



# 2023-2024 Total Rewards Program

Medical/RX/HRA

Telemedicine

Healthcare Concierge

Employee Assistance Program

Wellness

Dental

Vision

Flexible Spending Accounts

Basic Life/AD&D

Voluntary Life/AD&D

Short & Long Term Disability

Voluntary Accident

Voluntary Critical Illness

Voluntary Legal / ID Theft Protection

Voluntary Pet Insurance

Travel Assistance

Financial Resources

Discount Program

401(k) Retirement Plan

Company Paid Holidays

Paid Time Off

Professional Development

Gym Memberships

## Benefit Highlights

### Eligibility

You are eligible for benefits if you are a regular, full-time employee working an average of 30 hours per week.\* Coverage is effective the first of the month following your date of hire or change to full-time status.

\* Part-time employees are eligible for the following benefits: HealthJoy, Aetna's Resource for Living EAP, BenefitHub and 401(k).

### Summary

- **Medical/Rx** – ACH offers a medical plan through Aetna with the choice of two networks.
- **HRA (Deductible Assistance)** – ACH provides a HRA to help pay your in-network deductible.
- **HealthJoy** – ACH partners with HealthJoy to provide health care guidance and virtual medical consultations at no cost to you. The telemedicine and healthcare concierge services are available 24/7/365. Consultations for dermatology and nutrition are available for a fee under the program.
- **Employee Assistance Program (EAP)** – Counseling and online support programs are available at no cost to you and your family, including online therapy and psychiatry through Talkspace.
- **Wellness** – Nutrition coaching is available if you meet certain criteria.
- **Dental** – Dental and orthodontia services are available.
- **Vision** – \$10 exam copay, \$10 lens copay, \$130 frame allowance
- **Flexible Spending Accounts** – Health and dependent care accounts are available.
- **Life/AD&D** – Employer paid life/AD&D benefit is equal to one times your salary up to \$100,000 and you have the option to purchase additional coverage for yourself and eligible dependents.
- **Disability** – Core coverage is employer paid for Short Term and Long Term Disability. Additional coverage is voluntary and paid by you.
- **Accident, Critical Illness, Legal Services, ID Theft Protection, Pet Insurance, Travel Assistance, Financial and Legal Resources and Discount Program** – These benefits are available.
- **401(k) Retirement Plan** – Receive an employer match of 100% of your contribution up to 3% and 50% of your contribution of the next 2% of deferrals.
- **Additional Benefits** – Yes, there's more!