

FY25 Benefits Eligibility

This document shows benefits eligibility and effective dates by employee classification for the Memorial Hermann FY25.

Benefits	FT	PT	Supp/PRN	Eligibility
Medical Plans				
<ul style="list-style-type: none"> MH Care Plan MH Care Broad Access Pharmacy Plan 	X	X	X ¹	Date of employment
Dental Plans				
<ul style="list-style-type: none"> Dental PPO Plan DeltaCare USA DHMO Plan 	X	X		Date of employment
Vision Plan	X	X		Date of employment
Employee Assistance Program	X	X	X	Date of employment
Flexible Spending Accounts	X			Date of employment
Retirement Savings Plan	X	X	X	Date of employment
Employee Paid Short-Term Disability Plan²	X	X		Date of employment
Employer Paid Short-Term Disability Plan²	X	X		Date of employment
Long-Term Disability Plan	X			Date of employment
Life Insurance Plan^{3,4}	X			Date of employment
Accidental Death & Dismemberment Plan⁴	X			Date of employment
Learn Well Program	X	X		Date of employment
Student Loan Repayment Program	X	X		After six months of employment
Adoption Assistance Benefit	X	X		Date of employment
Back-Up Care	X	X	X	Date of employment
Employee Discount Spot	X	X	X	Date of employment
Bright Horizons College Coach	X	X	X	Date of employment
Financial Finesse	X	X		Date of employment
Critical Illness Plan	X	X		Date of employment
Group Accident Plan	X	X		Date of employment
Pet Insurance	X	X		Date of employment

1 MH Care Plan is available to supplemental/PRN employees for employee or employee plus child(ren) at higher rates. The MH Broad Access Plan is not available to supplemental/PRN employees.

2 Short-Term Disability: You must have one year of employment with Memorial Hermann in order to be eligible for the Employer Paid Short-Term Disability Plan. Full-time and part-time employees not eligible for the Employer Paid Short-Term Disability Plan have the option to purchase the Employee Paid Short-Term Disability Plan. Once you complete one year of employment, you will be automatically removed from the Employee Paid Short-Term Disability Plan and enrolled in the Employer Paid Short-Term Disability Plan.

3 Effective date may be dependent upon completion of an Evidence of Insurability.

4 You must be actively at work on the day of your enrollment or increase in coverage limit becomes effective in order to receive this benefit in the event of your death.

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Benefits	FT	PT	Supp/PRN	Eligibility
Legal Plan	X	X		Date of employment
Purchasing Program	X	X		After nine months of employment
Auto and Home Insurance	X	X		Date of employment
Wellthy	X	X	X	Date of employment
Noom	X	X	X	Date of employment
Headspace	X	X	X	Date of employment
Paid Time Off (PTO)⁵	X	X		Date of employment
Paid Parental Leave	X	X		After one year of employment
Personal Holidays⁶	X			After 90th day of employment
Spiritual Holiday⁵	X			Date of employment
Designated Holidays	X			Date of employment
Family Medical Leave	X	X	X	After one year of employment with 1,250 hours
Extended Medical Leave	X	X	X	Date of employment
Unpaid Excused Leave	X	X		Date of employment

⁵ Your accrual will reflect in your banks the pay period after your first day of employment.

⁶ Your accrual will reflect in your banks the pay period after your 90th day of employment.