



Heluna Health

# BENEFITS AT A GLANCE

August 1, 2023 – July 31, 2024

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

Medical, dental and vision plans cover employees and dependents.

### MEDICAL

- UnitedHealthcare Harmony HMO (CA)
- UnitedHealthcare SignatureValue HMO (CA)
- UnitedHealthcare PPO (CA & OS)
- UnitedHealthcare HDHP/HSA PPO (CA & OS)<sup>1</sup>
- Kaiser HMO (CA)

### DENTAL

- Delta Dental HMO (CA)
- Delta Dental High Option PPO (CA & OS)
- Delta Dental Low Option PPO (CA & OS)

### VISION

- EyeMed Vision (CA & OS)

<sup>1</sup>Heluna Health funds \$1,500 into HSA account

## Benefit Provided by Heluna Health

**Basic Life and Accidental Death & Dismemberment (AD&D)** \$50,000 Benefit

**Basic Short Term Disability (OS) & Long Term Disability**

- **STD** offers weekly benefit of up to 60% of basic weekly income—*maximum \$1,540*
- **LTD** offers monthly benefit of up to 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.

**ID Theft/Cyber Security** NortonLifeLock monitoring and credit protection services.

## 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**

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

**Short Term Disability** Offers 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

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



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.