



# My Rewards

## UNC Health Blue Ridge

My Health | My Money | My Life

<https://www.unchealthblueridge.org/careers/benefits/>



## WHAT WE OFFER

MEDICAL



DENTAL



VISION

HSA/FSA



RX

LIFE



DISABILITY



RETIREMENT

**Maternity/Paternity Leave**

## WHAT IT MEANS

- All full time and part time teammates are eligible to receive health benefits after 30 days of employment. Our goal is to help teammates know their options and receive the plans and programs they need that best suit their needs.
- Teammates are eligible to receive dental coverage. Benefits-eligible teammates may participate in the UNCBR Dental Plan, which allows you to select any dentist of your choice.
- UNCBR offers benefits-eligible teammates an opportunity to participate in a voluntary Vision Plan.
- We offer a Health Savings Account, as well as a variety of Flexible Spending Accounts.
- UNCBR and Express Scripts will manage all the details of your prescription claims so all you need to do is take care of yourself.
- UNCBR provides all benefits-eligible teammates with company paid Basic Life and Accidental Death & Dismemberment (AD&D) insurance coverage. Benefits-eligible teammates may also purchase additional life insurance for themselves, as well as their spouse and/or child(ren).
- To ensure income protection, UNCBR offers Short-Term and Long-Term Disability. UNCBR provides paid long-term disability for all full-time teammates. All benefits-eligible teammates are able to elect short-term disability.
- All UNCBR Teammates (including PRN) are eligible to contribute to the 403(b) Retirement Savings plan. UNCBR also provides a matching contribution to all eligible teammates.
- UNCBR offers paid maternity and paternity leave to eligible teammates. Smart Start support program is also offered by insurance provider to eligible teammates.

# TEAMMATE SUPPORT

UNCBR has many programs to support our teammates depending on their needs.

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

- EAP is a company paid program that provides confidential and professional counseling by an EAP counselor. Both you and your family members are eligible for these EAP counseling sessions and services.

## TEAMMATE EMERGENCY FUND

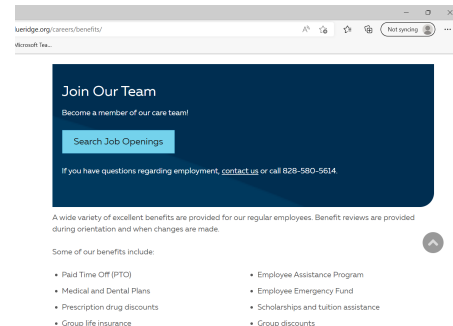
- Our teammate emergency fund is designed to help our teammates when in times of hardship or emergency needs while maintaining a teammate's confidentiality.

## TUITION REIMBURSEMENT

- Tuition reimbursement is offered to teammates who wish to advance their education while working at UNCBR.

## TEAMMATE WELLNESS PROGRAM

- At UNCBR, we provide you with a comprehensive wellness program because your health and well-being matters. WELLWORx empowers teammates with health education and incentivizes you to make healthy choices.
- Gym membership at Phifer Family YMCA.





This pamphlet contains only highlights of your 2024 UNC Health Blue Ridge benefits for eligible teammates and is subject to review and modification. Every effort has been made to report information accurately, but the possibility of error exists. In addition, not every plan detail of every benefit that may matter to you could be included in the pamphlet. The UNC Health Blue Ridge program is governed by the official plan documents. In case of any conflict between this pamphlet and an official plan document, the plan document will be the final authority. Please refer to your plan documents or Summary Plan Description for a full explanation of covered services, exclusions and limitations. If there is a discrepancy between this Guide and the legal plan documents, the plan documents will control.