



What makes Neighborhood a great place to work?

Comprehensive Benefits Package

Neighborhood Health Plan of Rhode Island offers benefits to all employees who work at least 22 ½ hours per week.

Health Insurance: Aetna

Employees have a choice between two plans: a PPO or High Deductible with H.S.A. Both plans provide coverage for Preventive Care. Most other services are covered either with a copay, deductible and/or coinsurance. In addition to the standard medical and prescription services, the health plan also covers Chiropractic Care and Acupuncture, and members receive up to \$200 per year in free CVS-branded health and wellness products.

Dental Insurance: Delta Dental of RI

Employees have a choice between two plans. Both plans provide 100% coverage for Preventive and Diagnostic Care with varying levels of coverage for Basic and Major Services. The annual benefit maximum is \$1,200 or \$1,500 per person and the high plan covers orthodontia services at 50% for members of all ages on the plan to a \$1,200 lifetime maximum.

Vision Insurance: VSP

\$10 copay per participant for annual eye exam and \$30 copay for lenses. \$130-\$150 in materials to be used towards contacts and/or frames. Frame replacement is every other calendar year. Reimbursements available for out of network services.

Telemedicine: CVS Virtual Care

Consult with a top-rated doctor from your home, work, or when you're traveling – 365 days a year, 24 hours a day – on your computer or phone. Ask a doctor about common symptoms and conditions such as cold and flu, sinus, ear and eye infections, headaches, and more!

Benefits Advocate Program

Through the Benefits Advocate program, Neighborhood offers a confidential resource for benefit or claims-related questions to all employees and their covered dependents.

Savings Accounts and Financial Protection

Neighborhood offers a variety of benefits that help employees save for the future and protect your finances.

- **Flexible Spending Accounts** – Give yourself a raise! Set aside pretax money, thus lowering your taxable income, to pay for qualified Health Care, Dependent Care, and Commuter expenses.
- **401(k) Retirement Plan** – Employees are automatically enrolled upon hire at a 5% contribution. After 6 months, Neighborhood will match up to 4% of your salary! Private consultations with individual retirement counselors are available.
- **College Bound 529 Saver** – Set aside money through simple payroll deduction to save for college expenses of those closest to you. Wide range of investment options available.
- **Life/AD&D Insurance** – Neighborhood provides a basic life and accidental death & dismemberment insurance benefit to all eligible employees of 1 ½ - 2 times your annual salary (subject to benefit maximums). Employees also have the option to purchase supplemental life insurance on behalf of themselves, their spouses, and children.
- **Disability Insurance** – After one year of employment, Short Term and Long Term Disability is provided to all eligible employees and paid for by Neighborhood. Employees have the option to purchase an Enhanced LTD plan to receive a higher level of coverage.

What makes Neighborhood a great place to work?

Employee Well-Being

Neighborhood values our employees and their families. That is why we offer a wide range of benefits to help employees be at their best.

Employee Assistance Program

24-hour access to professional, confidential counseling for employee and family. Individuals may also receive face to face visits with a counselor. Legal and financial resources also available.

Aetna Health Your Way Wellness Program

Neighborhood's mission is to promote health, wellness, and quality of life for employees and their loved ones so they can be at their best. Employees and their dependents over the age of 18 can take advantage of the comprehensive wellness program and earn up to \$100 per year! The more you engage with it, the better you can feel and the more you will be rewarded!

Calm – The #1 App for Mental Fitness

Employees have full access at no cost to Calm's extensive offerings for sleep, music, exercise, meditation and relaxation. Sleep More. Stress Less. Live Better.

On-site Fitness Center & Serenity Space

Neighborhood has fitness center right on-site that employees can use at no cost! The fitness center has a variety of equipment ranging from cardiovascular to strength training. Our Serenity Space was created with employee's well-being in mind. It serves as a private space to wind down and de-stress while at work.

Volunteer Opportunities

Neighborhood encourages employees to become more involved within their communities, lending voluntary support to programs that enrich the quality of life and opportunities of the community. Neighborhood offers one paid Volunteer Day annually for employees to participate in programs that are of personal interest or company-sponsored.

Paid Time Off

Neighborhood's generous Earned Time program allows employees to accrue time each pay period which can be used to take sick, personal, or vacation time through the year. Additionally, Neighborhood recognizes most national and local holidays.

Tickets at Work Discount Program

Through Tickets-At-Work, a cost-free benefit program, employees receive exclusive travel and entertainment discounts so you can make the most out of your time away from work. Having fun, getting away, and saving money are important for your well-being!

Employee Appreciation

It's important to Neighborhood that our employees feel appreciated and, as such, we try to remind them as often as possible. Some of the events we have had in the past:

- Employee Appreciation Week
- Employee Experience Events
- Employee Anniversary Breakfast
- Events hosted by our ERGs
- Onsite Pop-Up Food & Ice Cream Trucks

We Support Veterans & Military Families

Providing career opportunities for our heroes. Neighborhood is committed to supporting and honoring service members and their families. We appreciate and value the commitment, leadership experience and unique skills active, veterans, and reserve service members and their families bring to Neighborhood.

Opportunities for ALL Abilities

Neighborhood is committed to fostering an inclusive environment where individuals with disabilities are given the same opportunity to reach their fullest potential.

Diversity, Inclusion and Equity

At Neighborhood, we are committed to building a workplace that actively seeks out and values different perspectives, where employees feel respected and valued. We attract individuals from different backgrounds and cultures who — like you — bring a unique point of view and a unique set of skills. Everyone's opinion is valued.

People Strong

Working at Neighborhood is about more than just doing a job. Our employees are supporting our community while transforming health care and having fun while doing it!