

2024 OWENSBORO HEALTH CATALOG OF EMPLOYEE BENEFITS

LIST OF BENEFITS	WEBSITE OR EMAIL CONTACT	PHONE NUMBER	DESCRIPTION
OWENSBORO HEALTH BENEFITS CENTER		• 1-888-236-6014	• Call the Owensboro Health Benefits Center with any questions regarding benefits throughout the year.
BENEFIT WEBSITE	• Access through Link (HR & Benefits > Benefits > Access Your Benefits)	• 1-888-236-6014	• Website for enrolling or making changes to your benefits. Documents and forms can also be found on this website.
HEALTH COVERAGE BENEFITS			
• Individual and Family Health Plans	Use LINK/ HR & Benefits/ Find A Provider	• 1-800-207-3172	• Full- and part-time team members are eligible to enroll in either health plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Use UMR website to view claims and deductibles. Group number is 76-412188
○ Free preventive care	• mybenefitquestions@owensborohealth.org	• 270-691-7855	• Routine preventive care which includes physician exams and related charges as well as colonoscopies, mammograms, immunizations, flu shots, are paid according to ACA guidelines and at 100% if using an in-network provider and no deductible is applied.
○ No Cost generic maintenance medications	• mybenefitquestions@owensborohealth.org	• 270-417-6701	• No cost generic maintenance prescriptions provided for diabetes, asthma, hypertension and cholesterol through the Owensboro Health Outpatient Pharmacy only and are shipped free. In addition, any mail orders from the Outpatient Pharmacy will be shipped for free. Note, prescriptions cannot be shipped out of state.
• Dental Plan	• Dental: www.deltadentalky.com ○ Choose "PPO" or "Premier" network	• 1-866-480-4871	• Full- and part-time team members are eligible to enroll in three different dental plans. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Group number is 694730
• Vision Plan	• www.eyemedvisioncare.com	• 1-866-723-0513	• Full- and part-time team members are eligible to enroll in the vision plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Group number is 1003278
• Prescription Plan			• Owensboro Health's outpatient pharmacy will do their best to find the lowest out-of-pocket cost for your prescriptions. Services include mail order as well as 90-day prescriptions with free shipping within Kentucky.
○ Owensboro Health Outpatient Pharmacy	• www.express-scripts.com	• Outpatient Pharmacy: 270-417-6701	• You may also utilize over 60,000 retail pharmacies under Express Script network (also includes mail order for 90-day prescriptions).
○ Express Scripts		• Express Scripts: 877-886-1678	• Express Scripts Group number is OWNSBRX, Bin number is 003858, PCN is A4.
			• Specialty Medications-talk with Owensboro Health Outpatient Pharmacy to see if they can fill, prior to going to Accredo Specialty Pharmacy.
• Know your Rx	• www.KYRx.org	• 855-218-5979	• Educating employee about lower cost alternative therapies and/or identifying the lowest cost option for obtaining a specific prescription. Serve as educational resource to covered team members and dependents for questions related to medications as relates to Adverse Reactions, Drug interactions, or other general information.
• COBRA		• 1-800-207-1824	• Customer Service for COBRA information for Health, Dental, Vision and EAP

MENTAL HEALTH BENEFITS

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| • Pastoral Care | • pastoralcare@owensborohealth.org | • 270-417-2100 | • Our chaplains offer support, spiritual counseling, visitation, prayer and other healing resources and interventions as requested and needed by staff. |
| • Employee Assistance Program | • https://link.owensborohealth.org/departments/human-resources/employee-wellness/mental-health-eap/ | • 270-688-4811
• 1-800-711-5752 | • The Employee Assistance Program (EAP) is a confidential service established to provide up to six FREE counseling sessions per event as a benefit to team members, their spouses and qualifying dependents. Appointments are available at the Healthpark in Owensboro and Multicare in Madisonville. |

LIFE INSURANCE BENEFITS

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| • Basic Life Insurance | • www.unum.com | • 1-800-445-0402 | • Full- and part-time team members are automatically enrolled in a basic life insurance plan. Please reference the 2024 benefit guide for coverage information located on Link. Details may be found on the benefits web page. Policy number is 605960-001 |
| • Supplemental Life Insurance | • www.unum.com | • 1-800-445-0402 | • Full- and part-time team members are eligible to enroll in a supplemental life insurance plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Policy number is 605960-001 |
| • Dependent Life Insurance | • www.unum.com | • 1-800-445-0402 | • Full- and part-time team members are eligible to enroll dependents in a life insurance plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Policy number is 605960-001 |

DISABILITY BENEFITS

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| • Short-term Disability Employer Provided | • www.unum.com | • 1-866-779-1054 | • Full time team members are provided short-term disability insurance plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Policy number is 605971-001. |
| • Short-term Disability | • www.unum.com | • 1-866-779-1054 | • Part time team members are eligible to purchase a short-term disability insurance plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details may be found on the benefits web page. Policy number is 605959-001. |
| • Long-term Disability | • www.unum.com | • 1-866-779-1054 | • Full time and part time team members can enroll in long-term disability coverage. Please reference the 2024 benefit guide for coverage information located on Link. Details may be found on the benefits web page. Policy number is 605959-002. |
| • Critical Illness | • www.unum.com | • 1-877-700-8136 | • Full- and part-time team members are eligible to enroll in a critical illness plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details are on the benefits web page. Policy # 945893 |
| • Accident Insurance | • www.unum.com
• | • 1-877-700-8136 | • Full- and part-time team members are eligible to enroll in an accident insurance plan. Please reference the 2024 benefit guide for premium and coverage information located on Link. Details on the benefits web page. Policy # 945892 |
| • Workers Compensation | • https://link.owensborohealth.org/policies-procedures/ | • 270-685-7776 | • Worker's Compensation coverage is provided to all team members who sustain bodily injury or occupational illness during the course of their employment. See Policy HR 078 for more information. |
| • Hospital Insurance Indemnity | • www.unum.com
• | • 1-877-700-8136 | • Full and part-time team members are eligible to enroll in an indemnity plan. This plan can help you be prepared by providing you with a payment to use as you see fit if you |

experience a covered event and meet the policy and certificate requirements. Policy #945894

EMPLOYEE ACTIVITIES

<ul style="list-style-type: none"> Turkey-Ham-Fruit Basket Distribution Easter Coloring Contest Sports League Pop Up Events 	<ul style="list-style-type: none"> EmployeeEngagementTeam@OwensboroHealth.org 	<ul style="list-style-type: none"> 270-685-7700 	<ul style="list-style-type: none"> Free choice to all team members of a turkey, ham, fruit basket, or to donate any of the above to local charities. Easter Coloring Contest – Easter Coloring contests for team members children and grandchildren Team sponsorship for team member participation in sport leagues (i.e. volleyball, softball). Pop-up Events – Pop-up events held for team membership that include free snacks and treats from local food truck vendors.
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LIABILITY INSURANCE

<ul style="list-style-type: none"> Malpractice Insurance 	<ul style="list-style-type: none"> RiskManagement@owensborohealth.org 	<ul style="list-style-type: none"> 270-691-7887 	<ul style="list-style-type: none"> Owensboro Health provides group malpractice Insurance to team members working within specific job descriptions.
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PAID TIME OFF BENEFITS

<ul style="list-style-type: none"> Paid Time Off Bank (PTO) 	<ul style="list-style-type: none"> See LINK, HR & Benefits, Policies 	<ul style="list-style-type: none"> 270-685-7700 	<ul style="list-style-type: none"> Provides full and part-time team members a bank of hours in which pools vacation, holiday and ill hours that allows team members to use as the need or desire arises. Gives team members paid time off. PTO is accrued each pay period in which the employee is in an active status. Accruals are based on the employee’s status (full or part-time), classification (exempt or non-exempt) and length of service. See Policy HR-056 for more information.
<ul style="list-style-type: none"> Bereavement 	<ul style="list-style-type: none"> https://link.owensborohealth.org/departments/human-resources/paid-unpaid-time-off/bereavement-policy/ 	<ul style="list-style-type: none"> 270-685-7700 	<ul style="list-style-type: none"> Bereavement time off is available to full time team members when experiencing the death of a family member as defined by the policy. This is available for the purposes of attending services and spending needed time away from work. See Policy HR 064 for more information.
<ul style="list-style-type: none"> Jury Duty 	<ul style="list-style-type: none"> https://link.owensborohealth.org/policies-procedures/ 	<ul style="list-style-type: none"> 270-685-7700 	<ul style="list-style-type: none"> Owensboro Health encourages team members to fulfill their civil obligation to serve on a jury when requested by providing base pay to full- and part-time team members for missed scheduled work due to jury duty. See Policy HR 040 for more information.

FOOD SERVICE BENEFITS

<ul style="list-style-type: none"> 25% employee discount at Owensboro Health café food service locations 	<ul style="list-style-type: none"> mybenefitquestions@owensborohealth.org 	<ul style="list-style-type: none"> 270-417-6680 	<ul style="list-style-type: none"> All team members receive a 25% discount in the café facilities at the Pleasant Valley, Parrish, Business Center, Muhlenberg Community Hospital, and Healthpark campuses.
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WELLNESS BENEFITS

<ul style="list-style-type: none"> Smoking Cessation Benefits 	<ul style="list-style-type: none"> See LINK 	<ul style="list-style-type: none"> 270-688-3263 270-688-3291 	<ul style="list-style-type: none"> The program is called “Freedom from Smoking” and it is a group-based tobacco cessation program to help individuals learn the tactics to quit smoking and stay quit. It is available at no cost to team members and eligible spouses.
<ul style="list-style-type: none"> Lifesteps Weight Management Program 	<ul style="list-style-type: none"> See LINK 	<ul style="list-style-type: none"> 270-688-3258 	<ul style="list-style-type: none"> Weight Management program available to all team members and eligible spouses at no cost
<ul style="list-style-type: none"> Diabetes Prevention Program 	<ul style="list-style-type: none"> See LINK 	<ul style="list-style-type: none"> 270-688-4858 	<ul style="list-style-type: none"> For individuals at risk for developing Type 2 diabetes based on a number of risk factors. It is no cost to all team members and eligible spouses.
<ul style="list-style-type: none"> Real Appeal 	<ul style="list-style-type: none"> www.owensborohealth.realappeal.com 	<ul style="list-style-type: none"> 1-844-924-7325 	<ul style="list-style-type: none"> Virtual weight loss program available to all team members and eligible spouses.

<ul style="list-style-type: none"> • Fitness membership 	<ul style="list-style-type: none"> • HealthParkMembership@owensborohealth.org • Central City Convention Center • Made4More • Family Wellness Center • Hopkins County Family YMCA • Henderson Co Family YMCA 	<ul style="list-style-type: none"> • 270-688-5433 • 270-757-1723 • 270-971-1247 • 270-298-4500 • 270-821-9622 • 270-827-9622 	<ul style="list-style-type: none"> • Employer-paid membership for team members and dependents ages 13-26.
<ul style="list-style-type: none"> • Action Center 	<ul style="list-style-type: none"> • John.Jones@owensborohealth.org 	<ul style="list-style-type: none"> • 270-688-4828 	<ul style="list-style-type: none"> • The Action Center is provided free as an employee benefit. On the ninth floor of Owensboro Health Regional Hospital (Pleasant Valley campus) and open 24 hours a day, seven days a week, the Action Center offers cardio and strength training equipment for team members who want to raise their heart rate and tone some muscles.
<ul style="list-style-type: none"> • Virgin Pulse 	<ul style="list-style-type: none"> • https://enroll.virginpulse.com 	<ul style="list-style-type: none"> • 1-888-671-9395 	<ul style="list-style-type: none"> • Virgin Pulse is an incentive based health enhancement program which integrates health, wellness and lifelong well-being. It is personalized and team members earn points.
<ul style="list-style-type: none"> • Harvest Market 	<ul style="list-style-type: none"> • EmployeeEngagementTeam@OwensboroHealth.org 	<ul style="list-style-type: none"> • 270-685-7700 	<ul style="list-style-type: none"> • Hosting of the Owensboro Regional Farmer's Market weekly during summer.
<ul style="list-style-type: none"> • Employee Health Services 	<ul style="list-style-type: none"> • EmployeeHealth@owensborohealth.org 	<ul style="list-style-type: none"> • 270-417-6390 	<ul style="list-style-type: none"> • Keeping a healthy mind, body and spirit is vital for our team members. The Employee Health offices schedule and administer annual vaccinations and testing, and provide safety measures for blood and body fluid exposures. All vaccinations are provided at no cost to the employee.
FINANCIAL WELLNESS			
<ul style="list-style-type: none"> • Health Savings Account (HSA) 	<ul style="list-style-type: none"> • my.healthequity.com 	<ul style="list-style-type: none"> • 1-877-915-3233 	<ul style="list-style-type: none"> • A Health Savings Account (HSA) administered by HealthEquity can help alleviate qualified health expenses incurred. You must be enrolled in the Owensboro Health high deductible medical plan (ABHP) to be eligible for a HSA account. Owensboro Health will match your HSA contribution up to \$500 in 2024. Please reference the 2024 benefit guide for additional information.
<ul style="list-style-type: none"> • Flexible Spending Account 	<ul style="list-style-type: none"> • my.healthequity.com 	<ul style="list-style-type: none"> • 1-877-924-3967 	<ul style="list-style-type: none"> • A Flexible Spending Account administered by HealthEquity can help alleviate qualified health expenses incurred with pre-tax dollars. Any contributions made to an FSA must be used during the plan year. Please reference the 2024 benefit guide for additional information.
<ul style="list-style-type: none"> • Health Reimbursement Account (HRA) 	<ul style="list-style-type: none"> • www.umar.com 	<ul style="list-style-type: none"> • 1-800-207-3172 	<ul style="list-style-type: none"> • A Health Reimbursement Account (HRA) is administered by UMR and it can help with paying medical expenses. The amount of reimbursement is based on your 2024 medical claims responsibility. As you incur medical expenses, Owensboro Health will reimburse you up to \$500.
<ul style="list-style-type: none"> • 403(b) Retirement Plan 	<ul style="list-style-type: none"> • www.prudential.com/online/retirement 	<ul style="list-style-type: none"> • 1-877-778-2100 	<ul style="list-style-type: none"> • Owensboro Health provides a way for you to save for retirement on a tax advantaged basis. Details can be found in the Summary Plan Description on the benefits website or in the benefits guide located on Link.
<ul style="list-style-type: none"> • College-bound 529 Savings Plan 	<ul style="list-style-type: none"> • www.Invesco.com/college-bound-529/employerplan?empl=624582 	<ul style="list-style-type: none"> • 1-877-615-4116 	<ul style="list-style-type: none"> • Owensboro Health is pleased to help you set up regular college savings for a child or children.

<ul style="list-style-type: none"> Employee Payment Plan 	<ul style="list-style-type: none"> financialassistance@owensborohealth.org 	<ul style="list-style-type: none"> 270-685-7744 270-688-1330 	<ul style="list-style-type: none"> Owensboro Health team members who receive medical care at one of the health system's facilities are eligible for payment plan options and payroll deduction through Owensboro Health and One Health billing services.
<ul style="list-style-type: none"> Employee Payroll Deduction 	<ul style="list-style-type: none"> https://link.owensborohealth.org/policies-procedures/ 	<ul style="list-style-type: none"> 270-685-7700 	<ul style="list-style-type: none"> Full- and part-time team members are eligible to payroll deduct purchases from Owensboro Health company stores and café locations. See Policy HR 084 for more information.
<ul style="list-style-type: none"> HOPE Fund (Helping Our People in Emergencies) 	<ul style="list-style-type: none"> https://link.owensborohealth.org/departments/foundation/the-hope-fund/ 	<ul style="list-style-type: none"> 270-685-7712 	<ul style="list-style-type: none"> The HOPE Fund exists to provide financial, emotional, and spiritual support to health system team members when they face crises and emergency situations.
EDUCATION BENEFITS			
<ul style="list-style-type: none"> Tuition Assistance 	<ul style="list-style-type: none"> https://link.owensborohealth.org/departments/human-resources/education-benefits/ 	<ul style="list-style-type: none"> 270-685-7702 	<ul style="list-style-type: none"> Owensboro Health offers financial support to team members seeking to enhance their education, skills or professional development. See Policy HR 073 for more information.
EMPLOYEE DISCOUNTS			
<ul style="list-style-type: none"> Discounts for Owensboro Health team members at businesses Vision Discount Hearing Discount 	<ul style="list-style-type: none"> https://owensborohealth.accessperks.com www.vsp.com 	<ul style="list-style-type: none"> 270-685-7700 800-877-7195 844-526-5432 	<ul style="list-style-type: none"> Access Perks offers discounts to Owensboro Health by participating businesses. Discount on vision exams and materials through Vision Service Plan (VSP) if you are enrolled in the Delta Dental plan. Discount on hearing exams and hearing aids offered through Amplifon if you are enrolled in the Eyemed Vision Care vision plan. Discount for team members on anything that is not a prescription. This includes OTC meds, lotions, first aid materials, and snacks.
<ul style="list-style-type: none"> Outpatient Pharmacy 		<ul style="list-style-type: none"> 270-417-6701 	
Travel Assistance			
<ul style="list-style-type: none"> Emergency Travel Assistance 	<ul style="list-style-type: none"> Assist America, Inc. Download the app or Email medservices@assistamerica.com Ref # 01-AA-UN-762490 	<ul style="list-style-type: none"> Within the US 1-800-872-1414 Outside the US +609-986-1234 	<ul style="list-style-type: none"> If you or your family member has a medical emergency and are more than 100 miles from home you can contact Assist America by phone or email. Services are available 24 hours a day, 365 days a year.
SECURITY BENEFITS			
<ul style="list-style-type: none"> Identity Theft Recovery Service 		<ul style="list-style-type: none"> 1-800-984-6812 	<ul style="list-style-type: none"> For full- and part-time team members, if you are a victim of financial or medical identity fraud or if you'd like to store your card information on one central location.