





# Benefits Summary Sheet 2024

This is a brief description of Company benefits for eligible employees, which begin the first of the month following 30 days of employment. For additional information, please contact Human Resources.

BENEFIT	DESCRIPTION					
<p><b>Medical Insurance</b> Blue Cross BlueShield of Texas</p>  <p>BlueCross BlueShield of Texas</p> 	<i>Blue Choice PPO</i>			<i>Blue Advantage HMO</i>		
	Covered Benefits	In-Network	Out-of-Network	Covered Benefits	In-Network	Out-of-Network
	<b>Deductible</b>			<b>Deductible</b>		
	Individual	\$ 6,650	\$ 13,300	Individual	\$ 6,000	\$ 6,000
	Family	\$ 13,300	\$ 26,600	Family	\$ 12,000	\$ 12,000
	<b>Out-of-Pocket Maximum*</b>			<b>Out-of-Pocket Maximum*</b>		
	Individual	\$ 6,650	Unlimited	Individual	\$ 6,000	Unlimited
	Family	\$ 13,300	Unlimited	Family	\$ 12,000	Unlimited
	<b>Medical Benefit through Nonstop Health</b>					
	<p>Nonstop Health will provide an in-network only benefit up to \$4,650 per employee or \$9,300 for employees with dependents per calendar year on PPO. The in-network only benefit is \$4,000 per employee or \$9000 for dependents per calendar year on HMO. You do not need to meet a deductible or pay a copay or coinsurance with this benefit! It will take care of most of the deductible that you have with the BCBS plan.</p>					
<p><b>Dental Insurance</b> BCBS of Texas</p> 	<p>Eligible the first of the month following 30 days of employment. <b>Blue Care Dental</b> \$1,500 annual maximum per person</p>					
<p><b>Vision Insurance</b> BCBS of Texas</p> 	<p>Eligible the first of the month following 30 days of employment. <b>EyeMed Select</b> Eye Exam-Copay \$10 In Network \$150 Allowance (Frames or Contacts)</p>					
<p><b>Group Life/AD&amp;D Insurance</b> <b>(Company Paid)</b> Mutual of Omaha</p> 	<p>Eligible the first of the month following 30 days of employment. Company paid group life of 1.5 times Basic Annual Earnings to a maximum of \$300,000</p>					
<p><b>Voluntary Life Insurance</b> Mutual of Omaha</p>	<p>Eligible the first of the month following 30 days of employment. Optional life insurance available at employee's cost</p>					
<p><b>Employee Assistance Program</b> <b>(Company Paid)</b> Mutual of Omaha</p>	<p>Eligible upon hire. 24/7 Confidential service that provides assessment, counseling, resources, and referrals for a variety of issues.</p>					

## BENEFIT

## DESCRIPTION

### Short-Term Disability (Company Paid)

Mutual of Omaha

Eligible the first of the month following 30 days of employment. Company paid benefit of 60% of Total Weekly Earnings to a Weekly Max of \$1,500 beginning on 15<sup>th</sup> day of injury/sickness if claim is approved.

### Long-Term Disability

Mutual of Omaha

Eligible the first of the month following 30 days of employment. Voluntary benefit in which employee may choose 20%, 40%, or 60% of Salary up to \$6,000 per month

### Flexible Spending Account (FSA) - Standard Health and Dependent Care

Eligible the first of the month following 30 days of employment. Pre-tax payroll deduction for eligible medical, vision, and dental expenses that are not covered by another plan. Also, pre-tax payroll deduction for dependent care expenses.

### Paid Time Off (PTO)



Employees accrue PTO on the first day of employment and can use after 90 days. Hourly employees accrue 144 hours per year (approximately 18 days); salaried employees accrue 208 hours per year (approximately 26 days) *per company policy*.

### Holidays



Eligible upon hire. Eight (8) paid holidays per year: (New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day)

### 401k Retirement Savings Plan



Eligible 1<sup>st</sup> of the month following 90 days. Dollar for dollar match up to the first 5%. May Contribute 1% to 100% of gross salary on a pre-tax basis up to the annual IRS maximum. Employee contributions and earnings are 100% vested

### Educational Tuition Assistance Program



Eligible after 1 year of employment. Reimbursement for degree programs of up to \$5,000 annually after 1 year

### Discount Marketplace



Eligible upon hire. Discount portal for fitness, health, travel, electronics, and entertainment.

## BENEFIT

## DESCRIPTION

### Public Service Loan Forgiveness Program (PSLF)

Student Aid office of the U.S. Department of Education



This program will forgive remaining school loan balances on Direct Loans after an employee has made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. (**Note:** LBU Community is a qualifying employer)

<https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service#qualify>

#### Seven Steps for PSLF Success

It's important to understand how the program works to avoid pitfalls along the way that could delay forgiveness or even make you ineligible. Review the seven steps to forgiveness under PSLF to make sure you're on the right track.

<https://www.mohela.com/DL/secure/borrower/PSLF/PSLFINformation.aspx>

### National Health Service Corp (NHSC) Loan Repayment Programs

Health Resources and Services Administration (HRSA)



This program pays out funds to repay outstanding, qualifying educational loans up to \$50,000 for a two-year full-time initial term (or \$25,000 for a two-year part-time initial term) working at an NHSC approved site. (**Note:** LBU Community Clinic is an approved site). Disciplines eligible for program:

- Physicians (DO/MD)
- Nurse Practitioners (NP)
- Physician Assistants (PA)
- Certified Nurse Midwives (CNM)
- Health Service Psychologists (HSP)
- Licensed Clinical Social Workers (LCSW)
- Psychiatric Nurse Specialists (PNS)
- Marriage and Family Therapists (MFT)
- Licensed Professional Counselors (LPC)

<https://nhsc.hrsa.gov/loan-repayment/nhsc-loan-repayment-program>

### Nurse Corps Loan Repayment Programs

Health Resources and Services Administration (HRSA)



Pays up to 85% of unpaid nursing education debt for three years of work at a Critically Shortage Facility. (**Note:** LBU Community Clinic is a critically shortage facility). Eligible staff include:

- Registered nurses (RNs)
- Advanced practice registered nurses (APRNs)
- Nurse Faculty (NF)

<https://bhw.hrsa.gov/funding/apply-loan-repayment/nurse-corps>