

Benefits Summary

At Tallahassee Memorial HealthCare, we believe in offering a variety of choices in our benefits plans and some are offered on a pre-tax basis enabling the colleague to save money. The following are available to full time and part time (60 hours + per pay period) colleagues, unless otherwise noted.

Pre-Tax Coverage Options

TMH shares the cost of the medical plans. The cost of these benefits is taken on a pre-tax basis.

- Three Medical Plan Options
- One Dental Plan with three levels
- Vision Plan
- Flexible Spending Accounts (FSA's)
- Free Life Insurance Coverage for the Colleague for \$25,000

After Tax Coverage Options

The following benefits are offered on an after-tax basis.

- Short Term Disability
- Long Term Disability
- Supplemental Life Insurance & AD&D for Colleague and Spouse
- Child Life Insurance Options
- Interest Sensitive Permanent Life Insurance
- Critical Illness Plan
- Long Term Care Insurance
- Legal Access Plan

Paid Time Off

The following programs are based on time of completed service and hours worked

- Paid Time Off (PLT) combines vacation, personal and holiday time into one flexible time off bank
- Long Term Sick (LTS)
- Other paid absences such as bereavement, jury duty, etc.

Financial Services

- Tuition Reimbursement*
- Relocation Reimbursement*
- TMH Credit Union – full service banking institution**
- Direct deposit to financial institution(s) of your choice**
- Financial Planning provided to all colleagues on site**
- Colleague discounts for using TMH medical facilities*

Family Care Services and Support

- Child Care Center**
- Employee Assistance Program (EAP)**

Health and Wellness

- Generous discount for Premier Health & Fitness**
- On-site clinic for colleagues**
- Smoking cessation program

Retirement Programs

- 401(a) is for TMH contributions which are a percentage of colleague's gross income (once qualified)
- 403(b) is for colleague contributions** and TMH can match additional percentage
- Vested after 3 years of continuous service

*restrictions apply

**available to all colleagues