

# Texas Children's Benefits Overview



## 2022

Texas Children's is committed to our team members' total well-being and offers a comprehensive suite of benefits for our employees and their families to keep healthy and strong. Please see below for a brief overview of our benefits offerings. Additional information will be made available to new team members when they join Texas Children's.

**Medical & Pharmacy Coverage**

Texas Children's offers a choice of two Cigna medical plans to best suit your needs that provide access to a wide range of providers, 24/7 concierge customer service, innovative health solutions, Telehealth and more. Prescription drug coverage through Express Scripts is automatically included.

**Dental Coverage**

Our employees can choose from two Cigna dental plans that provide more flexibility and offer the same benefits whether you use network or non-network dental providers. Both plans also include child and adult orthodontia care.

**Vision Coverage**

Vision care at Texas Children's is administered through Cigna by VSP and includes coverage for an annual eye exam, contact lenses or prescription glasses with a multitude of providers.

**Flexible Spending**

Our employees can save money on eligible expenses with two different Flexible Spending Accounts (FSAs) – one for healthcare costs like your annual deductible and copays, and another for the costs of child care or adult care.

**Retirement**

All of our employees are immediately eligible to begin saving with Texas Children's 403(b) Savings Plan. We match 50% on the first 6% contributed to the savings plan on a pre-tax or Roth after-tax per-paycheck basis. Texas Children's also provides the Texas Children's Pension Plan that helps eligible employees build a well-rounded retirement foundation for when the time arrives.

**Life Insurance**

Texas Children's provides basic life insurance coverage at no cost and offers optional coverage that our employees can add for themselves, their spouse and/or eligible dependents.

**Select Dollars**

To further help our employees offset the cost of benefit coverage, Texas Children's offers additional dollars based on years of service and job status. These Select Dollars begin the same day that coverage deductions begin.

**Accidental Death and Dismemberment**

All employees receive Basic AD&D coverage equal to their annual benefit base salary, rounded to the next thousand-dollar increment. The maximum amount of Basic AD&D coverage is \$1,000,000. You can also purchase additional AD&D coverage.

**Short-Term & Long-Term Disability**

Enroll in voluntary short-term or long-term disability coverage to supplement income and help reduce financial hardship from being away from work for pregnancy, a serious accident, surgery or an extended illness or injury.



**Personal Time Off**

We provide our employees a generous Personal Time Off (PTO) bank; extended illness bank; eight paid holidays per year; and one "My Day" paid day off they can schedule for any date of their choice. When you join Texas Children's, you will receive a "front load" of PTO (40 hours for full-time and 20 hours for part-time) upon date of hire and begin accruing after 90 days.

**Tuition Assistance**

Grow and advance your career with the support of Texas Children's Tuition Assistance Program, which provides financial assistance to full-time and part-time employees taking college credit courses.

**Employee Assistance Program (EAP)**

Our on-site EAP team comprises experienced, licensed and credentialed professionals who provide confidential counseling services, consultation, educational and development services to employees and their eligible dependents. Additionally, our EAP Plus program further extends our services for employees who live in the greater Houston area and beyond or who need EAP support with access to 24/7 counseling services.

**Employee Well-Being**

Texas Children's is committed to supporting you in achieving your optimal health and well-being by providing a variety of engaging and educational wellness programs. Services include health education and coaching, nutrition consulting, digital workouts and self-care sessions.

**Employee Medical Services**

Our Employee Medical Clinic offers full-service primary care that includes acute visits and a wide range of preventive care, while Employee Health provides services such as annual flu vaccine and immunization programs, treatment of workplace injuries and more.

**Employee Discounts**

Through our partnership with BenefitHub, you will have access to various deals and discounts ranging from movie and theme park tickets, dining, mobile phones to popular attractions.

**PTO Sell**

Employees can sell up to 80 hours of PTO during the calendar year, at 75% of its value. Must have a minimum of 120 hours banked.

**Fertility Benefit**

\$20,000 lifetime maximum benefit for employees covered under a Texas Children's medical plan with a Texas Children's-approved provider.

**Adoption Assistance**

Reimbursement of eligible adoption expenses up to a maximum of \$3,000 per adoption for both full-time and part-time employees.