



**ACH** child and family services  
protecting children. preserving families. since 1915.



our community **our kids**



## 2024-2025

# Total Rewards Program

### OVERVIEW

Medical/RX/HRA

Telemedicine

Health care Concierge

Employee Assistance Program

Wellness

Dental

Vision

Flexible Spending Accounts

Basic, Voluntary Life/AD&D

Short and Long Term Disability

### SUPPLEMENTAL COVERAGES

Voluntary Legal/ID Theft Protection

Additional Benefits

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 an 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 health care 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.