



saving lives through organ, eye & tissue donation

2025 BENEFITS OVERVIEW

Eligibility

When am I eligible for benefits?

You become eligible to participate in the full benefits package on the 1st of the month following 30 days from hire date.

Who is eligible for benefits?

Full-time employees working 30+ hours per week are eligible to participate in the medical plan, and employees working 40 hours per week are eligible for all other benefits. As an eligible employee, you may cover your legal spouse or registered domestic partner, dependent child(ren) up to the age of 26 (regardless of their student status) and unmarried dependent child(ren) over the carrier age limits who are physically and/or mentally incapable of self-support.

Benefit Highlights



Medical

Choice of HMO and PPO medical plans through Blue Shield. Includes prescription coverage, access to telemedicine and mental health benefits.



Employee Assistance Program (EAP)

The EAP provides employees 24/7 confidential emotional support, work life solutions, legal assistance and a wealth of online resources.



Health Savings Account (HSA)

Participants who enroll in the PPO Savings Plus Plan can contribute to your HSA and receive the full tax advantage.



Retirement Benefits 403b

Participate in the 403(b) plan and start saving for your future and retirement through Empower.



Dental

Delta Dental PPO plan to fit the needs of you and your family.



Disability Benefits

Long-Term Disability (LTD) is provided at no cost to all eligible employees. This coverage provides financial assistance if you are unable to work for an extended period of time due to an illness or injury.



Vision

Comprehensive vision plan available through VSP.



Ask Charlie

Ask Charlie services give you access to experts who can support you in handling a wide range of healthcare and insurance related issues.



Flexible Spending Accounts (FSA)

General Purpose Healthcare FSA, Limited Purpose FSA and Dependent Care FSA available to employees.



Basic Group Life/AD&D & Voluntary Life/AD&D

Employer paid basic life insurance and accidental death and dismemberment (AD&D) coverage at no cost. You can also purchase additional life insurance.



Pet Insurance

Make sure all of your loved ones are covered! Pet Insurance can cover costs associated with illnesses, injuries, medication, hospital stays and more.

Additional Resources

Benefit Guide

Visit: <https://online.flippingbook.com/view/653213930/>

ALEX Decision Tool

Visit: <https://start.myalex.com/onelegacy/2025/>