

Your Pay & Benefits Package

As part of the Riverside family, you get a comprehensive benefits package to help you balance work and life plus a culture of trust and engagement. We survey our team members every year to continually enhance work experiences.



HEALTH AND WELLNESS

You have 30 days from your hire date to enroll. Once enrolled, your benefits will begin on the first of the month following 30 days of employment. You may want to consider an interim medical plan to bridge the gap between your employment start date and the date your Riverside medical insurance begins.

MEDICAL & PHARMACY COVERAGE

- Comprehensive medical and pharmacy coverage available at competitive rates
- Lower copays and deductibles when you choose Riverside for you or your family's healthcare needs
- Zero to low copay pharmacy testing supplies and prescription drugs for Diabetes Program participation
- Infertility and bariatric services covered

FULL/PART-TIME ONLY

Unless otherwise noted

- Dental plans to include adult orthodontic & Vision coverage that offers Lasik Vision discounts
- Health Savings Account and medical and dependent care Flexible Savings Accounts
- Employer-paid life insurance at 1.5 X salary (full time only) provided the first of the month after 90 days
- Employee-paid term life at up to 5 X salary
- Employer-paid disability (full-time only) provided the first of the month after 365 days
- Employee-paid short-term disability
- Whole life insurance with long-term care rider
- Hospital indemnity, critical illness and accident insurance
- ID theft protection, prepaid legal plan, and home & auto insurance
- Payroll deduction for pet insurance

Available to All

- Wellbeing EAP dedicated to healthcare that helps you and your family navigate and balance work/life.

Labor Pool/PRN/Temporary worker not eligible for full/part-time benefits listed above. Pay Partial not eligible for employer-paid benefits or paid time off.

COMPETITIVE PAY

- Competitive salary or hourly rate right out of the gate
- Discretionary Recognition Bonuses
- Employee Referral Bonuses

RETIREMENT

All team members are eligible, with no waiting period, to make contributions in Riverside's 403(b) plan, with pre-tax and Roth after-tax options.

Match: 50% of up to 5% of your pay, to include up to 2% annually in a Core Contribution. Three year vesting schedule requires 1,000 hours worked each year

PAID TIME OFF

Up to 120 PTO drop hours plus up to 48 hours of paid sick time, annually.

- PTO is prorated based on the employee's full-time equivalency (FTE)
- Sick accumulates each pay period based on FTE
- Drop plan balances do not carryover year to year
- Annual PTO allotment refreshes every year on the annual drop date

DISCOUNTS AND PERKS

- 25% off most Riverside services
- Copay discounts on prescription drugs at Pavilion Pharmacy (Standard plan only)
- Discounts at Riverside Childcare
- Discounts at Wellness & Fitness Centers
- Adoption assistance (full/part-time)
- Dollar\$mart savings on local services

Questions? Call Total Rewards at 757-534-5544, option 5

The benefits information presented is based on information taken from Riverside benefits plan documents and policies. In case of discrepancy between this document and the plan documents and policies the actual plan documents and policies will prevail.