



OVERVIEW

EMPOWER
YOUR HEALTH

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YOUR LIFE

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NORTHSIDE
HOSPITAL

2023 BENEFITS
GUIDE

STAFF



AskHR is your tool to get all of your employment questions answered. Submit your questions now on [myNorthsideHR](#) > **Tools & Resources** > **myHR Service Center** > **Create an AskHR inquiry**

Your good health is vital to your overall well-being and success. Northside Hospital benefits are designed to help you rebalance, recharge and reconnect!

This interactive benefits guide includes what you need to know about your Health, your Wealth, your Life & Well-being and your Community.

HOW TO USE THIS GUIDE

Your **2023 benefits guide** is an interactive eMag.

Click [links](#) within the text of each section to access more information or link directly to an external website. You'll see these links as bold, blue underlined text.

SIGN UP FOR NORTHSIDE HOSPITAL TEXT MESSAGING!



Stay up to date throughout the year on Northside Hospital's company initiatives, employee programs, benefits & well-being programs, resources and so much more. Here's how you can opt in:

1. Text **HRUPDATES** to **888-986-7456** or scan the QR code.
2. Reply "YES" when prompted to complete opt in (Message and data rates may apply*).
3. When prompted, provide your NH Employee ID # and last name to validate.

* Text message and data rates may apply for recurring HR-related push messages (max 12 push per month) or on your demand SMS/MMS text subscription. Reply STOP to **888-986-7456** to cancel. By participating, you consent to receive text messages sent by an automatic telephone dialing system. Carriers are not liable for delayed/undelivered messages. Terms and Policy can be found at <https://www.wtwco.com/en-us/notices/mobile-text-summary-terms-conditions-and-privacy>.





TAKE ACTION!

You must elect benefits by the enrollment deadline.

You can enroll in your benefits during Annual Enrollment, or within 30 days of your hire date or a qualifying life event.

Your good health is vital to your overall well-being and success. We are modernizing your Northside benefits to help you rebalance, recharge and reconnect!

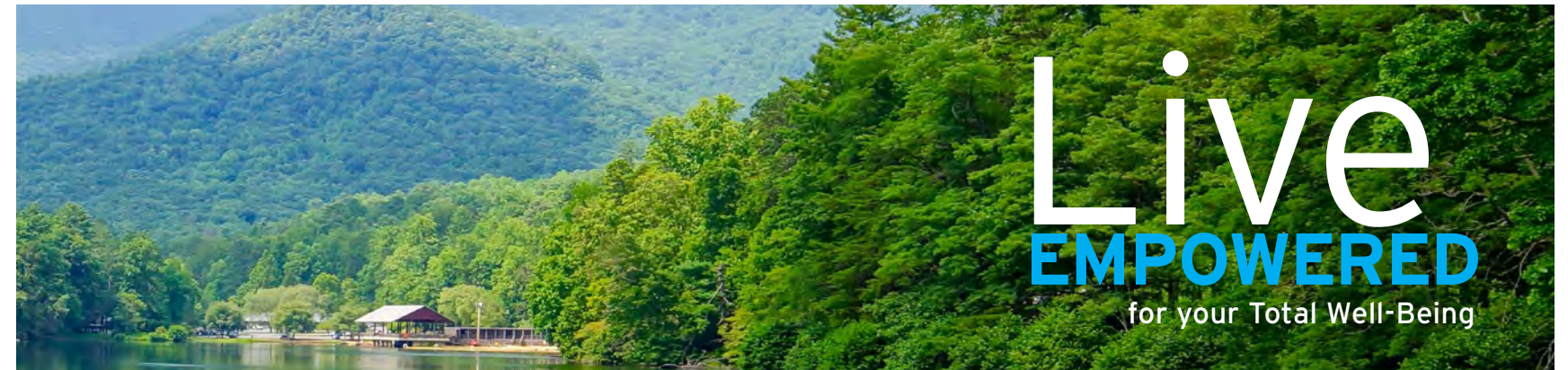
The benefits you elect as a new hire or during Annual Enrollment will stay in effect for the entire calendar year. You may change your benefit elections only during Annual Enrollment or if you experience a qualifying life event, such as:

- > Marriage
- > Divorce, legal separation or annulment
- > Birth or adoption of an eligible child
- > Change in your or your spouse's work status, residence or worksite that affects your benefits
- > Significant change in your or your spouse's health coverage attributable to your spouse's employment
- > Coverage change, including gain or loss of coverage, for your dependent child

If you are currently enrolled in benefits and have a qualifying life event, you may only change your coverage tier and dependents. You may not change your plan options (e.g., you cannot change from *SmartChoice Blue* to *SmartChoice Green*).

Nayya Your virtual benefits advisor

Available on [myNorthsideHR](#), Nayya can help you understand which plans make the most sense for you, based on your answers to a few simple questions. Nayya helps you choose the right benefit plans in under 10 minutes. The information you enter is kept confidential and can help you choose plans based on your health and financial needs.



Recharge yourHEALTH

Use your health benefits wisely to stay healthy

- > Northside Health Network tier for lower-cost services and better outcomes
- > Northside Pharmacy to lower your costs for prescriptions
- > Free annual physical and health screenings
- > Guidance through surgery planning with SurgeryPlus
- > \$100 health screening credit from Critical Illness Coverage

Rebalance yourWEALTH

Understand how your benefits help you build financial well-being

- > 403(b) Savings Plan with NH matching contribution
- > Health Savings Account
- > Health Care Flexible Spending Account
- > Dependent Care Flexible Spending Account
- > Post-Deductible Health Care Flexible Spending Account
- > Income protection through Short-Term Disability and Long-Term Disability
- > Life and Accidental Death & Dismemberment insurance
- > myFiTage tool

Reconnect to yourLIFE & WELL-BEING

Use your benefits to manage life's situations and stay mentally and emotionally healthy

- > LifeWorks Services
- > meQ
- > Bright Horizons
- > Progyny
- > Tuition Reimbursement
- > Student Loan Repayment
- > Discounted LA Fitness gym membership

and yourCOMMUNITY

Make social connections that are right for you

- > Volunteering and community service
- > Employee discounts
- > Referral HUB

Visit [myNorthsideHR](#) for more information.



Eligibility for Northside Benefits

Full-time employees are eligible for all benefits. Part-time B and C employees are eligible for select benefits. For details, visit **myNorthsideHR > Benefits & Wellness > Benefits Eligibility**.

Eligibility for most benefits is your first day of employment, with the exception of Voluntary Benefits. You become eligible to enroll in Voluntary Benefits during the first Voluntary Benefits enrollment period on or after your first day of employment.

COVERING ELIGIBLE DEPENDENTS

You are required to verify your newly added dependents by December 2, 2022, or within 30 days of your hire date or qualifying life event. If you have previously verified your dependent, you are not required to do so again. Northside provides benefits coverage for your eligible dependents, who include:

- > Your legally married spouse if they are not eligible for medical coverage through their employer's medical plan.
- > Your married or unmarried dependent child(ren) under age 26.
- > Your eligible dependents (spouse and children) cannot be covered under any plans unless you are covered, with the exception of Child Life Insurance benefits.
- > Disabled dependents may be eligible for benefits coverage beyond age 26.



Important Notes:

Resource Employees [Affordable Care Act/pro re nata]

Resource employees who work an average of 30 or more hours per week are eligible for medical coverage. Look for enrollment information in December each year. Northside will determine whether a Resource employee is eligible by counting work hours during a 12-month "look back" measurement period as specified by the federal government. Eligible Resource employees will be contacted by a benefits enrollment administrator if they average 30 or more hours during this measurement period.



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Your medical plans

Northside offers four *SmartChoice* medical plan options through Humana:



SmartChoice Blue
(Preferred Provider Organization)



SmartChoice Green
(Preferred Provider Organization)



SmartChoice Yellow
(High-Deductible Health Plan)



SmartChoice Purple
(High-Deductible Health Plan;
part-time only)



This chart is a snapshot of in-network costs only. Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Medical** for the plan documents with full plan details.

Under each plan, once you meet the out-of-pocket maximum in a plan year, all covered services are covered at 100% up to the maximum allowable fee for the remainder of the year.

	SmartChoice Blue	SmartChoice Green	SmartChoice Yellow	FOR PART-TIME EMPLOYEES ONLY SmartChoice Purple Northside & Children's Healthcare of Atlanta
PLAN TYPE	Preferred Provider Organization (PPO)	Preferred Provider Organization (PPO)	High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA)	High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA)
PREMIUMS	You pay less out of your paycheck for medical coverage	You pay the most out of your paycheck for medical coverage	You pay the least out of your paycheck for medical coverage	For part-time employees, you pay the least for medical coverage
COINSURANCE <i>You pay coinsurance after you reach your deductible</i>	You pay 30% Plan pays 70%	You pay 30% Plan pays 70%	You pay 20% Plan pays 80%	Plan pays 100%
IN-NETWORK PREVENTIVE CARE	Plan pays 100%			
IN-NETWORK ANNUAL DEDUCTIBLE	Individual - \$1,250 Family - \$3,750 (Embedded)	Individual - \$1,000 Family - \$3,000 (Embedded)	Individual - \$2,400 Family - \$4,800 (Aggregate)	Individual - \$7,000 Family - \$14,000 (Aggregate)
IN-NETWORK PRIMARY CARE PHYSICIAN VISIT	You pay \$40 copay, then plan pays 100%	You pay \$35 copay, then plan pays 100%	You pay deductible, then plan pays 80%	You pay deductible, then plan pays 100%
IN-NETWORK EMERGENCY ROOM	You pay \$200 copay, then plan pays 80%	You pay \$200 copay, then plan pays 90%	You pay deductible, then plan pays 80%	You pay deductible, then plan pays 100%
IN-NETWORK URGENT CARE	You pay \$80 copay, then plan pays 100%	You pay \$80 copay, then plan pays 100%	You pay deductible, then plan pays 80%	You pay deductible, then plan pays 100%
IN-NETWORK ANNUAL OUT-OF-POCKET MAXIMUM	Individual - \$5,250 Family - \$10,500 (Embedded)	Individual - \$4,500 Family - \$9,000 (Embedded)	Individual - \$4,800 Family - \$8,150 (Aggregate)	Individual - \$7,000 Family - \$14,000 (Aggregate)





Understanding your medical plan

When covering family members, it's important to understand how the deductible and out-of-pocket maximums are calculated.

Northside's *SmartChoice* Yellow and Purple medical plans use an **aggregate** approach, which means that there is one family limit that applies to everyone and the individual deductible and out-of-pocket amounts are not applicable. When one or more family members have expenses that meet the family deductible or out-of-pocket maximum, it is considered to be met for everyone. Then, the plan will begin paying its share of eligible expenses for the whole family for the rest of the year.

Northside's *SmartChoice* Blue and Green medical plans use an **embedded** approach. This means that each person only needs to meet the individual deductible and out-of-pocket maximum before the plan begins paying its share for that individual. And once the family limit is met, the plan begins paying its share for all covered family members. This ensures that no single person will pay more than their plan's individual deductible before coinsurance applies, nor will they pay more than the individual out-of-pocket maximum.

Covering Your Spouse?

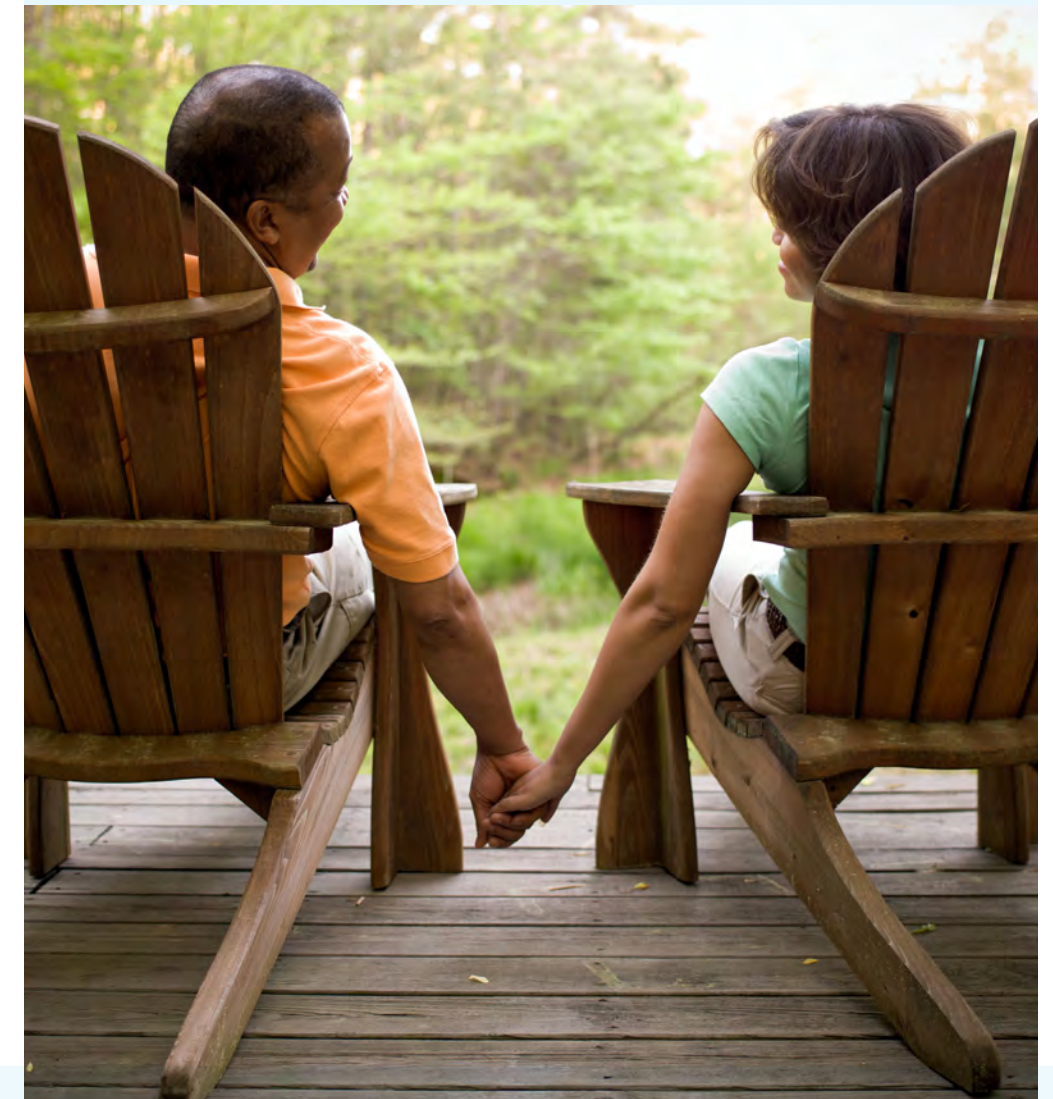
If your spouse is eligible for coverage under their employer's medical plan, they are not eligible for Northside medical plan coverage.

SmartChoice Purple Coverage

The *SmartChoice* Purple plan is only available to part-time employees. Part-time employees who choose to enroll in the *SmartChoice* Purple plan must receive service from either Northside or Children's Healthcare of Atlanta facilities and providers.

Tobacco User Rates

If you and/or any of your covered dependents are tobacco users, a monthly \$45 surcharge per tobacco user (up to a maximum of \$135) will be automatically deducted from your paycheck. See **page 18** for how to get started with a tobacco cessation plan.





Get quality care for less with **Northside Health Network**

Exclusively available to Northside employees and family members enrolled in one of the *SmartChoice* medical plans, Northside Health Network is a special coverage tier with lower out-of-pocket expenses. When using Northside Health Network providers, pharmacies, hospital facilities and labs, you'll save money and benefit from our exceptional services.

We encourage you to search for and confirm that your doctors are included in the network. To ensure your labs are performed by a Northside facility, you should request the lab order and take it to a Northside lab.



Visit Humana's website at myHumana.com to locate Northside Health Network doctors and medical staff providers. To learn more about Northside Health Network, visit [myNorthsideHR > Benefits & Wellness > Northside Health Network](#).

Accolade

Accolade brings you personalized support based on your and your family's health-care needs.

The Accolade Care Team supports your medical, dental and pharmacy plans and is available 24/7.

The Care Team can help you find the right in-network doctors and specialists for your unique care needs, ensuring you are matched with the right doctors for improved health outcomes, which may also lead to lower overall costs for you.

The Accolade Care Team is available online, on the Accolade mobile app and by phone.



To learn more about Accolade, visit [myNorthsideHR > Benefits & Wellness > Accolade](#). For support, visit Accolade.com or call the Front Line Care number at 610-834-2989.

Progyny

The road to parenthood can be challenging and unique to everyone. This is why Northside is proud to partner with Progyny, a leading family building benefits company that combines clinical and emotional guidance, science, technology and data to provide comprehensive services.

Progyny's fertility solutions are designed to improve outcomes, shorten the time to pregnancy and reduce total fertility-related costs. Fertility services are available to Northside employees and spouses enrolled in one of the *SmartChoice* medical plans. Full-time employees have their own surrogacy and adoption coaches, in addition to financial benefits, to help them navigate their journey. All solutions must use a Northside facility or Progyny partner.



To learn more about Progyny benefits, visit [myNorthsideHR > Benefits & Wellness > Progyny](#).

SurgeryPlus

SurgeryPlus is a solution that ensures you receive the best care for a variety of plannable surgical procedures. SurgeryPlus's dedicated Care Advocates provide a personalized experience, guiding members through the entire process, from understanding your specific surgical need, identifying the appropriate surgeon, appointment and logistics coordination, to payment and follow-up.

SurgeryPlus provides better quality care and lower costs and is available under all four medical plan options. For members of the *SmartChoice* Green or Blue plan, deductibles will be waived; however, for members of the *SmartChoice* Yellow and Purple plans, the deductible will not be waived. SurgeryPlus ID cards will be mailed to homes separately.



To learn more about SurgeryPlus, visit [myNorthsideHR > Benefits & Wellness > SurgeryPlus](#).



See your savings in action!

You must receive services from Northside Health Network physicians, facilities and pharmacies to get the Northside Health Network pricing.

We encourage you to check to confirm that your doctors are in the network! To learn more about Northside Health Network, visit [myNorthsideHR > Benefits & Wellness > Northside Health Network.](#)

Remember, you save on medical costs, such as inpatient and outpatient hospital care, x-ray and physician charges, when you use Northside Health Network. **To ensure your labs are performed by a Northside facility, you should request the lab order and take it to a Northside lab.** Lab services are free, and you can save on your prescriptions too!

	FOR PART-TIME EMPLOYEES ONLY			
	SmartChoice Blue	SmartChoice Green	SmartChoice Yellow	SmartChoice Purple NH & CHOA
	You pay			
COINSURANCE	15% after deductible for most services	10% after deductible for most services	10% after deductible for most services	100% after deductible for most services
NORTHSIDE HEALTH NETWORK ANNUAL DEDUCTIBLE	Individual - \$350 Family - \$1,050 (Embedded)	Individual - \$350 Family - \$1,050 (Embedded)	Individual - \$1,500 Family - \$3,000 (Aggregate)	Individual - \$7,000 Family - \$14,000 (Aggregate)
NORTHSIDE HEALTH NETWORK ANNUAL OUT-OF-POCKET (OOP) MAXIMUM	Individual - \$3,500 Family - \$7,350 (Embedded)	Individual - \$2,000 Family - \$4,350 (Embedded)	Individual - \$2,500 Family - \$5,000 (Aggregate)	Individual - \$7,000 Family - \$14,000 (Aggregate)
See page 7 for more information about how your deductible and out-of-pocket maximum work.	That's a combined savings in annual deductible and OOP max of \$2,650 per person or \$5,850 per family!	That's a combined savings in annual deductible and OOP max of \$3,100 per person or \$6,600 per family!	That's a combined savings in annual deductible and OOP max of \$3,200 per person or \$4,950 per family!	This plan requires usage of Northside and CHOA physicians and facilities exclusively, saving you and your family from excess expenses or balance billing!



Manage your **prescription drugs**

Northside offers a comprehensive prescription drug plan to help you manage the costs of your prescription medications. We also provide **Northside Health Network** coverage at all Northside pharmacy locations.

					FOR PART-TIME EMPLOYEES ONLY	
	<i>SmartChoice</i> Blue and <i>SmartChoice</i> Green		<i>SmartChoice</i> Yellow		<i>SmartChoice</i> Purple	
	Northside Health Network Pharmacy	Humana Retail Pharmacy Network	Northside Health Network Pharmacy	Humana Retail Pharmacy Network	Northside Health Network Pharmacy	Humana Retail Pharmacy Network
	<i>You pay</i>					
Tier 1 (Typically Generic)	\$25	\$35	10% after deductible	10% after deductible	100% after deductible	Available only if the Northside Health Network Pharmacy cannot fill the prescription
Tier 2 (Typically Low-Cost Preferred Brand)	\$45	\$60	10% after deductible	10% after deductible		
Tier 3 (Typically High-Cost Preferred Brand)	\$85	\$110	10% after deductible	10% after deductible		
Tier 4 (Typically Specialty Drugs)	25% of the cost, up to \$200	25% of the cost, up to \$500	25% of cost, up to \$200	25% of cost, up to \$500		
Northside Pharmacy 90-Day Supply	2.5x 30-day copay	Not available	10% after deductible	Not available		

Note: Affordable Care Act drugs are covered at 100%. Copays apply for an expanded preventive drug list.



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Medical** for more information about the prescription drug program and to view the Northside Pharmacy list.



Manage your **prescription drugs**

Changes to specialty prescription drugs include:

- You pay 25%, up to a maximum of \$200, for specialty prescription drugs filled at the Northside Pharmacy.
- You pay 25%, up to a maximum of \$500, for specialty prescription drugs filled at Humana network pharmacies.

Remember, you can get the most value for your money by using the Northside Pharmacy for your prescription drugs.



To review the formulary, visit [myNorthsideHR](#) > **Benefits & Wellness** > **2023 Humana Formulary Drug List: Full Version.**



NOTE: Preventive prescription drugs are those prescribed to prevent the occurrence of a disease or condition for those with high-risk factors or to prevent the escalation of a disease or condition. Examples of preventive drugs include those for birth control, high blood pressure, high cholesterol, diabetes, asthma, heart attack and stroke. Preventive drugs require you to pay only the copay; the deductible does not apply.



Log in to [myHumana.com](#) to view a list of preventive drugs.



Certain prescription drugs are available at a lower cost at the Northside Pharmacy. Specialty drugs are to be filled at Northside Pharmacy or through Humana.

Your prescription drug copays are considered part of your overall out-of-pocket maximum.

Your Prescription Drug Plan Administrator:

Humana

Your dental plans

You can visit any provider you wish, but you receive better benefits when you choose in-network providers.



Visit [myNorthsideHR](#) > **Benefits & Wellness > Dental** for more information about the Northside Dental Plan.

We offer two dental plan options, administered through Humana, to keep your pearly whites in tip-top shape. The plans cover you and your eligible family members.

- SmartChoice Blue Dental Plan (Basic Plan)**
- SmartChoice Green Dental Plan (Enhanced Plan)**

Both plans offer similar coverage, but the *SmartChoice Green Plan* offers orthodontia. If you or your children need braces, this may be the best plan for you.

Here’s how the plans compare:

	SmartChoice Blue	SmartChoice Green
ANNUAL IN-NETWORK DEDUCTIBLE	\$50 individual/\$150 family	\$50 individual/\$150 family
ANNUAL MAXIMUM	\$1,000 per person	\$2,500 per person
	Plan pays	
PREVENTIVE SERVICE	80% - no deductible	100% - no deductible
BASIC SERVICE	50% - deductible applies	80% - deductible applies
MAJOR SERVICES	50% - deductible applies	50% - deductible applies
ORTHODONTIA	Not available	50% - no deductible \$2,500 lifetime maximum per person

Your Enhanced Dental Coverage

In addition to periodontal maintenance coverage (which includes four cleanings per year), your coverage includes periodontal scaling, Silver Diamine Fluoride coverage (up to age 19 under preventive care) and more.

Your Dental Plan Administrator:
Humana





Your vision plans

Northside offers two vision plans, administered through EyeMed, for you to choose from:

 **Essential Vision Plan**

 **Enhanced Vision Plan**

You can visit any provider you wish, but you receive:

> Better benefits when you choose in-network providers

> Even greater savings when you visit a PLUS Provider – a select group of providers in the EyeMed network

	Essential Vision Plan	Enhanced Vision Plan
	<i>In-Network</i>	
EXAMS		
Eye Exam (with dilation as necessary)	\$10 copay \$0 copay at a PLUS Provider	\$0 copay \$0 copay at a PLUS Provider
Standard Contact Lenses Fit and Follow-Up ¹	Up to \$40	\$0; paid in full and two follow-up visits
Premium Contact Lenses Fit and Follow-up ²	10% of retail price	\$0; 10% of retail price, then \$40 allowance
RETINAL IMAGING	Up to \$39	Up to \$39
FRAMES	\$0 copay; \$130 allowance/\$180 allowance with PLUS Providers; 20% off balance over allowance	\$0 copay; \$180 allowance/\$230 allowance with PLUS Providers; 20% off balance over allowance
LENSES		
Single Vision	\$10 copay	\$10 copay
Bifocal	\$10 copay	\$10 copay
Trifocal	\$10 copay	\$10 copay
Lenticular	\$10 copay	\$10 copay
Standard Progressive Lens ³	\$75 copay	\$10 copay
Premium Progressive Lens ³	Tier 1: \$95 copay Tier 2: \$105 copay Tier 3: \$120 copay Tier 4: \$75 copay, 20% off price less \$120 allowance	Tier 1: \$30 copay Tier 2: \$40 copay Tier 3: \$55 copay Tier 4: \$10 copay, 20% off price less \$120 allowance
Premium Anti-Reflective Coating	Tier 1: \$57 copay Tier 2: \$68 copay Tier 3: 20% off retail price	Tier 1: \$12 copay Tier 2: \$23 copay Tier 3: 20% off retail price

¹ Standard Contact Lens Fitting: Spherical clear contact lenses in conventional wear and planned replacement (e.g., disposable, frequent replacement, etc.)

² Premium Contact Lens Fitting: All lens designs, materials and specialty fittings other than Standard Contact Lenses (e.g., toric, multifocal, etc.)

³ Standard and Premium Progressive lenses are reimbursed at the Standard Bifocal reimbursement amount





Your vision plans



Your Vision Plan Administrator:

EyeMed

Your eye health is an important part of your overall health and well-being. Be sure to schedule your yearly eye exams and keep your eyes seeing clearly.



Visit [myNorthsideHR](#) >
Benefits & Wellness >
Vision for more information
about the vision plans.

Essential Vision Plan

Enhanced Vision Plan

CONTACT LENSES

Conventional	\$0 copay; \$130 allowance, 15% off balance over \$130	\$0 copay; \$180 allowance, 15% off balance over \$180
Disposable	\$0 copay; 100% of balance over \$130 allowance	\$0 copay; 100% of balance over \$180 allowance
Medically Necessary	\$0 copay, paid in full	\$0 copay, paid in full

LASER VISION CORRECTION

15% off retail price or 5% off promotional price

BENEFITS FREQUENCY

Exams	Once every 12 months	Once every 12 months
Lenses or Contact Lenses	Once every 12 months	Once every 12 months
Frames	Once every 24 months	Once every 12 months





What you pay for medical

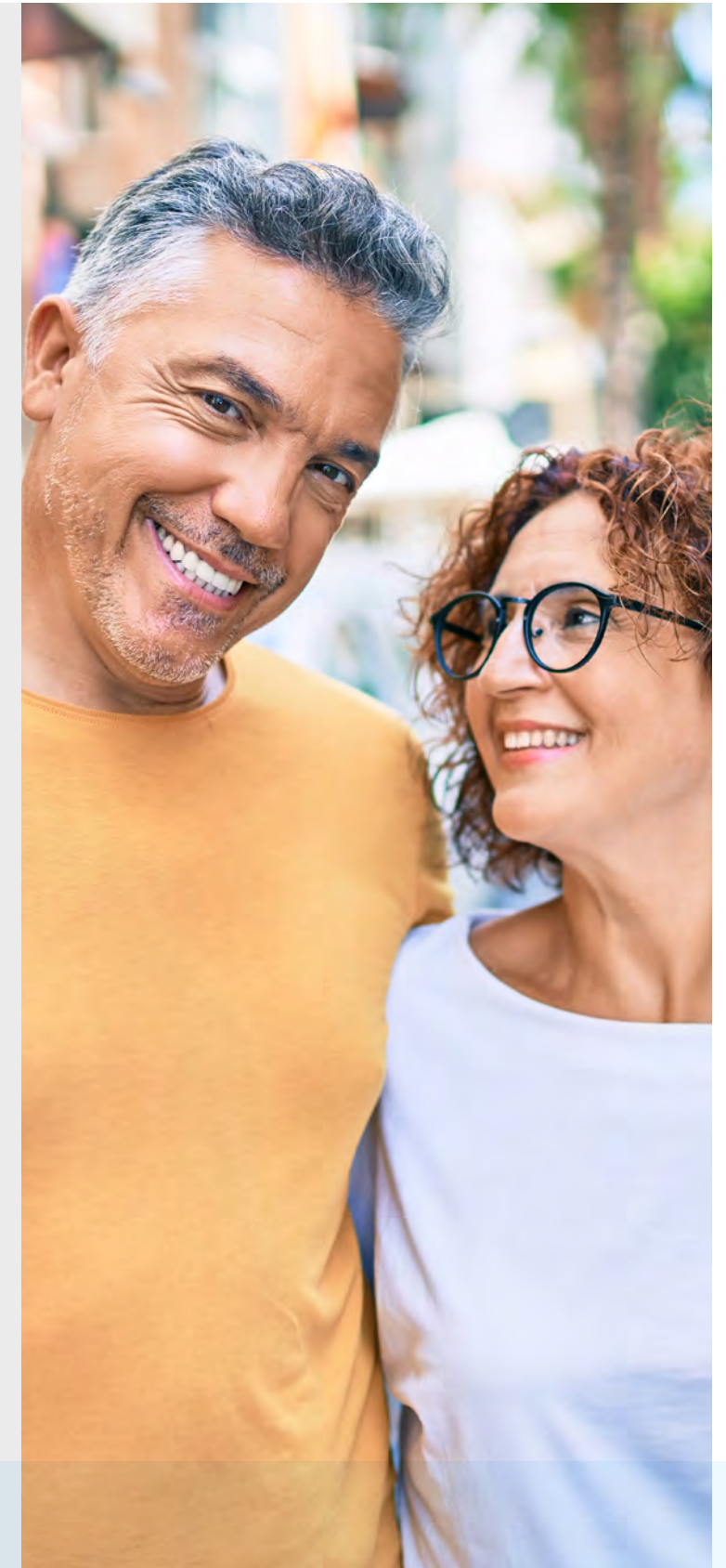
The following chart shows the amount you contribute each pay period for medical coverage. Rates are effective January 1, 2023.

Tobacco User Rates

If you and/or any of your covered dependents are tobacco users, a monthly \$45 surcharge per tobacco user (up to a maximum of \$135) will be automatically deducted from your paycheck. See **page 18** for details of Northside's tobacco cessation program.

MEDICAL PLANS

Coverage Level	Full-time employees working 30 or more hours per week	Part-time employees working 16 or more hours per week
	Tobacco Free	Tobacco Free
SmartChoice Blue Plan (bi-weekly contributions)		
Employee Only	\$56.00	\$182.00
Employee + Spouse	\$266.00	\$357.00
Employee + Child(ren)	\$214.00	\$336.00
Employee + Family	\$288.00	\$394.00
SmartChoice Green Plan (bi-weekly contributions)		
Employee Only	\$163.00	\$270.00
Employee + Spouse	\$418.00	\$476.00
Employee + Child(ren)	\$314.00	\$443.00
Employee + Family	\$452.00	\$571.00
SmartChoice Yellow Plan (bi-weekly contributions)		
Employee Only	\$4.00	\$56.00
Employee + Spouse	\$190.00	\$305.00
Employee + Child(ren)	\$168.00	\$289.00
Employee + Family	\$205.00	\$311.00
SmartChoice Purple Plan (bi-weekly contributions)		
Employee Only	Only available for part-time employees	\$11.00
Employee + Spouse		\$130.00
Employee + Child(ren)		\$132.00
Employee + Family		\$143.00





What you pay for dental



DENTAL PLANS

The following chart shows the amount you contribute each pay period for dental coverage. Rates are effective January 1, 2023.

Coverage Level	Full-Time Employees	Part-Time Employees
SmartChoice Blue Dental Plan (bi-weekly contributions)		
Employee Only	\$0.26	\$11.98
Employee + Spouse	\$11.16	\$27.20
Employee + Child(ren)	\$15.01	\$31.03
Employee + Family	\$22.69	\$45.78
SmartChoice Green Dental Plan (bi-weekly contributions)		
Employee Only	\$8.36	\$20.09
Employee + Spouse	\$29.57	\$45.61
Employee + Child(ren)	\$36.01	\$52.04
Employee + Family	\$53.68	\$76.75

Keep in mind:

To cover newly eligible dependents, you must verify their status within 30 days of your hire date or qualifying life event. If you previously verified your dependent, you are not required to do so again. Documentation includes:

- **Spouse** – A copy of your marriage certificate
- **Dependent under age 26** – A copy of a birth certificate naming you or your spouse as the child's parent or a court order adoption certificate naming you as the child's legal guardian
- **Disabled dependent over the age of 26** – Proof of disability



What you pay for vision



VISION PLANS

The following chart shows the amount you contribute each pay period for vision coverage. Rates are effective January 1, 2023.

Coverage Level	Full-Time and Part-Time Employees
EyeMed Essential Plan (bi-weekly contributions)	
Employee Only	\$2.65
Employee + Spouse	\$5.04
Employee + Child(ren)	\$5.30
Employee + Family	\$7.30
EyeMed Enhanced Plan (bi-weekly contributions)	
Employee Only	\$8.31
Employee + Spouse	\$15.80
Employee + Child(ren)	\$16.63
Employee + Family	\$22.86



Kick the habit – Tobacco Cessation

Northside offers a tobacco cessation program to help you and your eligible dependents quit tobacco, including cigarettes, e-cigarettes, cigars, snuff and hookahs, and save on your medical plan premiums.

You must be tobacco free for 90 days to qualify for the tobacco-free medical plan rates

If you are not tobacco free, complete the tobacco cessation program and certify your tobacco-free status to save on premiums

If you do not certify your status, you will be automatically charged the higher medical rates

Medical plan rates for tobacco users are \$45 higher per month per user, up to three adult family members (maximum \$135 higher per month).

Northside has its own program through Northside's Cancer Institute to help you get started today.



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Tobacco Cessation** for more information about Northside's tobacco cessation program.





Voluntary Benefits

In our continuing efforts to bring the best plans at the best cost, Northside offers **Critical Illness and Accident plans** from Cigna, as well as a **Hospital Indemnity Plan** that pays you MORE money if you receive services at a Northside facility! We also offer **Whole Life Insurance** through Manhattan Life.

Whole Life Insurance	Critical Illness	Accident Insurance	Hospital Indemnity Insurance
<ul style="list-style-type: none">• Provides coverage for the entire life of the insured• Builds up cash value that grows tax free• Lifetime coverage for you and your covered dependents• Fixed premiums with after-tax funds• You can borrow from your policy at any time	<p>Critical Illness Insurance provides you, or your designee, with a lump-sum payment for you to use as you see fit when you are diagnosed with a covered critical illness or specified disease condition. Aside from copays and out-of-pocket medical expenses, critical illness coverage can help you pay for:</p> <ul style="list-style-type: none">• Alternative treatments• Child care• Transportation, room and board, and more	<p>Accidental Injury Insurance provides you:</p> <ul style="list-style-type: none">• A payment made directly to you for a broad range of injuries or treatments associated with a covered accident.• No restrictions on how the money can be used. Coverage continues after the first covered accident – helping provide additional protection for any future accidents.• Supplements your medical plan – benefits are separate from your medical plan, do not coordinate and are paid directly to you.	<p>Hospital Indemnity Insurance helps ease the financial impact of a hospitalization. The plan pays you a daily benefit to help cover:</p> <ul style="list-style-type: none">• Your deductible and coinsurance• Medical costs• General living expenses like groceries, housing costs or child care associated with a hospital stay or other facility specified in the policy <p>The benefit amount is determined by the type of facility and the number of days you stay. Employee, spouse, children and family coverage options are available.</p>



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Life, Disability & Leave** > **Voluntary Benefits** for more information about the voluntary benefit options.

Need more coverage?

These voluntary benefits are available for you to buy through Cigna and Manhattan Life.



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WELL-BEING

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YOUR LIFE

Questions?
AskHR

Empower
your
wealth

Live
EMPOWERED





Your HSA Administrator: **WEX**



Pay for eligible medical expenses with a **Health Savings Account...**

Northside's *SmartChoice* Yellow and *SmartChoice* Purple medical plans offer you the option to open a Health Savings Account (HSA) to save pre-tax dollars for qualified out-of-pocket health-care expenses.

Here's how the HSA works:

You contribute tax free. You don't pay taxes on any money put into your HSA or when you use funds for eligible expenses.

HSA contributions may not exceed the annual maximum amount established by the Internal Revenue Service. The annual contribution maximum is based on the coverage option you elect. Individual and family maximums apply for both plans according to IRS limits. Please be aware of contributions you've made to your spouse's HSA, if applicable.

• **Individual: \$3,850** • **Family: \$7,750**

Employees age 55 and older are able to make an additional annual "catch-up" contribution of up to \$1,000.

The money is yours to keep. The money in your HSA is yours to pay for health care today or to save for future needs, even if you leave Northside Hospital. HSA dollars roll over from year to year and can be used to pay for expenses such as prescriptions, over-the-counter medications, doctor office visits, health insurance deductibles and coinsurance.

You have flexibility to change your contribution. Make changes to your elections any time throughout the plan year. Changes made during the year will be effective the first of the following month.



[Learn more](#)



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Tax-Free Accounts** > **HSA.**



... or a Flexible Spending Account (FSA)

We offer two Health Care FSAs to help you pay for eligible health-care expenses – the Health Care FSA and the Post-Deductible Health Care FSA. You can contribute between \$100 and \$3,050 into the Health Care FSA and Post-Deductible Health Care FSA.

Health Care FSA	Post-Deductible Health Care FSA
How it Works	How it Works
<ul style="list-style-type: none">Coordinates with the <i>SmartChoice</i> Blue and <i>SmartChoice</i> Green medical plansIn addition to paying for eligible expenses, it covers expenses not covered by the planPay with a WEX debit card or submit claims for reimbursement	<ul style="list-style-type: none">Coordinates with the <i>SmartChoice</i> Yellow and <i>SmartChoice</i> Purple medical plansCan only be used to pay for eligible dental and vision expenses until you meet the plan deductibleOnce you meet the deductible, you can use the FSA for eligible medical, prescription drug, dental and vision expenses



For a list of FSA eligible expenses, visit [myNorthsideHR](#) > **Benefits & Wellness > Tax-Free Accounts > Health Care FSAs.**

Your Flexible Spending Account Administrator:

WEX

Remember:

- FSA contributions do not roll over year to year.
- You must enroll in the FSA each year to participate.
- You have until March 15 the following year to use FSA funds.



Save for **dependent care expenses**

The Dependent Care Flexible Spending Account is available to help you pay for the cost of child care and elder care services. Here's how the Dependent Care FSA works:



1

Set aside pre-tax dollars to pay for care for your child or eligible dependent



2

Contribute a maximum of \$5,000 if married and \$2,500 if single



3

Submit expenses for children ages 12 and under and other qualifying dependents*

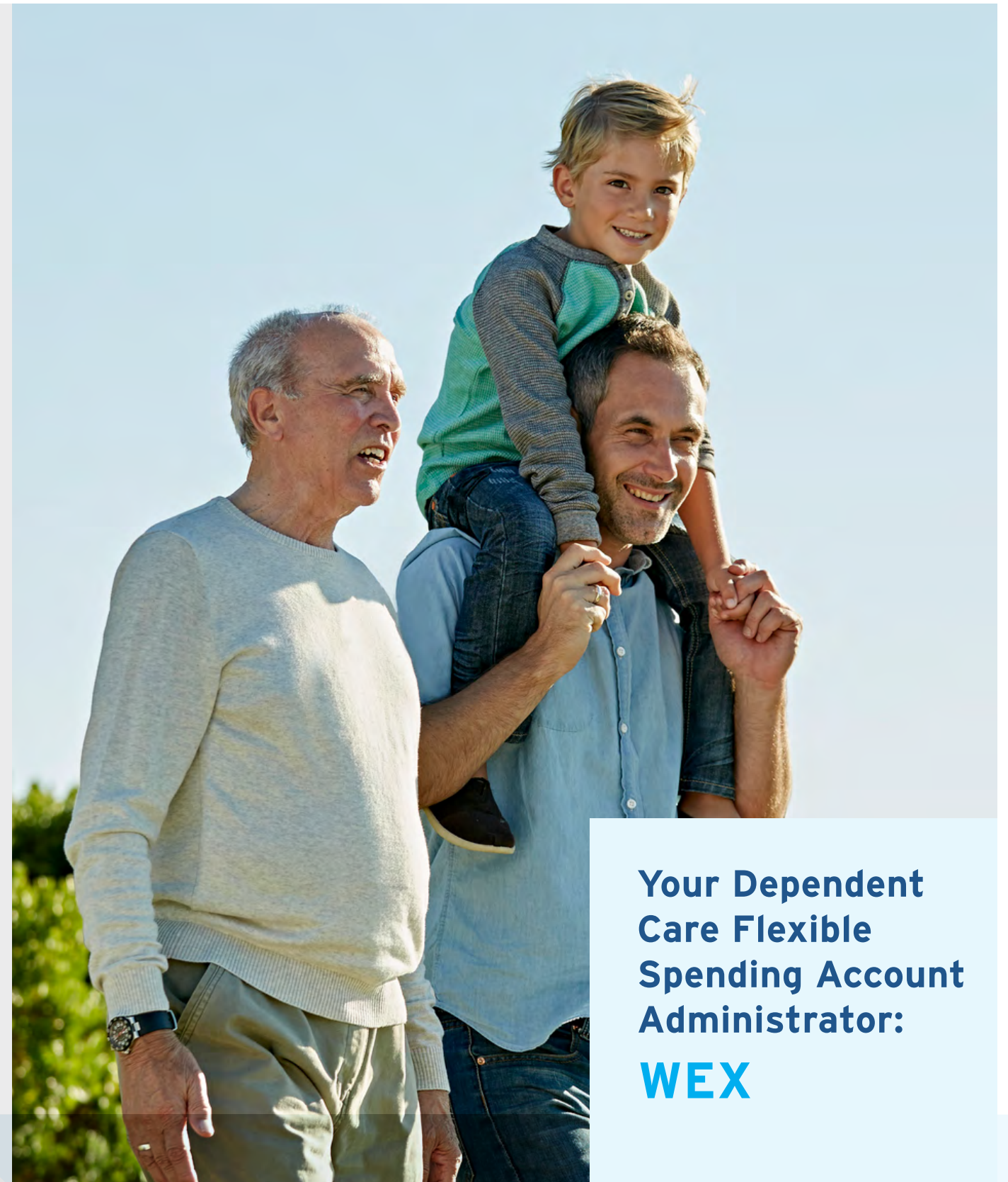


NOTE: This account can't be used to pay health-care expenses for dependents – **only child care and elder care.**



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Tax-Free Accounts** > **Dependent Care** for more information.

**Qualifying dependents include children ages 12 and under and a spouse or adult mentally or physically unable to care for themselves*



**Your Dependent
Care Flexible
Spending Account
Administrator:
WEX**



Build your financial future with the 403(b) Savings Plan

The 403(b) Savings Plan is a deferred compensation plan to help you save for retirement. In order to maximize your match during the entire year, you would need to contribute at least 4% of your pay, per pay period.

When am I eligible?

You are eligible the first day of your employment.
You must enroll to participate in the plan.

What is Northside's matching contribution?

Northside will match 50% of your contributions on up to 4% of your total eligible pay. In order to maximize your match, you would need to contribute at least 4% of your pay each pay period throughout the entire year.

How do I contribute?

You can contribute through convenient pre-tax payroll deductions.

Do I own the account? Am I immediately vested?

You own the account and are immediately 100% vested in your contributions. You own the matching contributions after three years' service with Northside.

You can also choose to structure your 403(b) Savings Plan as a Roth account. A Roth account is similar to a traditional 403(b) account, but because you make after-tax payroll contributions, you are not taxed when you withdraw money at retirement.

To enroll in the Roth 403(b) account, just select the Roth 403(b) option through Principal when you enroll in your benefits. For more information, visit [myNorthsideHR](#) > Retirement > Retirement Plan > 403(b) Retirement Plan.

Your 403(b) Savings Plan Administrator:

Principal Financial Group

Northside helps you maximize your savings by **matching 50%** of the first 4% of eligible compensation you contribute to the 403(b) Savings Plan.

If you are age 50 and older, you are eligible to make a catch-up contribution to your savings plan in 2023.* However, you must enroll with Principal to make this contribution, as you are not automatically enrolled.

**The 2023 catch-up contribution limit is \$7,500.*





Pension Plan – Northside's investment in you

Northside is pleased to offer a pension plan that provides you with guaranteed income when you retire. Best of all, **Northside Hospital funds the pension benefit at no cost to you** – meaning you're earning extra money for your future just by coming to work!



JORDAN'S
ANNUAL SALARY

JORDAN'S PENSION
BENEFIT

Each year, Northside contributes to your pension benefit, with the rate calculated based on your average annual compensation and credited years of service. You contribute \$0. Your pension benefit begins growing on day one, and at your five-year** mark, your benefit is vested at 100%. The Northside pension plan provides you with guaranteed retirement income for your lifetime. If you leave Northside before you are vested, you'll forfeit the benefit.

**Based on Jordan's hire age of 35, five years of service and annual earnings of \$55,000; this amount varies each year and is ultimately based on Jordan's pay and years worked at Northside.*

***One year of service requires 1,000 hours or more worked in a year.*

**Your Pension Plan
Administrator:**

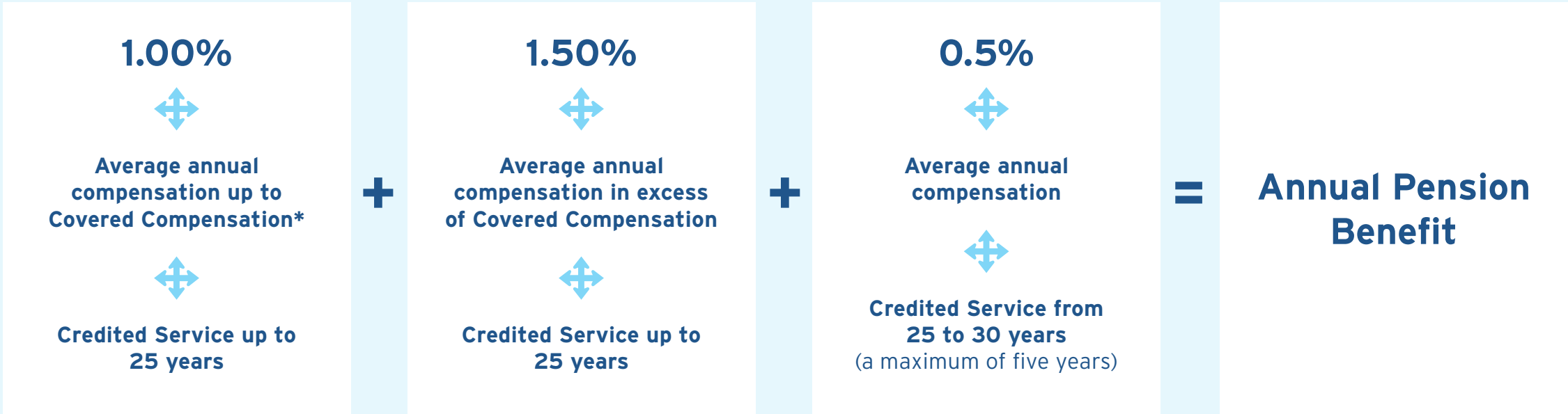
**Principal
Financial
Group**



Pension Plan – How does it work?

Northside is the only hospital system in the region to offer a pension plan. To participate in the plan, you must work at least 1,000 hours in each plan year, and be age 21 or older. You are vested in the pension plan after five years of credited service.

Here’s how your pension benefit is calculated:



**The Northside pension plan only reflects compensation up to the IRS limit. The limit is \$330,000 in 2023.*

Visit [myNorthsideHR](#) > Retirement > Retirement Plan > Pension Plan for more information on Northside’s Pension Plan.

Your Pension Plan Administrator:

Principal Financial Group



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of mind



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Have peace of mind with Short-Term Disability...

If you are unable to work for an extended period of time due to sickness or injury, Northside offers short-term disability benefits to protect a portion of your income. Short-term disability benefits are applicable for your approved disability period.



Available to employees who are approved while on leave of absence and are employed full-time, working 30 hours or more per week



Northside pays the full cost



The short-term disability benefit pays 50% of your pay for 90 days

SUPPLEMENTAL SHORT-TERM DISABILITY

You can purchase up to an additional 10%, 20% or 30% of STD coverage

Supplemental short-term disability pays up to 80% of your base pay

You are not required to provide evidence of insurability

You pay the following for coverage:

- 60%: \$0.16 per \$100 of coverage
- 70%: \$0.19 per \$100 of coverage
- 80%: \$0.21 per \$100 of coverage

Your Short-Term Disability Administrator:

New York Life

You must wait 14 calendar days for short-term disability benefits to begin.

If you have paid time off (PTO) available, you will be paid from PTO; however, if you don't have PTO, you won't be paid during the elimination period.

Pregnant employees will be paid from their maternity hours for the elimination period, if eligible.



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Life, Disability & Leave** > **Short-Term Disability** for more information.





... and **Long-Term Disability**

If you are unable to work for an extended period of time due to sickness or injury, Northside offers long-term disability to protect a portion of your income.



Available to full-time employees working 30 hours or more per week



Pays 50% of base pay up to \$10,000/month



No cost to you and no action required

SUPPLEMENTAL LONG-TERM DISABILITY

You can purchase an additional 10% of long-term disability coverage

Pays 60% of base pay up to \$10,000/maximum

Premium for supplemental long-term disability is \$0.332 per \$100 of covered pay



Visit [myNorthsideHR](#) > **Benefits & Wellness** > **Life, Disability & Leave** > **Long-Term Disability** for more information.

Your Long-Term Disability Administrator:

New York Life

There is an initial 90-day elimination period that applies. If you are approved for long-term disability, you are paid at a rate of 50% of your base pay. You must be out on short-term disability for 90 days before you can apply for, be approved for, and be transitioned to long-term disability.





Basic Life and Accidental Death and Dismemberment (AD&D) Insurance

Northside offers Basic Life and AD&D Insurance to help protect your income when life's unexpected events occur.

Basic Life and AD&D Insurance is covered by Northside at no cost to you. You can choose to purchase Supplemental Life, Supplemental AD&D, Spousal Life and Child(ren) Life.

You will receive Basic Life and AD&D insurance at 1x your annual pay.

Your beneficiary is the person you choose to receive Life and AD&D benefits in the event of your death

AD&D benefits are payable to the insured person in the event of dismemberment or the beneficiary in the event of death

You are automatically the beneficiary for any dependent coverage you purchase

You can designate beneficiaries during the enrollment process

The cost of your supplemental coverage is based upon your age and the amount of coverage you choose. IRS regulations stipulate that employer-provided Life Insurance over \$50,000 is a taxable benefit and is considered imputed income. There is a \$2,000,000 limit for combined Basic and Supplemental Life employee coverage.

Supplemental Life Coverage

You will need to enroll in supplemental life coverage for yourself before you can enroll your spouse.

New Hires Only!

As a new hire, you can add Voluntary Life coverage for yourself up to full guarantee issue without evidence of insurability (EOI). After your initial enrollment period, you may increase your amount by one level without EOI during the Annual Enrollment Period. EOI will be required for first time coverage if elected outside of the first eligible period.

Also during new hire enrolment, you may elect Voluntary Spouse Life Coverage up to \$10,000 without EOI. Anything elected above and beyond \$10,000 in spouse coverage is subject to EOI, as are increases to the spousal life coverage amount after initial enrollment.



Your Basic and AD&D Administrator:

New York Life



Visit [myNorthsideHR](#) >
Benefits & Wellness >
Life, Disability & Leave >
Life and AD&D Insurance
for more information.





Supplemental Life and Accidental Death and Dismemberment (AD&D) Insurance Benefits Rates

Supplemental Employee Life and AD&D can be purchased in increments of 1 to 4 times your annual base salary, up to a maximum of either 4 times your base salary or \$2,000,000 (combined with Employee Basic Life), whichever is lesser. Spousal Life and AD&D can be purchased in increments of \$5,000, up to a maximum of \$100,000. Supplemental Child(ren) Life and AD&D can be purchased in increments of \$5,000, up to \$10,000.

Insurance	Paid By	Benefit Amount	Maximum
Basic Employee Life	Northside	1 time annual base salary \$50,000.00 imputed income	\$2,000,000 (combined with Supplemental Employee Life)
Supplemental Employee Life ¹	Employee	Increments of 1 to 4 times annual base salary	The lesser of 4 times annual base salary or \$1,000,000 (combined with Basic Employee Life)
Supplemental Spousal Life ²	Employee	Increments of \$5,000	\$100,000
Supplemental Child(ren) Life ³	Employee	\$5,000 or \$10,000	\$10,000 per child
Basic Employee AD&D	Northside	1 time annual base salary	\$2,000,000 (combined with Supplemental Employee AD&D)
Supplemental Employee AD&D ¹	Employee	Increments of 1 to 4 times annual base salary	The lesser of 4 times annual base salary or \$2,000,000 (combined with Basic Employee AD&D)
Spousal Life	Employee	Increments of \$5,000 up to \$100,000	
Supplemental Spousal AD&D	Employee	Increments of \$5,000 up to \$100,000	

¹ EOI will be required for first-time coverage and for those increasing the employee or spousal life coverage amount.

² EOI will be required for first time coverage (if elected outside of the first eligible period) and for those increasing the spousal life coverage amount. You will need to enroll in Supplemental Coverage for yourself before you can enroll your spouse.

³ To purchase Child(ren) Life Insurance, you are not required to have life insurance for yourself. One monthly cost covers all eligible children. Children up to 26 years of age may be covered. EOI is not required to insure your child(ren).

Please note: The cost of your supplemental coverage is based upon your age and the amount of coverage you choose. IRS regulations stipulate that employer-provided life insurance over \$50,000 is a taxable benefit and is considered imputed income.





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LifeWorks Services are here to help

Many of us could use additional help managing work or personal issues. LifeWorks Services Employee Assistance Program provides confidential counseling, online resources and support for a variety of topics, and much of it is paid for by Northside.

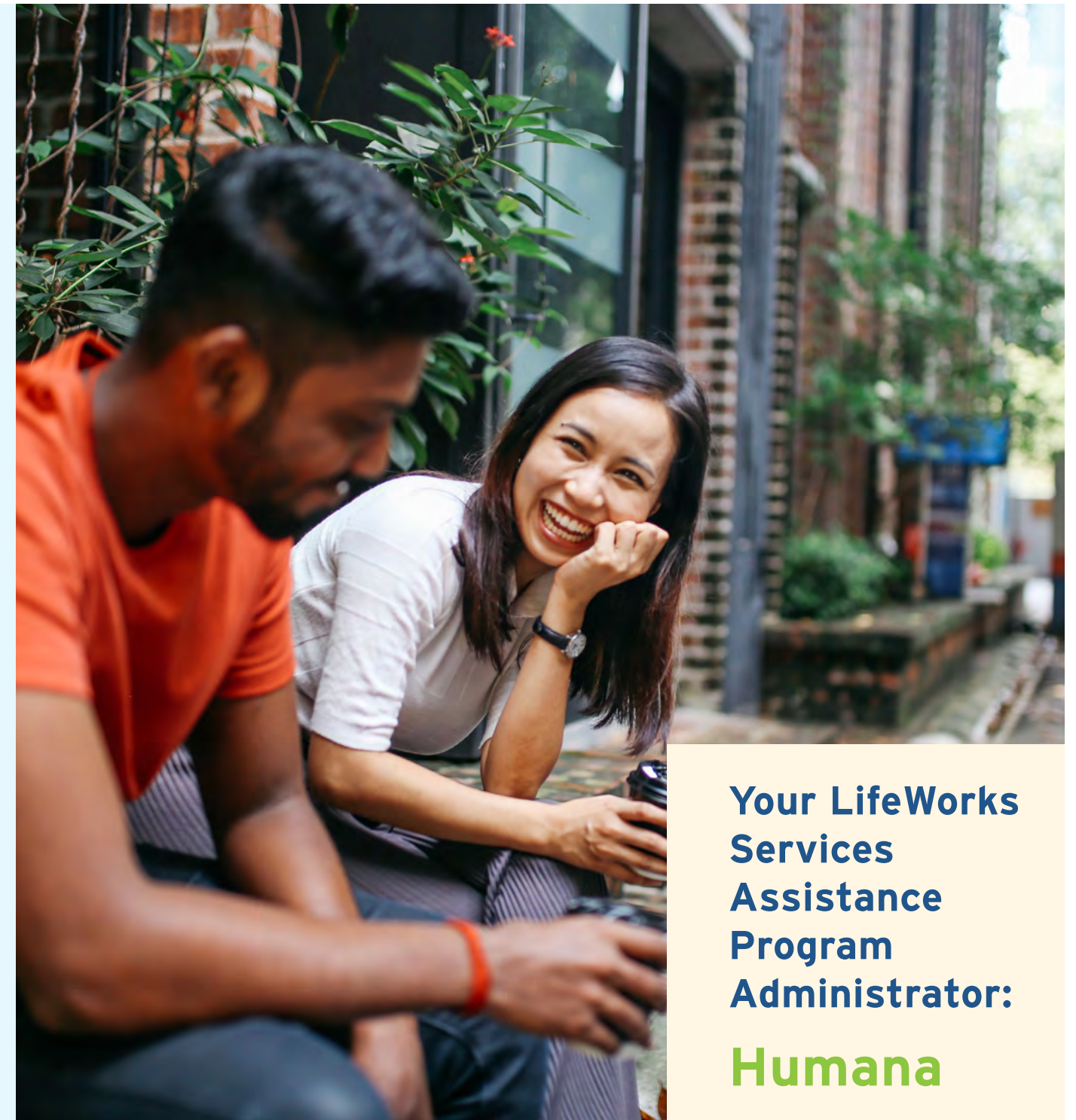
When you call **844-261-3286** you can receive confidential and personal support 24/7 for matters such as:

PERSONAL AND FAMILY SERVICES:

- Career development
- Child or elder care assistance
- Long-term care
- Alcohol and substance abuse
- Marital and family counseling
- Legal matters, including will preparation
- Managing depression and anxiety
- Personal finances
- Home ownership

WORK-RELATED SERVICES:

- Career development
- Professional organization
- Dealing with conflict
- Avoiding burnout
- Managing diversity and organizational change
- Working successfully with others



**Your LifeWorks
Services
Assistance
Program
Administrator:**
Humana



Find out more about LifeWorks Services on [myNorthsideHR](#)
> **Benefits & Wellness** > **Live Strong (Employee Assistance Program).**





meQ



We know working in health care can be as difficult as it is rewarding. **meQuilibrium** is a digital well-being and life coaching platform that helps you manage stress and prevent burnout.

The meQ app delivers clinically validated and highly personalized resilience solutions to better handle life challenges – whether at work or at home – and bounce back from adversity.

With private, confidential digital coaching available 24/7, you can adopt healthier, more productive behaviors to avoid becoming drained or defeated and master proven techniques to organize your thoughts, understand your emotions, and reframe setbacks.



To find out more about meQ, visit [myNorthsideHR](#) > **Tools & Resources > MeQuilibrium.**

Northside Shares Help

Northside Shares Help is an emergency financial assistance program available to employees. To qualify, you must be an employee for at least 12 consecutive months and meet other guidelines.



For more information or to request assistance, visit [myNorthsideHR](#) > **Work. Life. You. > Northside Shares Help.**





Humana Wellness Programs

As an employee, you have access to all wellness programs, in addition to a number of great deals on healthy products and services, including:

- Commercial Case Management
- Personal Nurse
- Transplant Management
- Wellness Calendar
- Neonatal Intensive Care Unit Case Management
- Registered dietitians
- LifeWorks Services



To learn more and register, visit myHumana.com.





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Enjoy time away from work with paid time off (PTO)

You are eligible for PTO (unless you are a resource, temporary or contract employee) on your first day of employment. You can cash out your unused PTO during the annual PTO cashout period each fall based on certain guidelines.

Length of service	Accrual rate	Maximum annual accrual (days/hours)
Less than 5 years	0.0971	23 days/184 hours
5 - 9 years	0.1207	28 days/224 hours
10 - 20 years	0.1404	32 days/256 hours
20 or more years	0.1454	33 days/264 hours

NOTE: Part-time C and per diem employees accrue PTO at the same rate as full-time employees; however, due to their reduced work schedules, they accrue fewer total days annually.

PTO benefits accrue from your date of hire and are available to use after the first of the month following your probationary period.



Visit [myNorthsideHR](#) > Work. Life. You. > Time off > Paid Time Off (PTO) for more information.

The following holidays are recognized by Northside:

New Year's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day



The maximum amount of PTO employees may accumulate is **512 hours**.





Parental Leave Benefits

MATERNITY PROGRAM

Pregnant employees with at least six months of service working at least 24 hours per week are eligible for a paid maternity benefit, in addition to current short-term disability benefits.

- Pregnant employees working at least 24 hours per week can receive up to 120 hours of paid maternity leave following the birth of a child.
- You must use your maternity hours before you can use your short-term disability benefits.



Find more information about these programs and to request a leave of absence through New York Life on [myNorthsideHR](#) > **Benefits & Wellness** > **Parental Paid Time Off Benefits**.

PATERNITY AND ADOPTION PAID TIME OFF PROGRAMS

Northside parents-to-be are eligible for up to **three weeks of paternity or adoption paid time off**.

- Employees are eligible for up to 120 hours of paid time off following the arrival of a child.
- You must apply for a leave to take time off consecutively for paternity and adoption leave.





Legal Services

With LegalShield legal plans, you get convenient, affordable access to a highly qualified network of attorneys for support on personal legal matters.

From advice, to representation, to document review and drafting, you can access legal services, including:

- 24/7 access for emergency situations
- Attorney representation at court for a variety of legal proceedings
- Review and feedback on personal legal documents up to 15 pages long
- Attorney-drafted documents, including Standard Will, Living Will and Power of Attorney, plus residential loan paperwork

Identity Protection

Protect your identity with IDShield, our identity theft protection program.

You can enroll yourself and your family in this voluntary program that provides top-of-the-line identity theft monitoring with alerts, plus restoration. IDShield also includes:

- Credit reports
- Credit score and analysis
- Protection for minors



Learn more at [myNorthsideHR](#) > **Work. Life. You.** > **IDShield and LegalShield Protection.**





Get care for the ones you love

The **Northside Hospital Child Development Center** (Atlanta location only) provides care and education for children of Northside Hospital employees. Our care is developmentally appropriate and provided in a safe, clean and healthy environment. We meet all standards set by the Georgia Office of School Readiness.

Open from 6:30 a.m. to 8:00 p.m.



For more information, contact cdc123@northside.com



To learn more, visit [myNorthsideHR](#) > **Work. Life. You.** > **Child Development Center.**

Bright Horizons provides full-time and part-time B employees with child, adult, elder and pet care for times when you need it. With Bright Horizons, you'll have access to:

- Five back-up care days to use when you need to work and a loved one needs care, or tutoring for children or adults and virtual camps for kids (with a co-pay). Back-up care is provided by in-home care agencies and child care centers (available on a first-come, first-served basis).
- Preferred enrollment at Bright Horizons child care centers and tuition discounts at partner centers.
- Access SitterCity to find and background check, for free, babysitters, nannies, special needs caregivers, senior caregivers and pet sitters and to find full-time child care and discounts on tutoring.

We're excited to offer this benefit, designed to help bring peace of mind to you around care for your loved ones. This is part of our well-being strategy to help you rebalance, recharge and reconnect.



To learn more, visit [myNorthsideHR](#) > **Work. Life. You.** > **Bright Horizons.**



Northside Federal Credit Union


Your Northside Federal Credit Union is owned and operated solely by its members, separate and apart from the general administration of Northside Hospital. Membership is open to all employees, auxiliary workers, medical staff and contract staff personnel affiliated with Northside Hospital. Northside Federal Credit Union offers a full range of savings and loan services, at the best possible rates.

OUR CURRENT SERVICES INCLUDE:

- Auto loans
- Personal loans
- Holiday loans
- Quick cash loans
- Share secured loans
- Mortgage services
- Money orders
- Cashier's checks
- CDs
- Car buying services

OUR LOCATIONS ARE:

- 980 Johnson Ferry Road
Suite 190
Atlanta, GA 30342
404-851-8740
- 1200 Northside Forsyth Drive
Building 1100, Suite 120
Cumming, GA 30041
770-844-3800



Do you work at Northside Atlanta? Save with **MARTA** discounts

Your Commuter
Benefit Program
Administrator:

WEX

MARTA Breeze cards are available to all Northside Hospital employees at over a 40% monthly savings on a regularly priced pass. To enroll in or cancel the Discount Transportation Program, go to [myNorthsideHR](#) > **Tools & Resources** > **Benefits Enrollment** > **Change My Benefits** > **Life Event** > **Change My MARTA Election**.



Achieve your educational dreams with **Tuition Reimbursement** and **Student Loan Repayment**

TUITION REIMBURSEMENT

Northside Hospital provides financial assistance for eligible employees pursuing approved educational opportunities. The program reimburses tuition fees, up to a yearly limit, for courses taken at accredited institutions.

- Courses must be job-related or clinical.
- Employees must be full-time or part-time B. You are eligible for tuition reimbursement after one year of continuous employment.
- Your application is required before the start of the class.



Go to [myNorthsideHR](#) > **Career Evolution** > **Tuition Reimbursement** to review the guidelines prior to taking the class or certification.



Visit [myNorthsideHR](#) > **Work. Life. You.** > **Student Loan Repayment Opportunity** for more information.

STUDENT LOAN REPAYMENT OPPORTUNITY

The Student Loan Repayment Opportunity helps eligible employees repay existing student loan debt. If you're a full-time employee with 18 months of employment with Northside, and you have current qualifying student loans, you may be eligible to receive **up to \$500 per month**.

To be eligible for this opportunity, you must:

1. Be a **full-time** employee working at **least 30 hours** per week.
2. Have scored a **3.25 or higher** on your most recent performance review.
3. Have received a graduate, baccalaureate or associate degree that is **verified by your background check**.
4. **Provide a copy** of your monthly loan statement and/or proof of an outstanding student loan.



Take advantage of **special discounts**

As an employee, you have access to exclusive discounts from top retailers, entertainment vendors and more! View the list below and visit [myNorthsideHR > Work. Life. You. > Work & Life Benefits > Northside Discounts](#) for more information. The employee discount program can change without notice.

NORTHSIDE DISCOUNTS

- Alliance Theater
- Armstrong Relocation
- Atlanta Braves
- Atlanta Hawks
- Atlanta Symphony Orchestra
- Atlas Van Lines
- AT&T
- Bright Horizons
- Camp Bow Wow
- Carrington Academy
- Chevrolet of Canton
- Costco Wholesale
- Georgia Aquarium
- Gwinnett Stripers
- Hyatt House
- Insight
- LA Fitness
- Le Méridien Atlanta Perimeter
- Lululemon
- MARTA Discount
- SCANA Energy Partner Program
- Sherwin-Williams
- TicketsatWork
- Zoo Atlanta





Make a difference in your community

The Northside Hospital Foundation invites you to join Northside's **Community Connection Employee Volunteer Program** for opportunities to volunteer through charity walks, charity drives, community partnership programs and employee giving campaigns.

Plus, participants can earn rewards for giving back and fulfill Clinical Advancement Program and annual evaluation volunteer hours.



Visit [myNorthsideHR](#) > **Work. Life. You.** > **Work & Life Benefits** > **Community Connection Employee Volunteer Program** for more information.





It's all on **myNorthsideHR**



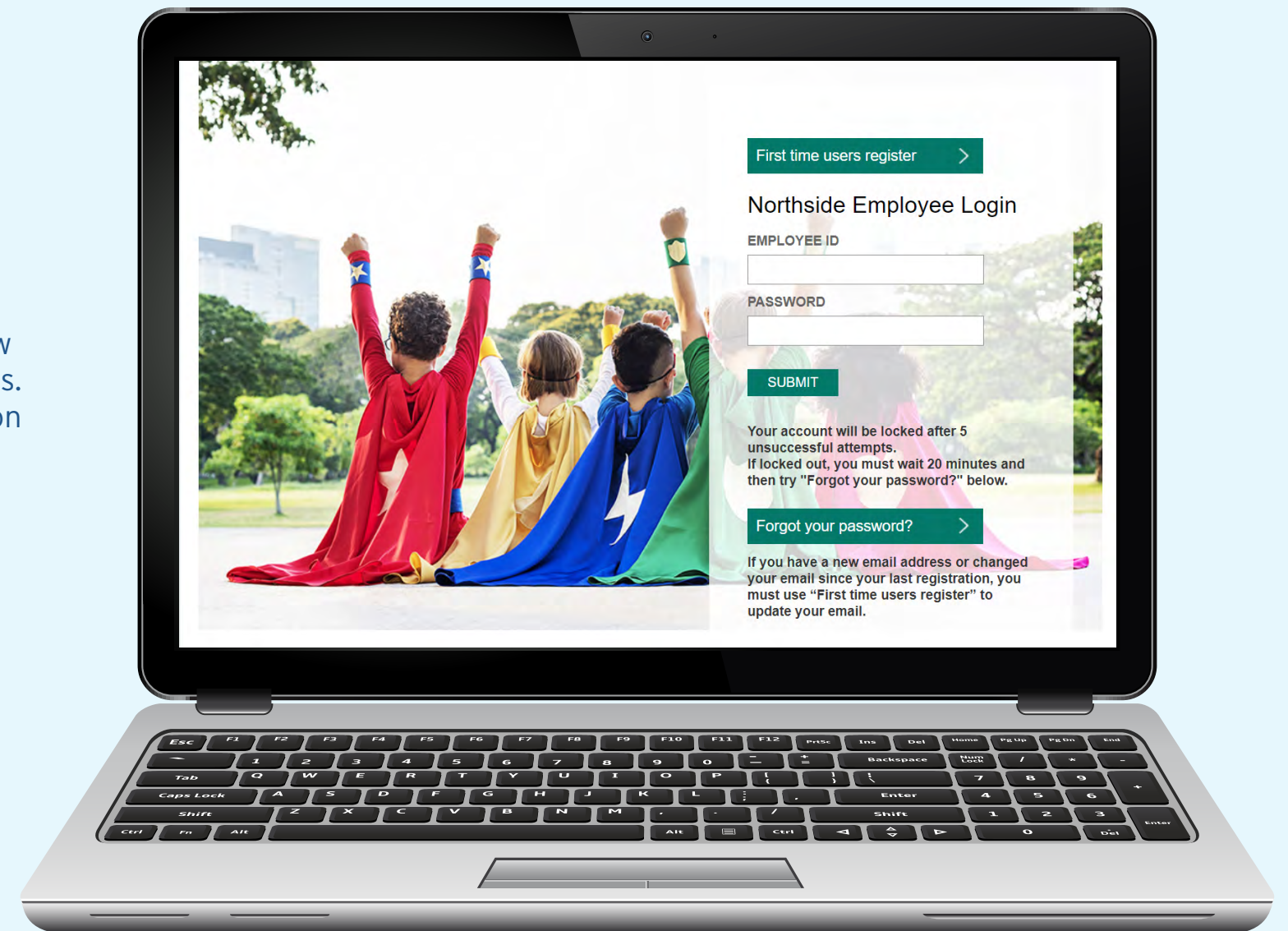
For more information and to enroll in benefits, go to **myNorthsideHR**.

If you can't find answers to your benefits questions on **myNorthsideHR**, contact myHR Service Center via the AskHR tool on the homepage. It's available any time for all of your employee-related questions.

And be sure to check out Nayya, your virtual benefits advisor! Nayya can help you understand which plans make the most sense for you, based on your answers to a few simple questions. Nayya helps you choose the right benefits plans in under 10 minutes. The information you enter is kept confidential and can help you choose plans based on your health and financial needs.

About this Guide

This Summary is intended to summarize key features of Northside Hospital's benefits program. It is not intended to create an employment contract or any other contractual undertaking by either party binding on the other party, expressed or implied. The design, development and administration of these benefits are consistently operated with a policy of equal treatment for all persons without regard to age, race, color, sex, religion, national origin, handicap, veteran status, citizenship status or any other protected status. Complete details of each type of benefit can be found in the formal plan contracts, resolutions and documents that legally govern the operation of that benefit. In the event of any conflict between this summary and the formal plan contracts, resolutions and documents, the formal plan contracts, resolutions and documents will always govern. Northside Hospital, or its delegate, reserves the right to amend, suspend or terminate any benefit, in whole or in part, at any time.





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NORTHSIDE
HOSPITAL

2023



Your 2023 Northside Hospital Benefits Guide