



Employee Benefits



Realizing Care's Potential

At WellSky, we envision a world where care providers can do good for people and well in business. We are committed to designing solutions, using the power of data to improve outcomes, and partnering with passion and purpose to make this vision possible. Together with our customers, we are realizing care's potential and building communities that thrive.

WellSky offers the most comprehensive set of solutions and services available across the full continuum of care. We serve organizations that deliver health care to patients in hospitals, at home, in facilities, and in the community. We also serve organizations that provide human services that improve the quality of life of people in need. The industries we serve are growing and changing rapidly. They are looking for a technology and services partner to lead them.

WellSky is that partner.



"Our leadership team understands our company's success is a direct result of our people and their enthusiasm for making an impact on our communities. As such, we are driven to create programs that support you and your families."

Dana Streck

Sr. VP, People & Talent



To make our greatest impact, the power of our solutions must extend beyond the technology itself. Our caring people make that difference – collaborating to understand each client’s unique business and enabling them every day with the services and support they need. We’re fiercely protective of our clients and the communities they serve and are humbled by the role we’re allowed to play in caring for them. This is why we foster an environment of inclusivity, where everyone is empowered to make a difference.

Are you ready to make a difference?

Medical Plans

Eligibility: FT Employees

Effective: After 30 days of employment

Plan 1: Preferred Provider Organization (PPO)

We offer a robust United Healthcare Choice Plus PPO plan with reduced medical insurance premiums available for non-tobacco users. Prescription drug coverage through MedTrak is included. The PPO plan:

- Offers a network of healthcare providers you can use for your medical care. These providers have agreed to provide care to the plan members at a certain rate.
- Does not require you to choose a Primary Care Physician (PCP).
- Does not require referrals to see a specialist.
- This plan covers some items and services even if you haven't yet met the deductible amount. But a copayment or coinsurance may apply.
- Includes an annual deductible to pay before the insurance company starts covering certain medical bills.

Deductible:

\$600 person / \$1,500 family In-network

\$1,800 person / \$4,500 family Out-of-network

Out-of-pocket limit:

\$5,000 person / \$10,000 family In-network

\$10,000 person / \$20,000 family Out-of-network

	Premiums per pay period	
	PPO	
	Non-Tobacco	Tobacco
Employee	\$65.08	\$78.09
Employee + Spouse	\$123.65	\$148.38
Employee + Child(ren)	\$111.28	\$133.54
Family	\$172.45	\$206.94

United Healthcare online provider search: <https://www.uhc.com/find-a-physician>

MedTrak prescription drugs: www.medtrakservices.com

Plan 2: High Deductible Health Plan (HDHP)

An HDHP plan is available with significantly lower premiums but higher deductibles. With an HDHP, once the deductible is met, all qualified services are paid by the plan at 100%. Reduced medical insurance premiums are available for non-tobacco users. With the HDHP plan:

- The member is responsible for all claims until the annual deductible is met. There are no copays.
- Preventive care is covered at 100%. Preventive care services include:
 - Periodic preventative health exams, such as annual physicals
 - Routine prenatal and well-child care
 - Child and adult immunizations
 - Screening devices and tests (for example, cancer screenings)
 - Tobacco cessation
 - Does not include treatment of existing injury, illness or condition
- There are no copays for prescription drugs as they must be subject to deductible (unless for an Rx that qualifies as a preventive care Rx).
- Once a member's deductible is met, that member's claims will be paid at 100% even if the family has not met the family deductible. The accumulation of the member's deductible and out-of-pocket work the same as the PPO plan.
- HDHP participants are eligible to receive a contribution from WellSky to their individual HSA based on the level of coverage selected. See page 4 for details.

Deductible:

\$5,000 person / \$10,000 family In-network
 \$7,500 person / \$12,500 family Out-of-network

Out-of-pocket limit:

\$5,000 person / \$10,000 family In-network
 \$10,000 person / \$20,000 family Out-of-network

	Premiums per pay period	
	HDHP	
	Non-Tobacco	Tobacco
Employee	\$0.00	\$11.58
Employee + Spouse	\$66.02	\$88.02
Employee + Child(ren)	\$59.41	\$79.22
Family	\$92.08	\$122.77



FSA/HSA

Flexible Spending Accounts (FSA)

Eligibility: FT Employees

Effective: After 30 days of employment

Employees may set aside earnings on a pre-tax basis and be reimbursed for out-of-pocket medical expenses and/or dependent care expenses. Medical reimbursement limit is \$2,650. Dependent care limit is \$5,000.

Health Savings Account (HSA)

Eligibility: Employees Enrolled in the HDHP Medical Plan

Effective: After 30 days of employment

HSA contributions are used to pay current and future medical expenses tax-free. Funds roll over from year-to-year. HDHP participants are eligible to receive a generous contribution from WellSky to their individual HSA based on the level of coverage selected.

WellSky Contribution for HDHP Participants

Employee - \$750

Employee + Child(ren) - \$1,500

Employee + Spouse - \$1,000

Family - \$2,000

TelaDoc

Eligibility: Employees enrolled in Medical Plan

Effective: After 30 days of employment

www.teladoc.com



Plan 1: Preferred Provider Organization (PPO)

Medical

TelaDoc provides 24/7/365 access to a national network of U.S. board-certified physicians who can resolve many medical issues via phone or online video consultations. This is a **company paid benefit for employees enrolled in the PPO medical plan.**

Behavioral Health

The Teladoc membership also lets you establish an ongoing relationship with a licensed therapist through video or phone sessions, from wherever you are most comfortable. Get support for anxiety, eating disorders, depression, grief, family difficulties, and more. Appointments are available seven days a week. This is a **company paid benefit for employees enrolled in the PPO medical plan.**

Plan 2: High Deductible Health Plan (HDHP)

Medical

TelaDoc provides 24/7/365 access to a national network of U.S. board-certified physicians who can resolve many medical issues via phone or online video consultations. **Employees enrolled in the HDHP medical plan pay a \$45 fee for use of this service. The fee does apply toward the deductible and is an HSA reimbursable expense.**

Behavioral Health

The Teladoc membership also lets you establish an ongoing relationship with a licensed therapist through video or phone sessions, from wherever you are most comfortable. Get support for anxiety, eating disorders, depression, grief, family difficulties, and more. Appointments are available seven days a week. **Employees enrolled in the HDHP medical plan pay \$200 for the first consultation with a psychiatrist (average 45 minutes), \$95 for all subsequent consultations with a psychiatrist, and \$85 for each consultation with a therapist other than a psychiatrist. The fees do apply toward the deductible and are HSA reimbursable expenses.**



Prescription Drugs

Eligibility: Employees Enrolled in Medical Plan

Effective: After 30 days of employment

If you need drugs to treat your illness or condition, more information about the prescription drug coverage is available at medtrakrx.com.

Drug Coverage		In-Network (You will pay the least)	Out-of-Network (You will pay the most)
PPO Drug Coverage	Generic drugs (Tier 1)	\$10 copay per prescription (up to a 30-day supply) \$30 copay per prescription (up to 90-day supply)	\$10 copay per prescription (up to a 30-day supply) \$30 copay per prescription (up to a 90-day supply)
	Preferred brand drugs (Tier 2)	The lesser of \$75 copay or 50% coinsurance per prescription (up to a 30-day supply) The lesser of \$225 copay or 50% coinsurance per prescription (up to a 90-day supply)	The lesser of \$75 copay or 50% coinsurance per prescription (up to a 30-day supply) The lesser of \$225 copay or 50% coinsurance per prescription (up to a 90-day supply)
	Specialty drugs	Generic or Brand copay/coinsurance as listed above for drug cost up to \$1000 (up to 30-day supply) 20% coinsurance for drug cost \$1000 or greater (up to 30-day supply)	Not Covered
HDHP Drug Coverage	Generic drugs (Tier 1)	No charge for some preventative care drugs (retail and mail order)	40% coinsurance after deductible (retail and mail order)
	Preferred brand drugs (Tier 2)	No charge after deductible (retail and mail order)	40% coinsurance after deductible (retail and mail order)
	Non-preferred brand drugs (Tier 3)	No charge after deductible (retail and mail order)	40% coinsurance after deductible (retail and mail order)



Dental Plan

Eligibility: FT Employees

Effective: After 30 days of employment

Coverage for Preventive, Basic and Major Dental Procedures up to \$2,000 annually through Delta Dental. Orthodontic coverage up to \$2,000 per lifetime per eligible child.

Dental	
Employee	\$4.75
Employee + Spouse	\$9.04
Employee + Child(ren)	\$8.13
Family	\$12.60

Vision Plan

Eligibility: FT Employees

Effective: After 30 days of employment

Coverage for exams, glasses and/or contacts through VSP.

Vision	
Employee	\$3.04
Employee + Spouse	\$4.86
Employee + Child(ren)	\$4.96
Family	\$8.00



Vacation

Eligibility: FT Employees/PT Employees

Effective: Upon hire

Vacation accrues based on years of service. All vacation is rolled over to next calendar year. Vacation stops accruing after the maximum accrual is reached until it is used. Part-time employees are eligible at a pro-rated schedule.

Years of Service	Annual Accrual Rate	Max FT Accrual
0 - 1 year	10 days	10 days
1 - 2 years	15 days	15 days
3 or more years	20 days	25 days

Holidays

Eligibility: FT Employees/PT Employees

Effective: Upon hire

WellSky offers 11 paid holidays annually. Float days may be taken anytime the employee chooses. Part-time employees are eligible for float holidays at a pro-rated schedule. Floating holidays are prorated for new hires hired during the last three months of the calendar year.

New Year's Day	Labor Day	Christmas Day
Memorial Day	Thanksgiving Day	4 Float Days
Independence Day	Day After Thanksgiving	



Sick Time

Eligibility: FT Employees/PT Employees

Effective: Upon hire

Each full-time employee is granted 5 days of sick leave on the 1st day of the calendar year.

Bereavement Leave

Eligibility: FT Employees/PT Employees

Effective: Upon hire

Up to 3 days paid time off for death in immediate family. One paid day for non-immediate family members.

Volunteer Time off

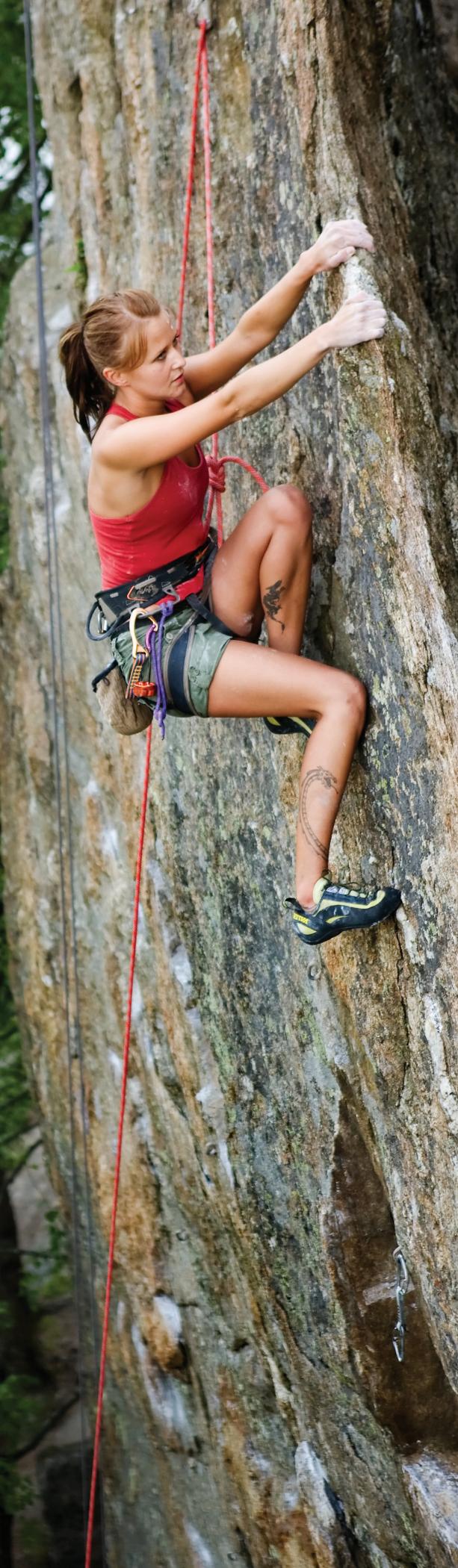
Eligibility: FT Employees/PT Employees

Effective: Upon hire

All regular full-time and part-time employees can take up to 16 hours (2 days) per calendar year off to volunteer with a church (religious institution), 501(c)(3) nonprofit or its U.S. equivalent. Part-time employees are eligible at a pro-rated schedule.

Other Leave Benefits

Family medical leave, leave of absence, jury duty, and military leaves are available.



Life & Disability Insurance

Accidental Death & Dismemberment

Eligibility: FT Employees

Effective: After 30 days of employment

Company paid benefit. Amount equal to one times the employee's annual salary (up to a max of \$200,000), \$10,000 for spouse, and \$1,000 for children.

Life Insurance (Voluntary)

Eligibility: FT Employees

Effective: After 30 days of employment

Employees may purchase additional life insurance for the employee, spouse, and children. Coverage is up to \$300,000 for employee, \$150,000 for spouse, and \$10,000 for children.

Short Term Disability

Eligibility: FT Employees

Effective: No waiting period for injury. Seven day waiting period for illness.

Company paid benefit. Pays up to 60% of the base weekly wage up to \$1,500 while unable to work due to illness or injury.

Long Term Disability

Eligibility: FT Employees

Effective: 90 day disability waiting period

Company paid benefit. Fully integrated with Social Security and pays up to 60% of the employee's monthly salary with a cap of \$10,000 per month.

AFLAC Insurance (Voluntary)

Eligibility: FT Employees

Effective: After 90 days of employment

Employees may purchase Critical Illness, Accident, and/or Hospital Insurance at a group rate.



401(k) Retirement Plan

Eligibility: All employees at least 19 years old

Effective: After 30 days of employment

All employees over the age of 19 are eligible to participate in the plan after the first day of the month following your hire date. You can contribute any percentage of your pay, subject to plan and IRS limits. You're always 100% vested in employee and employer contributions, and you can change your contribution rate at any time.

The company provides a generous total match of 4%. We will match 100% on employee contributions up to 3%, plus a 50% match on employee contribution amounts over 3% up to a maximum of 5%.

Employee Contribution	WellSky Contribution
1%	1%
2%	2%
3%	3%
4%	3.5%
5%	4%



Other Benefits

Eligibility: All Employees

Effective: Upon hire

Company paid benefit. Free confidential short-term counseling and referral program through The Standard to help employees. Employees also have access to the Life Services Toolkit for information and tools to help you make important life decisions.

- Employee Assistance Program
- Identity Theft Prevention
- Secure Travel Program
- Estate Planning
- Health and Wellness

Educational Assistance

Eligibility: FT Employees

Effective: After 6 months of employment

WellSky offers an educational assistance program to encourage employees to maintain and improve their job-related skills through formal education.

Regular full-time employees are eligible for the educational assistance program after six months of employment with WellSky. When you apply for educational assistance, you must continue to be an active employee and perform your job satisfactorily to stay in the program.

Up to \$2,500 per calendar year. Payable upon course completion with a B or better grade. Courses must be pre-approved by Supervisor and the People & Talent team.

WellSky University

Training (MedU)

Eligibility: All employees

Effective: Upon hire

WellSky is committed to investing in our employees. We offer a variety of learning opportunities to enhance employee's knowledge and skill sets. MedU has over 400 online courses to choose from.

