

# Employee Benefit Guide

## Introduction

Spring Meadows Healthcare offers a comprehensive benefits program to help better prepare for planned and unplanned life events. Our benefit package is designed with the understanding that each person has different needs. That's why we offer a CHOICE to select the benefits that best fit your needs; VALUE to give you the option to purchase only the levels of coverage you need at economical group rates; and TAX ADVANTAGES to pay for many of your benefits with tax-free dollars.

## Eligibility

All regular full-time employees working at least 30 hours per week are eligible for benefits. You may also elect coverage for your dependents including:

- Your legal spouse
- Your children who are:
  - Less than 26 years old
  - Mentally or physically handicapped and supported primarily by you (proof of their ages and dependence must be submitted)

## Benefits Available

- ◆ Medical plan through Anthem BCBS
- ◆ Dental plan through Delta Dental
- ◆ Group Life provided through Anthem (Employer Paid)
- ◆ Supplemental Life for additional life insurance for self, spouse or dependents through Anthem (Employee Paid)

The information in this Enrollment Guide is presented for illustrative purposes and is based on information provided by the employer. The text contained in this Guide was taken from various summary plan descriptions and benefit information. While every effort was taken to accurately report your benefits, discrepancies or errors are always possible. In case of discrepancy between the Guide and the actual plan documents, the actual plan documents will prevail. All information is confidential, pursuant to the Health Insurance Portability and Accountability Act of 1996. If you have any questions about your Guide, contact Human Resources.