

Northside invests in YOU and your future

Northside provides an exceptional employee experience. Our employees are real people who have dreams, have personal interests and like to have fun. That’s why we empower you to live your best life — at work and at home. We do it by...

- ☑ Investing in you with the Northside Pension Plan and matching contributions to your Traditional and/or Roth 403(b) savings plans
- ☑ Helping you repay your student loans or make your education dreams a reality with tuition reimbursement
- ☑ Encouraging and supporting each other through peer-to-peer employee recognition programs
- ☑ Giving you a little extra money in your pocket with the PTO Cash Out program

Your Pension Plan

We are proud to offer an active pension plan — a benefit program not offered by any other hospital system in the region. The pension plan provides you with guaranteed income when you retire. Best of all, **Northside Hospital funds the pension benefit at no cost to you** — meaning you’re earning extra money for your future just by coming to work!

What does this mean for you?

You’ll be guaranteed life-long retirement income, just by working at Northside. Northside does all of the work, including funding your account. You contribute \$0. At your 5-year* mark, your benefit is vested at 100% and guaranteed. If you leave Northside before vesting, you’ll forfeit the benefit.

**One year of service requires 1,000 hours or more worked in a year*

Your Savings Plan

Combined with the pension plan, Northside’s savings plans give you 3 – 4 times the value of the typical retirement benefits offered by other regional health systems.

In addition to your pension benefit, Northside funds a portion of the savings plan through a matching contribution. This is **FREE MONEY** that you receive just by participating in the plan.

As soon as you start saving, the power of compounding begins working for you. That means that your savings — along with Northside’s contributions — grow and build over time.

Approximately **9%** each year**

Jordan’s benefit grows with them at Northside.

JORDAN’S ANNUAL PAY	JORDAN’S PENSION BENEFIT
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Each year, Northside contributes to your pension benefit, with the rate calculated based on your average annual compensation and credited years of service. You contribute \$0. Your pension benefit begins growing on day 1, and once you complete 5 years of credited service, it’s guaranteed retirement income.

***Based on Jordan’s hire age of 35 and annual earnings of \$65,000*

Your money grows over time through contributions, investment returns and the power of compounding.

Up to **50%** of your pay

YOUR CONTRIBUTION	NORTHSIDE CONTRIBUTION
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When you save, Northside matches your savings by 50%, up to 4% of your pay.



Overview of Your Northside Benefits

your HEALTH

Benefits to support your health and well-being

Health Plan Options: Benefit from a variety of health plan choices.

- > Two PPO and two HDHP medical plans, one for part-time employees only
- > All medical plans have three coverage levels and offer in-network coverage exclusively with Northside
- > Additional discounts when you use Northside Health Network facilities and providers
- > Two dental plans and two vision plans

Tax-Free Accounts: Set aside pre-tax tax-free money in a Health Savings Account (HSA) or Flexible Spending Account (FSA), depending on which medical plan you choose, to pay for certain health and dependent care expenses.

your COMMUNITY

Support for social and community connections

Employee Discounts

Volunteering & Community Service

Employee Appreciation: We foster a culture of excellence where peer-to-peer appreciation is encouraged and supported through employee recognition programs.

your LIFE & WELL-BEING

Protection for life's unexpected situations

Wellness Benefits: Maintain your health and well-being through a wide range of wellness programs and resources, including:

- > Employee Assistance Program (EAP)
- > Behavioral Health Support
- > Life Assistance Program (LAP)
- > meQ, a digital well-being and life coaching app

Family Support: Northside provides support for your entire family.

- > Parental Paid Time Off
- > Child, elder, and pet care through Bright Horizons and SitterCity
- > Family-building support through Progyny's fertility, surrogacy, and adoption benefits
- > On-site Child Development Center (Atlanta location)

Disability Insurance: As a full-time employee, you receive Short-Term Disability (STD) and Long-Term Disability (LTD) benefits that pay a portion of your income if you are unable to work for an extended period of time due to sickness or injury. You can also purchase Supplemental Short-Term and Long-Term Disability coverage.

Life and Accidental Death and Dismemberment Insurance (AD&D) Insurance: You receive Basic Employee Life Insurance and Basic Employee AD&D Insurance at no cost to you. You can also purchase Supplemental Life and AD&D Insurance for yourself and your family.

Cigna and Manhattan Life Voluntary Benefits: As a convenience to you, Northside provides payroll deductions for:

- > Whole Life Insurance
- > Accident Insurance
- > Critical Illness Insurance
- > Hospital Indemnity Insurance

Northside Shares Help: Northside's emergency financial assistance program provides assistance for dire financial needs.

Tuition Reimbursement, Student Loan Repayment, and Public Service Loan Forgiveness programs

Northside Hospital Federal Credit Union

Discount Transportation Program, including MARTA and GRTA shuttles

your WEALTH

Unmatched benefits to help you build a solid financial future

Pension Plan: Northside is the ONLY hospital in the region offering a fully-funded pension plan. This benefit starts on day 1, and builds guaranteed income for you at retirement, with full vesting at 5 years of credited service. It costs you nothing, and you continue to earn as long as you work at Northside.

457 Savings Plan: Northside matches 50% of the first 4% of eligible pay you contribute (up to IRS limits). Contribute as much as 95% of your pre-tax eligible compensation, up to the IRS contribution limit. Vesting is immediate.

403(b) Savings Plan: The 403(b) plan gives you more ways to save and reduce your taxable income. (Matching contributions apply only to the 457 Plan.)

Roth 403(b) Savings Plan: Make after-tax payroll contributions, and avoid paying taxes when you withdraw money at retirement.

