

2023 Total Rewards Summary

Virginia Mason Franciscan Health (VMFH) provides a comprehensive package of pay, benefits, career and recognition programs designed to support our strategic plan and ensure we attract and keep our talented team members. Be sure to talk with your manager or Human Resources to learn more about the many programs available and ensure you get the most value. Thank you for being a part of the VMFH team!

PAY: Designed to be above market, consistent and equitable across the organization

Pay	Market competitive pay based on your year of Residency.
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	Team Members Eligible	When Coverage Begins	Who Pays	What You Receive	Learn More
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BENEFITS: For you and your family

For your physical wellness

Medical, Rx & Dental	Benefit eligible 20+ hrs/week	Upon date of hire/eligibility	VMFH + Team Member	<ul style="list-style-type: none"> Choice of 3 medical plans (2 general PPOs and a high- deductible health plan) and 3 dental plans for yourself and your eligible dependents Rx included with all medical plans 	Benefits and Wellbeing site
Vision Hardware			Team Member		
Gym Membership Discounts	All	Upon date of hire/eligibility	VMFH	Participate in member gyms, including the Y, and receive discounted member fees or rebate	

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BENEFITS: For you and your family					
For your financial wellness					
VMC Retirement Plan 401(a)	All Team members ages 21 and over who have completed 1000 hours of service during first 12 months of employment	The first of the month after completing eligibility	VMFH	<p>VMFH makes an annual contribution for plan participants who have worked 1000 hours or more in a plan year and are employed on December 31 of the plan year:</p> <ul style="list-style-type: none"> •For the first 5 years: <ul style="list-style-type: none"> – Equal to 3.5% of earnings for first \$160,200* --Equal to 9.2% of earnings for \$160,201 - \$180,000 •For years 6 and greater: <ul style="list-style-type: none"> – Equal to 6.3% of earnings for first \$160,200* --Equal to 12% of earnings for \$160,201 - \$180,000 <p><i>* 2023 Social Security Wage Base</i></p>	Benefits and Wellbeing site
Retirement Savings Plan 403(b)	All	Upon date of hire/eligibility	Team Member	<p>You may elect to set money aside on a pre-tax basis for retirement:</p> <ul style="list-style-type: none"> • \$22,500 annual contribution limit for those under age 50 • \$30,000 annual contribution limit for those age 50 and over 	
Health Care Flexible Spending Account (FSA)	Benefits eligible 20+ hrs/week	1 st day of the month on or after date of hire/eligibility		<ul style="list-style-type: none"> • Pre-tax savings for eligible out-of-pocket health care expenses for you and your dependents up to \$2,850 per plan year • Debit card available; electronic claim submission; \$570 carryover for unused funds 	
Dependent Care Flexible Spending Account (FSA)				<ul style="list-style-type: none"> • Pre-tax savings for eligible out-of-pocket child/elder care expenses; up to \$5,000 per plan year, \$3,000 limit applies if salary is greater than \$135,000. • Debit card available; electronic claim submission 	
Commuter Benefits	All	Upon date of hire	VMFH + Team Member	<ul style="list-style-type: none"> • The ORCA Annual Passport can be used for bus, van pool or light rail services. Offered for a \$50 administration fee, the passport can reduce your commuter expenses by \$300-\$400 each year. <i>(Continued on next page)</i> 	

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BENEFITS: For you and your family					
For your financial wellness, cont'd.					
Commuter Benefits, cont'd.	All	Upon date of hire	VMFH + Team Member	<ul style="list-style-type: none"> A passenger-only ferry pass is available through WageWorks subsidized at 75% by VMFH; a preloaded ORCA card which must be ordered by the 10th of the month for the following month's pass; pre-tax cost will be deducted from your paycheck Guaranteed Ride Home is available when unexpectedly working late or when sudden illness or family emergencies arise, requires ORCA Annual Passport participation 	Benefits and Wellbeing site
Basic Life Insurance & Accidental Death & Dismemberment (AD&D)	Benefits eligible 20+ hrs/week		VMFH	Basic Life and AD&D insurance at 1x your salary with a minimum of \$50,000 and maximum of \$200,000.	
Additional Life Insurance		1 st day of the month following carrier approval	Team Member	<ul style="list-style-type: none"> \$20,000-\$500,000 term life insurance may be available for you and your spouse/domestic partner Eligible for \$100,000 Guarantee Issue during first 30 days of hire Spouse/domestic partner eligible for \$50,000 Guarantee Issue during first 30 days of hire Amounts above Guarantee Issue or outside of new hire window, completion of Evidence of Insurability Statement required and is subject to carrier approval Child life available in policies of \$5,000, \$7,500 or \$10,000 	

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BENEFITS: For you and your family					
For your financial wellness, cont'd.					
Additional Accidental Death & Dismemberment	Benefits eligible 20+ hrs/week	1 st day of the month on or after date of hire/eligibility	Team Member	Additional AD&D available for employee or employee and family coverage up to \$500,000	Benefits and Wellbeing site
New York Life Secure Travel (included with Life Insurance)		Upon date of hire or eligibility	VMFH	Extra security when traveling more than 100 miles from home or internationally <ul style="list-style-type: none"> • Range of medical, security, legal and travel assistance services • Available 24 hours a day to answer questions and provide assistance 	
Short-Term Disability (STD)	Benefits eligible 30+ hrs/week	Upon date of hire/eligibility	Team Member	Accrual begins on the 1 st day of the month on or after hire/eligibility <ul style="list-style-type: none"> • FTE .75 or greater • This optional coverage replaces 60% of your salary up to \$5,000 per month for up to 180 days of disability starting after 14 consecutive days of disability • This coverage has a six-month pre-existing condition exclusion. Must reduce sick time to 40 hours before STD will pay 	Enroll only during Annual or New Hire Enrollment Prior to enrolling in STD, visit the Washington Paid Family & Medical Leave at https://paidleave.wa.gov/
Long-Term Disability (LTD)			VMFH	<ul style="list-style-type: none"> • 60% of monthly income up to \$10,000 after 180 days of STD • No income offset 	
Critical Illness	Benefits eligible 20+ hour/week	1 st day of the month on or after date of hire/eligibility	Team Member	Pays a lump-sum cash benefit directly to you to help cover medical and other expenses caused by a critical illness	Benefits and Wellbeing site Enroll only during Annual or New Hire Enrollment
Accident				Pays you cash benefits to help cover out-of-pocket expenses for injuries	
Legal Services				Offers telephonic and office consults for personal legal matters, access to estate planning, financial matters, and family law	

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For your financial wellness, cont'd.					
ID Theft	All	1 st day of the month on or after date of hire/eligibility	Team Member	Protects you from the devastation of identity theft with tri-bureau credit monitoring, credit report disputes resolutions, credit and debit card monitoring	Benefits and Wellbeing site Enroll anytime by accessing the link above
Student Debt Refinance	All	1 st day of the month on or after date of hire/eligibility	Team Member	Simplify your payments by combining multiple loans student loans with a new one at a lower rate	Refer to Benefits and Wellbeing site for more information
Pet Insurance				Reimburses you for your pet's prescriptions, surgeries, common and serious illnesses	
Auto and Home Insurance				Provides quotes from multiple carriers for side by side coverage comparison. Includes boats, motorcycles and RVs	
For your emotional wellness					
Paid Time Away¹	Benefits eligible 20+ hrs/week	Upon date of hire or eligibility	VMFH	20 calendar days off per academic year	Refer to HR Policies on V-Net
Sick Time		Upon date of hire or eligibility		72 hours of sick time provided annually in alignment with the Seattle Paid Sick and Safe Time ordinance (prorated for FTE)	
Bereavement		Upon date of hire or eligibility		Up to three days (24 hours) with pay for loss of immediate family members	

¹ PTA may not be used after notice of separation has been given. PTA is not paid out at separation of employment.

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For your family					
Mental Health Benefit	All	Upon employment	VMFH	Includes: <ul style="list-style-type: none"> • Provide care for your emotional and mental health. • You and your household family members will receive up to 10 in-person or live video sessions per year with a licensed professional matched to your personal needs. 	Benefits and Wellbeing site
Child and Elder Care, Care Advantage and Bright Horizons			Team Member	<ul style="list-style-type: none"> • Child and elder care programs for various situations • Discounted rates plus priority placement 	
Discounts				Discounts and services to help save money and/or make life run a little more smoothly for: <ul style="list-style-type: none"> • Travel, entertainment, sports, arts, leisure activities, estate planning and home ownership 	Benefits and Wellbeing site
RECOGNITION: Rewarding team members for a job well done					
Applause!	All	Upon employment	VMFH	<ul style="list-style-type: none"> • VMFH's recognition program designed to reward team members based on VMFH's Respect for People and T.I.E.S. values — Teamwork, Integrity, Excellence, Service • Includes programs ranging from recognizing contributions and results to the organization, to just catching team members doing the little things that make a big difference in the quality of patient care 	applause.performnet.com/applause/login.do

The contents of the Total Reward Summary are not to be construed as a substitute for provisions of the master policies or agreements. In the event of any inconsistencies the plan documents or policies will prevail.