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## NVA Team Member Benefit Plans

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NVA cares deeply about preserving the legacy and culture of our partnering hospitals. We are pleased to offer a wide variety of benefit options to suit the individual needs of our community.

At NVA, our “why” is for the love of animals and the people who love them, so we offer a robust suite of benefit plans and programs to enhance their daily lives.



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## Medical Insurance

NVA provides a choice of 4 medical plans, including 2 traditional UnitedHealthcare PPOs, a UnitedHealthcare HSA-compatible, high-deductible plan, and a Kaiser Permanente HMO in select states. Coverage begins at \$33/paycheck.

Every NVA medical plan comes with the added ease of access to physicians virtually as well as a complimentary subscription to Talkspace, an online therapy app that connects users to a dedicated, licensed therapist via private message or live video.

## Health Savings Account (HSA)

NVA offers an HSA for employees enrolling in the high-deductible medical plan. NVA also contributes to the employee's account, up to \$600 per year.

## Dental

NVA offers two UnitedHealthcare dental plans, including an option with orthodontia coverage.

## Vision

Our vision plan with EyeMed provides free annual eye exams and access to a robust network of eye care professionals.

## Legal & Theft ID Protection Plan

Comprehensive legal and identity theft plan through MetLaw Hyatt Legal, covering a range of legal services, including credit and fraud monitoring, is also offered.

## Flexible Spending Account (FSA) – Dependent Care

FSA for dependent care (up to \$5,000 per calendar year max) is available as a convenient, tax-effective way to pay for eligible child care expenses.

## Life Insurance

NVA offers Life/AD&D through Lincoln Financial Group. Guaranteed issue is 5x annual salary, up to \$200,000.

## Disability

Both short- and long-term disability are offered through Lincoln Financial Group. For states with mandated disability insurance, these plans serve as a supplement to the state-required coverage.

**Accident** — a cash-benefit plan offered through UnitedHealthcare to offset expenses as a result of accidental injury.

**Critical Illness** — a cash-benefit offered through UnitedHealthcare to offset expenses of certain covered critical illnesses including cancer, heart attack and stroke.

**Pet Insurance** — Employee discounts on comprehensive pet insurance plans through Pumpkin.

## 401K Plan

NVA's 401K program includes an employer-matching contribution which vests at 3 years of service and you are always 100% vested in your own contributions.

## Perks

NVA offers a variety of Team Member perks & discounts with major phone carriers, ClassPass fitness/wellness program, WeeCare childcare concierge service discounts, plus more.



Let's connect.

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