 – 2</p>	<p>200 hours per year</p>	<p>192 hours per year</p>
	<p>3 – 4</p>	<p>240 hours per year</p>	<p>232 hours per year</p>
	<p>5 – 8</p>	<p>264 hours per year</p>	<p>240 hours per year</p>
	<p>9</p>	<p>280 hours per year</p>	<p>240 hours per year</p>
<p>10 or more</p>	<p>280 hours per year</p>	<p>280 hours per year</p>	
<p>In addition, Children's Health offers time off for jury duty, bereavement leave and military leave.</p>			
<p>Educational and Certification Assistance</p>	<ul style="list-style-type: none"> • Tuition Assistance: After one year of service, Children's Health reimburses up to \$5,250 for full-time employees and \$2,700 for part-time employees. • EdAssist: Our online portal for the educational assistance program gives you access to your education plan, offers educational counseling and provides tuition discounts through a network of colleges and universities. • Certification Assistance: After one year of service, Children's Health reimburses up to \$500 for completion of approved certifications. 		
<p>Dependent Care Programs</p>	<p>In addition to the Dependent (Day Care) FSA, Children's Health provides a dependent care subsidy of up to \$1,000 per year, a backup dependent care program that helps you find care for children or adult dependents for a limited period of time, the CareDirect online program for help in finding care providers, and daycare discounts.</p>		
<p>Employee Discounts</p>	<ul style="list-style-type: none"> • Children's Health dining facilities: When you show your employee ID at campus dining facilities, you receive a discount. • Children's Health Perks at Work: This program enables you to purchase many products and services at a discount through an online discount program. • Subsidized DART transit passes: Each year Children's Health purchases discounted local and regional transit passes and pays part of the cost of the pass. You elect to purchase a pass as part of annual benefits enrollment. 		
<p>Employee Care Fund</p>	<p>The Employee Care Fund offers a way for Children's Health employees to help other employees who experience a catastrophic illness or loss of property. The fund provides emergency financial assistance for employees who experience situations that cannot be resolved through other personal, governmental and community resources.</p>		
<p>Employee Assistance Program (EAP)</p>	<p>The EAP provides support for employees and their families who are dealing with issues that may affect relationships at home or at work. Services are available 24 hours a day, 7 days a week.</p>		
<p>Will and Funeral Assistance</p>	<p>This program provides free assistance with will preparation, funeral planning and legal, financial and emotional counseling services for you, your spouse and your dependents.</p>		
<p>Travel Assistance</p>	<p>Whether you are traveling for business or pleasure, you and your family can get free pre-trip information, emergency medical assistance and emergency personal services at no cost.</p>		
<p>Employee Credit Unions</p>	<p>Children's Health employees are eligible for membership in the following credit unions:</p> <ul style="list-style-type: none"> • Metro Medical Credit Union (MMCU) • Randolph-Brooks Federal Credit Union (RBFUCU) 		