

Team Member Benefits Package

Broadening the
Definition of Health Care.SM

Welcome to Methodist Healthcare Ministries

Thank you for considering joining our mission-driven team! Below is a quick summary of the total rewards provided to our team members.

Total Compensation Snapshot



HEALTH COVERAGE

100% paid employee medical + 55% dependent coverage (PPO)



DENTAL & VISION

100% paid dental (employee) + vision coverage support



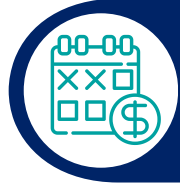
LIFE & DISABILITY

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, PTO cash-in option



EDUCATION & STUDENT SUPPORT

Up to \$5,250 annual education reimbursement + student loan repayment program



WELLNESS

\$300 wellness reimbursement + EAP + wellness activities



DISCOUNTS & EXTRAS

Employee discounts, travel assistance, deferred comp, FSA, AFLAC supplemental benefits

Wellness & Culture Highlights

- **Be Well Program:** Health screening, coaching, \$300 reimbursement, wellness challenges, and more
- **Employee Engagement:** Corporate Cup, family day, retreats
- **Professional Growth:** Education reimbursement, leadership development programs
- **Mission-Driven Work:** Make a real impact in your community

Please Note

This is a high-level overview. Full details are available during on-boarding or upon request. Some benefits may vary by job classification or start date.