

Ochsner Health

2024 Benefits Highlights



Transform Your Future with Ochsner

We understand that work is a significant part of your life—but it's not the only part. That's why we offer benefits that help address practically every part of your life and help you be your best self. With unlimited growth potential, both professionally and personally, **now is the time to start your future with Ochsner.**

Core Benefits

We are proud to offer a benefits package that shows how much we care about you—each part of you! Our goal is to help you live healthy... live well... live smart... and live life!

Benefit	Description
 <p>Medical Coverage</p>	<p>Medical coverage is one of the most important benefits we provide employees. Our three medical plans offer access to high-quality providers, no-cost preventive care, prescription drug coverage and the option to use a Flexible Spending Account (FSA) or Health Savings Account (HSA).</p>
 <p>Dental Coverage</p>	<p>We offer two dental plans, allowing you to choose the one that best meets your needs. All in-network preventive care is covered at 100%.</p>
 <p>Vision Coverage</p>	<p>Ochsner's vision plan helps cover the cost of eye exams, lenses and frames, and contact lenses. Plus, annual eye exams are \$10 with participating providers.</p>
 <p>Life Insurance and AD&D</p>	<p>We provide life insurance (50% of annual base pay)—at no cost to you. Plus, you can choose optional term life and AD&D insurance for yourself, your spouse and/or your dependents.</p>
 <p>Short- and Long-term Disability</p>	<p>Protecting your salary in the event of disability is very important. That's why we offer both short-term and long-term disability plans—they provide income replacement if you are ill/injured and unable to work.</p>
 <p>Retirement Plan</p>	<p>Save for your future with our 401(k) retirement plan. Ochsner contributes up to 4% per year (2% retirement contribution and a matching contribution of 50% of the first 4% you save). A 1-year waiting period and vesting apply.</p>
 <p>Paid Time Off and Holidays</p>	<p>Paid Time Off programs include General Purpose Time (GPT) and personal holidays. GPT is accrued based on your length of service. New hires accrue 18 days of GPT per year. Eligible employees also receive 9 paid holidays (including a personal holiday).</p>
 <p>Paid Parental Leave</p>	<p>We provide time off to bond with a new child as well as income protection to alleviate some of the financial challenges that arise with the addition of a new family member.</p> <ul style="list-style-type: none"> • Less than 2 years of employment: 100% pay for 3 weeks • 2-5 years of employment: 100% pay for 4 weeks • 5+ years of employment: 100% pay for 6 weeks

Additional Benefits

Ochsner offers family-friendly, lifestyle and financial wellness benefits.



Family-Friendly Benefits

We understand our employees are their best when they have work-life balance. That's why Ochsner offers several family-friendly benefits and resources, including:

- **Family-building support**, including IUI and IVF
- **Adoption Assistance** to help offset some of the qualified expenses associated with the adoption process (up to \$4,000 reimbursement per calendar year)
- **Bright Horizons Additional Family Supports**, a free database of in-home care providers, senior care solutions and discounts on tutors and test prep service



Wellbeing

Free or affordable benefits to help you focus on your total wellbeing:

- **Employee Assistance Program (EAP)** with free, confidential counseling
- **Pathway To Wellness (PTW)**, a wellness program that rewards healthy choices
- **Cabana**, a virtual group support digital designed specifically for healthcare workers and moderated by licensed professionals
- **Weight Watchers**, with Ochsner subsidizing 50% of the WW program if enrolled in one of the medical plans or Pathway to Wellness
- **Active&Fit Direct** offers a national network of gym and fitness membership at a reduced rate, starting at \$28 a month



Lifestyle Benefits

We also offer several lifestyle benefits that help you further protect your family and loved ones. These optional benefits give you the advantage of group buying power and discounted arrangements.

- Auto/Home Insurance
- Identify Theft Protection
- Off-the-Job Accident
- Critical Illness
- Legal
- Pet Insurance
- Hospital Indemnity



Education Assistance

We also have several other programs to help you achieve financial well-being—now and in the future. These include:

- **Tuition Assistance** to help you pursue furthering your education with an undergraduate or graduate degree (up to \$3,000 per year for full-time/\$2,000 per year for part-time)
- **Student Loan Assistance and Loan Forgiveness** to help with student loan debt relief and assist with the student loan relief process (including Public Service Loan Forgiveness eligibility).

About Ochsner Health

Ochsner Health is a system that delivers health to the people of Louisiana, Mississippi and the Gulf South with a mission to Serve, Heal, Lead, Educate and Innovate.

Ochsner Health is a not-for-profit committed to giving back to the communities it serves through preventative screenings, health and wellness resources and partnerships with innovative organizations that share our vision. Ochsner Health healed more than 900,000 people from across the globe in 2020, providing the latest medical breakthroughs and therapies, including digital medicine for chronic conditions and telehealth specialty services. Ochsner Health is a national leader, named both the top hospital and the top children’s hospital in Louisiana by U.S. News & World Report. As Louisiana’s leading healthcare educator, Ochsner Health and its partners educate thousands of healthcare professionals annually. Ochsner Health is innovating healthcare by investing in new technologies and research to make world-class care more accessible, affordable, convenient and effective. Ochsner’s team of more than 32,000 employees and 4,500 providers are working to reinvent the future of health and wellness in the region.

Eligibility for Benefits

	Regular Full-Time .9 FTE	Regular Part-Time .6 - < .9 FTE	Part-Time < .6 FTE	PRN		Regular Full-Time .9 FTE	Regular Part-Time .6 - < .9 FTE	Part-Time < .6 FTE	PRN
Medical & Pharmacy	✓	✓	✓ OchPlus 3 only	✓ OchPlus 3 only	Short-Term Disability	✓	✓		
Dental	✓	✓			Long-Term Disability	✓	✓		
Vision	✓	✓			General Purpose Time (GPT)	✓	✓		
Health Savings Account (OchPlus 3 only)	✓	✓	✓	✓	Holidays – Regular and Personal	✓			
Flexible Spending Account (FSA)	✓	✓			Paid Parental Leave	✓			
Pathway to Wellness	✓	✓	✓	✓	Lifestyle Benefits	✓	✓		
WW (Weight Watchers® Reimagined)	✓	✓			Employee Assistance Program	✓	✓	✓	✓
Retirement	✓	✓	✓	✓	Tuition Assistance	✓	✓		
Basic Term Life/AD&D	✓	✓			Adoption Assistance	✓			
Optional Term Life, Voluntary AD&D	✓	✓			Business Travel Accident	✓			