

Benefits Update

Your Health. Our Passion. Optima Health is a service of Sentara Healthcare. Sentara is an integrated delivery system of nationally recognized award winning hospitals and health care facilities, physicians leading-edge services and comprehensive health plans. Optima Health and Sentara have more than 24,000 employees making us the second largest non-government employer in the region. Committed to being the preferred employer, Optima Health and Sentara offer career advancement, competitive compensation, a

◆ **Bereavement Leave**

Optima Health paid bereavement leave ranges from 1 to 3 days for eligible full-time and part-time employees.

◆ **COBRA**

Participation in medical insurance, dental insurance, vision coverage, EAP and Health Care Spending Account is extended to all qualifying participants who become ineligible for these employee covered plans.

◆ **Educational**

Tuition Assistance Program for full-time and part-time employees (up to \$2,300/year)

◆ **Employee Assistance Program (EAP)**

This counseling service is extended to employees and eligible dependents. For more information, call (757) 363-6777 or 1-800-899-8174.



◆ **Employee Discounts**

Upon completion of the first 30 days of employment, employees and their eligible dependents may receive a 2% discount at Sentara Life Care facilities and a 20% discount on the inpatient/outpatient service fees at Sentara facilities. This discount is also extended to retirees.

◆ **Employee Perks**

As a Optima Health employee, you are eligible for discounts at a variety of area businesses, including child care centers and entertainment.



⇒ **Performance Awards**

Optima Health has multiple award programs recognizing individuals based on their performance.

⇒ **Performance Management Program (PMP)**

An employee's performance which is generally evaluated on at least an annual basis and based on their level of performance, may be eligible for annual increases.

⇒ **Performance Plus**

A variable pay program that offers eligible employees the opportunity to earn a payout based on achievement of business unit goals.

⇒ **Service Awards**

Optima Health rewards employees who have continuous service of 3, 5, and 10-year increments.

◆ **Healthy Edge**

Healthy Edge is the award-winning employee health improvement program offered by the Sentara Health and Preventive Services department. Healthy Edge provides educational and fitness opportunities to gain skills and knowledge to improve your health. For more information, call (757) 552-7103.

◆ **Flex Benefits**

Optima Health provides a flexible benefits package called "Rx Flex" which gives regular full-time and part-time employees the opportunity to choose benefits, which most closely meet their individual and family needs. Benefits are classified as either Core or Optional benefits and may vary between divisions.

◆ **Core Benefits (effective 1 month from date of hire):**

- Group Term Life Insurance
- Accidental Death & Dismemberment Insurance
- Long-Term Disability Insurance

◆ **Optional Benefits (effective 1 month from date of hire):**

- 4 Medical Insurance Plans, 3 Dental Insurance Plans and 2 Vision Plans
- Additional Group Term Life Insurance
- Dependent Life Insurance
- Legal Resources
- Additional Accidental Death & Dismemberment Insurance
- Additional Long-Term Disability Insurance
- Health Care and Dependent Care Spending Accounts
- Health Savings Account



Mission

We improve health every day.

Vision

To be the healthcare choice of the communities we serve.

Values

People, Quality, Patient Safety, Service and Integrity

Optima Health 4417 Corporation Lane Virginia Beach VA 23462
757-552-7324 — www.optimahealthcareers.com A Service of Sentara



Benefits

Update cont.

Holidays

Optima Health observes the following 6 holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. These holidays are paid from the employee's PAL balance.

Leave of Absence (LOA)

- Family Medical and Leave Act (FMLA)
- Non-FMLA (personal, educational and medical)
- Military

Paid Annual Leave (PAL) & Sick Leave

PAL time is accrued (for full-time and part-time employees) and may be used for vacations, holidays, brief illnesses, unforeseen circumstances or personal appointments. Sick leave is accrued (for full-time and part-time employees) and may be used for personal illness per the Sick leave policy.

Mission: Health

A Wellness and Disease Management Program to encourage and reward healthy lifestyle choices. Participation in the program can lower your medical plan costs or provide Healthy Edge credits.

Pension

Optima Health provides a 100% employer paid pension plan for eligible employees who are vested after 5 years of eligible service. Optima Health is a regional leader with its retirement plan benefits.

Retirement Savings Plan

Employees may elect to make pre-tax contributions to a 403(b)/401(k) or a post-tax Roth 403(b)/401(k). In addition, employees in a regular full-time or part-time position are eligible for employer matching contributions after 1 year and 832 hours. Employees are vested in matching dollars after 3 years.

Short Term Disability (STD)

Regular full-time or part-time employees are eligible for coverage 3 months from date of hire.

Compensation Philosophy

Optima Health's compensation philosophy is directly linked to its mission. Every team member is vital to supporting and providing excellent and safe patient member care. Optima Health's goal is to retain and attract talented employees by our work environment, career growth opportunities, and market competitive compensation and benefits.

24,000 + Employees: Optima Health's compensation philosophy includes each team member.

Budgeting: Salary increase budgets are based on external market surveys and Optima Health's financial resources.

Defining Market: Market is defined for each job based on factors such as where employees are recruited from (local, regional, or national market), industry, size and complexity.

Market Matching: Jobs are matched to the market at least once each year using over 80 salary surveys, special salary surveys, and information from recruiters, managers and employees.

Competitive Market Pricing: This process ensures that we continue to maintain competitive market pricing for all jobs.

When significant variances exist between our pay and the market, the need for adjustment is assessed to maintain market competitiveness.

In addition to market driven compensation changes, Optima Health recognizes individual contributions through the pay for performance program (PMP) and Performance Plus. We continue to review programs like Performance Plus to reward employees for the success of Optima Health.

We believe that Optima Health's market-competitive compensation philosophy supports our mission to best meet employee, patient and community needs.



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EOE M/F/D/V. Drug Free Workplace. Criminal History, Background Check. A tobacco-free work environment.