



Why choose a **career** at

Jackson
HEALTH SYSTEM



Miracles made daily.

The **Benefits** are clear:

Medical
Dental
Vision

Flexible Spending Accounts
Disability Income Protection
Life Insurance

Legal
Pet

ID Protection
Credit Monitoring
Tuition Reimbursement
Retirement Plans



Medical Insurance

As a benefit-eligible employee, you may enroll yourself and dependents in one of our robust family friendly health insurance plans through AvMed. Zero premium for employee coverage and no copay option available. The available medical plans are:

- Jackson First HMO
- Jackson Select HMO
- Jackson Standard HMO
- Jackson Point of Service (POS)



Wellness

An annual, voluntary wellness program designed to motivate you to maintain and improve your well being by offering a cash incentive for the completion of eligible activities. Employees enrolled in any of the Jackson insurance plans are eligible to participate.



Dental

Jackson Health System dental plans offer Standard or Enriched dental PPO and Prepaid DHMO dental plans.



Vision

Jackson Health System vision plan offers a network of providers that service your eye care needs with a modest member copayment.



Flexible Spending Accounts

Jackson Health System Flexible Spending Accounts (FSA) lets you pay for eligible expenses with tax-free money.

Health Care FSA:

- Minimum Annual Contribution: \$260
- Maximum Annual Contribution: \$2,650

Dependent Care FSA:

- Minimum Annual Contribution: \$260
- Maximum Annual Contribution: \$5,000



Disability Income Protection

Short-Term Disability Income Protection

Provides a stable income source to replenish partial salary due to a temporary disability.

Long-Term Disability Income Protection

Long-Term Disability provides monthly payments to replace a portion of your salary if you become disabled.



Life Insurance

Jackson Health System provides eligible employees with Group Term Life Insurance in the amount of one time the employee's annual base salary. In addition, Optional Life Insurance is offered at the employee's expense. Eligible employees may elect to purchase additional life insurance coverage between one and five times his/her annual base salary for a maximum coverage of \$2 million.

- Group Basic
- Group Term Optional Life Insurance



Additional benefits

Jackson Health System provides eligible employees with additional voluntary benefits to support the varying aspects of life, including:

- Legal Insurance
- Pet Insurance by Pet Assure + PETPlus Rx
- Group Critical Illness & Hospital Indemnity Protection
- Voluntary Accident Insurance & Whole Life Insurance
- Universal Life Insurance
- Term Life Insurance with Long Term Care
- ID Theft Protection by ID Commander
- Credit Monitoring by ConstantCredit



Tuition Reimbursement

In keeping with our commitment to help our employees succeed, Jackson Health System offers tuition assistance for employees interested in advancing their careers (5k annually for fulltime employees). Employees may apply for courses leading to a degree or certificate. Courses taken in non-degree seeking status are evaluated on an individual basis. Only eligible, pre-approved courses are reimbursed after required documents are submitted.



Retirement Plan

Defined benefit retirement benefit plan that provides a solid foundation with value, security and choice. It is based on your years of credible service, percentage value and average final compensation at retirement. Vesting is six years.

Additionally, Voluntary 403(b)/457 plans are also available.

