



Employee Benefits Overview

EXTERNAL STAFF



MEDICAL

Eastridge offers a variety of medical plan options through Anthem. You have an option between HMO (CA only), PPO (Non-CA Only), and High Deductible Health Plans. Eastridge also offers the choice of 2 Minimum Essential Coverage (MEC) reimbursement plans. This coverage is designed to meet the individual requirement to have medical coverage. Pharmacy would be a discount. All plans offer 100% coverage for in-network preventive care.



HEALTH SAVINGS ACCOUNT (HSA)

High Deductible Health Plan members can open an HSA and contribute pre-tax dollars through payroll deductions (up to Annual IRS Maximums) to help pay out-of-pocket health care costs.



DENTAL

Anthem offers two Dental plan options; a Basic PPO plan, and a High PPO plan that includes Ortho coverage.



VISION

Anthem option is available with a low copay for exams, and coverage for frames, lenses, and contact lenses after a copay.



EMPLOYEE ASSISTANCE PROGRAM

Automatic coverage for you paid by Eastridge with 24/7 confidential help from trained professionals for issues such as marital conflicts, substance abuse, family relations, financial or legal problems, and more.



401(K) PLAN

After 1000 hours worked, eligible employees may contribute between 1% - 92% of their available salary, up to the Annual IRS Maximum.



EMPLOYEE STOCK OWNERSHIP PLAN (ESOP)

The ESOP is a tax-qualified retirement benefit plan that invests in employer stock, and allocates the stock to eligible employee plan participants that meet eligibility thresholds and requirements.
