Methodist Healthcare Ministries

SERVING HUMANITY TO HONOR GOD

MHM Team Member Benefits Overview

Broadening the Definition of Health Care.℠

Welcome to Methodist Healthcare Ministries

Methodist Healthcare Ministries is committed to supporting the health, well-being, and financial security of our team members. Below is a quick summary of the benefits we offer.

MHM Benefits at a Glance

HEALTH COVERAGE

100% paid employee medical + 70% dependent coverage (PPO)

DENTAL & VISION

100% paid dental (employee) + vision coverage support

LIFE & DISABILITY

1.5x salary in life insurance + 100% paid disability

RETIREMENT

401(k): Match up to 7% (9% after 10 yrs) – immediate vesting

PAID TIME OFF

4–6 weeks PTO + 10 holidays annually (based on years of service & contributor level)

ADDITIONAL LEAVE OPTIONS

Parental leave, volunteer time off, bereavement leave, personal day off

EDUCATION & STUDENT SUPPORT

- Up to $5,250 annual combined maximum for education reimbursement and the Student Loan Assistance Program
- Student Loan Assistance Program: Up to $175 per month
- Education discounts with Post University (PU) and the University of the Incarnate Word (UIW)

WELLNESS

$500 wellness reimbursement + EAP + wellness activities

COMPENSATION & FINANCIAL BENEFITS

- PTO Cash-In
- Minimum wage of $21.15

DISCOUNTS & EXTRAS

Employee discounts, travel assistance, deferred comp, FSA, UNUM supplemental benefits, legal services with ID Shield, Long Term Care Coverage and Pet Insurance

Wellness & Culture Highlights

- **Be Well Program:** Health screening, JTA Wellness Coaching, $500 reimbursement, wellness challenges, and more.
- **Team Member Engagement:** Corporate Cup, Family Day, and retreats.
- **Professional Growth:** Education reimbursement and leadership development programs.
- **Mission-Driven Work:** Make a real impact in your community.

RVD 10/2026