

HEALTH & WELFARE BENEFITS

BENEFITS ELIGIBILITY

InterHealth Seasonal Team Members are eligible for benefits first of the month, after 30 days of employment. Team members that do not enroll during the new hire enrollment window will have to wait until annual enrollment to obtain coverage without a life event. Renewing a contract will not open a new enrollment window.

MEDICAL INSURANCE

InterHealth offers a comprehensive medical plan, that includes pharmacy benefits. With low premiums & out-of-pocket costs, the InterHealth medical plan provides exceptional value.

DENTAL INSURANCE

InterHealth offers two dental plan options for you and your family, covering needs ranging from preventative care including cleanings, x-rays, and exams, to major care needs like crowns and root canals.

VISION INSURANCE

InterHealth offers vision insurance that includes low copayments for eye exams, as well as an allowance toward glasses and contacts.

LIVE WELL

The LIVE WELL program includes health coaching, weight loss, diabetes management, nutrition planning, smoking cessation and stress management.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Up to 5 free personal, marital, family, substance abuse, legal, and/or financial counseling sessions are available on a short term basis for all team members and dependents annually.

TAVA MENTAL HEALTH SERVICES

Up to 12 free personal, marital, family substance abuse, legal, and/or financial counseling sessions are available on a short term basis for all team members and dependents annually.

LIFE & DISABILITY INSURANCES

LIFE INSURANCE

InterHealth provides life insurance at one times (1x) your annual base salary, however you may purchase additional coverage up to six times (6x) your annual base rate up to a maximum aggregate of \$2 million.

DEPENDENT LIFE INSURANCE

InterHealth offers four levels of coverage for spouse/dependent insurance that is available for purchase.

SHORT-TERM DISABILITY INSURANCE

Team members may purchase coverage of 66 2/3% of their pay, up to a maximum of \$1,500 each week for up to 24 weeks. Short-term disability coverage starts on the 15th day of qualifying illness or injury that may prevent you from performing the duties of your job on a short-term basis.

LONG-TERM DISABILITY INSURANCE

Team members may purchase coverage of 66 2/3% of their pay, up to a maximum of \$10,000 per month. Long-term disability insurance protects you financially should you become disabled. Coverage starts after a 180 day waiting period and can last until retirement, if qualified and needed.

SUPPLEMENTAL INSURANCES

InterHealth offers a number of voluntary products at discounted rates including accidental death & dismemberment, term life, critical illness, accident insurance, hospital indemnity coverage, identity theft protection, legal assistance planning, and pet insurance.

401(k) RETIREMENT SAVINGS PLAN

To help plan for the future, team members may contribute any percentage of their gross earnings on a pre-tax or post-tax basis up to the IRS annual limit to this qualified retirement plan. You are automatically enrolled at 2% to start making contributions upon your hire date. Employer Match begins after 1 year of service; 100% on the first 3% and 50% on the next 2%.

529 COLLEGE SAVINGS PLAN

Save for future dependent education through a tax-advantaged 529 savings program. These funds may be used for qualifying K-12 education or college-level expenses for an assigned beneficiary.