

2025 BENEFITS PLAYBOOK HIGHLIGHTS

The BrightSpring Team cares about your wellbeing

Our comprehensive benefits package is more than just support - it's a commitment to your total wellbeing. The benefits are designed to protect and enhance all aspects of your health, including your financial and mental wellbeing.

Benefits Eligibility

Part-time employees are eligible for benefits on the first of the month following 30 days of employment.

As a part-time employee, you will have access to:

- + Limited medical, dental and vision coverage
- + Term Life with access to coverage for you and your family
- + Short Term Disability and an Employee Assistance Program (EAP)
- + Flexible Spending Accounts

Score More Insights!

Find more information about your benefits by scanning the QR Code:



BRIGHTSPRING MEDICAL PLAN OPTIONS	
Benefit Provision	ANTHEM FLEXHOUR PLAN
Annual Deductible	None
Coinsurance	None
Preventive Care	Covered 100%
Doctor & Office Visits 5 visits per year limit between PCP and Specialist;	PCP: \$25 Specialist: \$50
Urgent Care Visits 2 visits per year	Copay per visit: \$75

PRESCRIPTION DRUGS	
Pharmacy	<ul style="list-style-type: none"> Tier 1: \$10 copay Tier 2: Not covered Tier 3: Not covered Excludes Specialty and Mail Order

MONTHLY MEDICAL RATES	
Employee Only	\$191.05
Employee Plus Spouse	\$327.53
Employee Plus Child(ren)	\$296.03
Family	\$465.12

Flexible Spending Accounts (FSAs)

A Flexible Spending Account (FSA) allows you to contribute before-tax dollars throughout the year to pay for eligible healthcare and/or dependent day care expenses that you, your spouse, and your dependents incur. It's important that you understand the differences between the three FSAs available and what are considered eligible expenses before you make your election.



Dental Benefits at a Glance

Our dental coverage is provided by Delta Dental. The PPO Plus Plan provides coverage for basic and major services as well as child and adult orthodontia with a lifetime maximum of \$1,500.



Vision Benefits at a Glance

Our vision coverage is provided by Delta Vision administered by VSP with a Low and High Plan options. Both plans cover annual exams, copays for lenses and allowances for frames and contact lenses.