

BEEBE BENEFITS AT A GLANCE

At Beebe Healthcare, we're committed to supporting our team members emotionally, physically, and financially. Our comprehensive suite of perks and benefits supports your total health and wellbeing. Below are **30 benefits and perks** available to both full-time (FT) and part-time (PT) team members.



1. Health Insurance

Coverage available to FT and PT team members, dependents, and spouses not covered through an employer.



2. Dental Plan

Two comprehensive plans available for FT and PT team members, dependents, and spouses.



3. Vision Plan

A comprehensive assistance plan available for FT and PT team members, dependents, and spouses.



4. Prescription Benefit Plan

Plan included zero-dollar copays and mail order.



5. Dependent Care Reimbursement Account

Option to set aside pre-tax dollars for child-care and elder-care reimbursement.



6. Healthcare Reimbursement Account

Option to set aside pre-tax dollars for any medical expense not fully covered by insurance.



7. Paid Time Off

Regular FT team members accrue 25 days per year.



8. Long-Term Sick Bank

FT team members accrue 5 days per year.



9. Short-Term Disability

Benefit to all FT team members at no cost.



10. Long-Term Disability

FT team members are eligible for 50% of base salary on six-month leave; members may purchase an additional 10%.



11. Life Insurance

FT team members receive coverage equal to one and one-half (1.5) times their annual salary; PT team members get \$10,000 coverage.



12. Retirement-Plus Program

Beebe matches up to 7% of a team member's base pay with a 50% match; Lincoln Financial administrate; Catch-up contributions available.



13. Tuition Reimbursement

Beebe provides tuition assistance to eligible FT team members on a reimbursement basis up to \$5,000 annually; Pro-rated for eligible PT members.



14. Shift Differential

Hourly team members can receive an additional 9% for evening shift, 14% for night shift, and another 9% for weekend shift (18% for weekend evening and 23% for weekend night).



15. Direct Deposit

Receive your paycheck through direct deposits to your bank account.

WAIT, THERE'S MORE!



16. Employer Contribution Plan

Additional contribution to team members 403(b) account based on hours worked/years of service; vesting after 3 years.



17. Supplemental Life Insurance

The additional purchase of supplemental insurance is available for FT/PT team members spouses/dependents.



18. Critical Accident

24-hour coverage for both on and off the job injuries. Plan pays specified amount to help cover financial expenses.



19. Critical Illness

Helps provide financial support when diagnosed with a covered critical illness.



20. Coastal Lifestyle

Main campus located .5 mile from the beach.



21. Health Services & Vaccines



22. Service Awards Recognition



23. College Savings Plan



24. Financial Coaching



25. New Teammate Emergency Fund



26. Therapy Dogs



27. Love Note Program



28. Free Parking



29. Centennial Organization Founded in 1916



30. Award-Winning Team

FOR DETAILS, VISIT HUMAN RESOURCES OR EMAIL:
employment@beebehealthcare.org