



2022 Colleague Total Rewards Summary

All benefit premiums are bi-weekly, paid 26 times a year.

Benefits and Total Rewards Description	Eligibility	Cost												
<p>Medical: Three Tier Network- For best benefits, locate providers at STQN.org or doctors.ochsner.org</p> <p>High Deductible with HSA STHS contributes \$250 annually to individuals and \$500 to those covering dependents to colleague's HSA accounts. Colleagues may also contribute up to the IRS annual limit. Colleague Care Coinsurance 90/10 Regional Plus Coinsurance 70/30</p> <p>Traditional Plan Copay driven office visits with lower deductible when seeking more advanced services and diagnostics. FSA available. Colleague Care Coinsurance 80/20 Regional Plus Coinsurance 60/40</p> <table border="1" data-bbox="110 863 927 1031"> <thead> <tr> <th></th> <th>High Deductible</th> <th>Traditional</th> </tr> </thead> <tbody> <tr> <td>Employee Only</td> <td>\$23.89/\$130.21</td> <td>\$51.62/\$194.81</td> </tr> <tr> <td>Employee + One</td> <td>\$89.44/\$246.54</td> <td>\$167.58/\$369.26</td> </tr> <tr> <td>Family (Employee + two or more)</td> <td>\$112.12/\$324.59</td> <td>\$226.07/\$487.75</td> </tr> </tbody> </table>		High Deductible	Traditional	Employee Only	\$23.89/\$130.21	\$51.62/\$194.81	Employee + One	\$89.44/\$246.54	\$167.58/\$369.26	Family (Employee + two or more)	\$112.12/\$324.59	\$226.07/\$487.75	<p>Full-time & Part-time Colleagues working > 20 hrs/wk</p> <p>Coverage begins the 1st of the month following 30 days of employment.</p> <p>Health Savings Accounts (HSA) are established through HomeBank. Annual STHS contributions are prorated for mid-year enrollments. These accounts are portable and rollover year to year.</p>	<p>Shared Cost</p> <p>Pre-Tax</p> <p>Premiums listed reflect the \$600 annual wellness incentive.</p> <p>Listed as FT/PT Biweekly Rates</p> <p>A \$75 monthly surcharge may apply if you choose to cover a spouse who has access to healthcare through their own employer.</p>
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Employee Only	\$23.89/\$130.21	\$51.62/\$194.81												
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Family (Employee + two or more)	\$112.12/\$324.59	\$226.07/\$487.75												
<p>Dental: Preventive covered at 100%, Basic and Major services covered at 80%. \$2,000 annual max benefit. Orthodontia for 18 and under, 50% up to \$1,500 lifetime max. Coverage starts at only \$2.67 per pay period.</p> <p>Vision: Comprehensive coverage through VSP. \$10 exam, \$25 basic lenses, \$130 frame allowance OR \$120+15% off balance on contact lenses. Coverage starts at only \$2.57 per pay period.</p> <p>Flexible Spending Accounts: FSAs allow you to set aside pre-tax dollars through payroll contributions for eligible healthcare and/or dependent care expenses. Healthcare FSA debit card available. Medical FSAs have a 75 day grace-period into the following plan year to incur expenses.</p>	<p>Full-time & Part-time Colleagues working > 20 hrs/wk</p> <p>Coverage begins the 1st of the month following 30 days of employment.</p>	<p>Shared Cost</p> <p>Pre-Tax</p> <p>Colleague Paid</p> <p>Pre-Tax</p> <p>Colleague Paid</p> <p>Pre-Tax</p>												
<p>Retirement: STHS Sponsored 401(a): A defined contribution plan, eligible STHS colleagues are automatically enrolled and receive funding regardless of their participation in any of the other retirement plan options, therefore this is not a "match" program.</p> <table border="1" data-bbox="110 1535 927 1566"> <tr> <td>Years 1-4: 2%</td> <td>Years 5-9: 3.5%</td> <td>Years 10-14: 5%</td> <td>Years 15+: 6%</td> </tr> </table> <p>Voluntary Retirement Plans 403(b) with AIG & 457(b) with Empower: STHS offers payroll deductions for both a 403(b) and a 457(b). Each plan has local financial advisers to meet with on-site. Colleagues may contribute up to the IRS maximum each year in either or BOTH.</p>	Years 1-4: 2%	Years 5-9: 3.5%	Years 10-14: 5%	Years 15+: 6%	<p>401(a): Full-time & Part-time Colleagues. 1 year waiting period. Benefit eligible, working > 1000 hours annually. 5 years with 1000+ hours to become vested.</p> <p>403(b) & 457(b): Immediate eligibility for all colleagues</p>	<p>401(a): STHS Funded</p> <p>403(b) & 457(b): Colleague Funded</p> <p>Pre-Tax</p>								
Years 1-4: 2%	Years 5-9: 3.5%	Years 10-14: 5%	Years 15+: 6%											
<p>Life and Disability:</p> <p>Basic Life/Accidental Death: Automatic Enrollment. 1X annual salary up to \$200,000</p> <p>Basic Dependent Life: Colleague must enroll. \$10,000 for spouse and \$5,000 per child for flat cost of \$0.47 each pay period.</p>	<p>Full-time Colleagues > 32 hrs/wk</p> <p>Coverage begins the 1st of the month following 30 days of employment.</p>	<p>Basic Colleague: STHS Paid</p> <p>Basic Dependent: Shared Cost</p>												



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<p>Life and Disability Continued: Voluntary Employee Life, Spouse Life, & Dependent Life: Colleague must enroll. Guarantee issue is available as a new hire up to \$150,000 for colleague, \$50,000 for spouse, and \$10,000 child with no health questions. Rates based on age and amount elected. Max of 4X salary up to \$1,000,000. Short-Term Disability: Colleague must enroll. 60% weekly benefit up to \$750/wk for up to 24 weeks after 15 days of consecutive absence. Long-Term Disability: Automatic enrollment. 60% monthly benefit up to \$10,000/mth after 180 days of consecutive absence.</p>	<p>Guarantee Issue (no health questions) only offered at new hire. Late enrollments are subject to Evidence of Insurability questionnaires and approval of coverage.</p>	<p>Voluntary Life: Colleague Paid Short-Term: Colleague Paid Long-Term: STHS Paid</p>		
<p>Well-Being: Immediate Eligibility/Access Employee Assistance Program: Our robust EAP through LifeWorks offers 24/7 access to resources covering a variety of mental health and well-being needs for our colleagues. In-House Pharmacy: Offers on-site RX access as well as off-site delivery services in addition to handy over the counter items. STHS insurance members can payroll deduct. On-Site Employee Health Clinic: In-person and virtual visits available for a wide variety of ailments.</p>	<p>All Full-time & Part-time Colleagues All Colleagues All Colleagues</p>	<p>STHS Paid Accepts most insurance \$15 visit fee</p>		
<p>Work-Life Balance: Paid Time Off (PTO) and Extended Illness Bank (EIB): PTO combines vacation, personal time, and 6 holidays into one program. Accrual is prorated for colleagues working less than 80 hours a pay period. Generous PTO sell-back policy at 100% of value. Accrual increase at 5, 10, and 15 years. Holidays: New Year's Day, Mardi Gras, Independence Day, Labor Day, Thanksgiving Day, Christmas Day</p> <table border="1" data-bbox="110 1182 927 1241"> <tr> <td data-bbox="110 1182 586 1241">Full-time PTO accrual for 80 hour pay period</td> <td data-bbox="594 1182 927 1241">First 5 years: 6.77 hours (22 days annually)</td> </tr> </table> <p>EIB accrues up to 7.8 days per year for colleagues who work 80 hours a pay period. Accrual is prorated for colleagues working less than 80 hours a pay period.</p>	Full-time PTO accrual for 80 hour pay period	First 5 years: 6.77 hours (22 days annually)	<p>All Full-time & Part-time Colleagues, immediate eligibility Other Leaves: Military, Jury Duty, Louisiana Pregnancy Leave, Bereavement, FMLA, and non-FMLA. Eligibility for varies based on applicable STHS policy, state and federal law.</p>	<p>STHS Paid May be paid or unpaid depending on policy/law.</p>
Full-time PTO accrual for 80 hour pay period	First 5 years: 6.77 hours (22 days annually)			
<p>Education/Family Assistance: Colleague Education Assistance: Up to \$2,500 annually in tuition reimbursement for colleagues after 12 months of eligible service. Adoption Assistance: Up to \$3,000 reimbursement for adoption of a child</p> <p>STHS Guild Scholarships for Nursing and Allied Health</p> <p>LA Start 529 Program: Payroll deduction availability for college savings</p> <p>Technical On-the-Job Training Programs: Sterile Processing, RN Residency, Nurse Tech, Mobility Tech, and expanding...</p>	<p>Colleagues working > 20 hrs/wk All Colleagues All Colleagues Eligibility defined with each program</p>	<p>Colleague Paid, STHS Reimbursed STHS Guild Colleague Paid STHS sponsored</p>		
<p>Lagniappe (The Extras)</p>				
<p>Discounts in hospital cafeteria and gift shop with payroll deduction Colleague discounts through TicketsAtWork and Vizient/Abenity On-Site PJ's Coffee Convenient, free parking and shuttle service Annual Board incentive program for meeting performance metrics Dedicated colleague lactation room</p>	<p>Financial wellness programs and on-site advisors. Year-round wellness initiatives and free access to Lift Sessions app via EAP. Recharge Room, Chapel, walking trail and outdoor eating space for colleague relaxation and breaks.</p>			