***Employees of CareOregon enjoy a competitive salary and excellent benefits, as well as a warm and collaborative work environment where contributions are recognized.***

**CareOregon employee benefits**  
CareOregon offers its employees a competitive total rewards package that includes:

* **Medical coverage**  
  Multiple plan and carrier options including high deductible health plans (HDHP)  
  Health savings accounts (for HDHP enrollees) available and include employer contributions
* **Dental coverage**  
  Multiple coverage options available, including plans with orthodontic coverage
* **Vision coverage**  
  Multiple coverage options available
* **Supplemental Health Plans**  
  Employees can purchase supplemental plans including Accident, Hospital Indemnity and Critical Illness plans for themselves and their eligible dependent(s)
* **Group term life and accidental death and dismemberment (AD&D) insurance**

Premiums paid in full (100%!) by CareOregon  
Benefit is equal to one times the employee’s base salary, up to $50,000 max

* **Additional Employee, Spouse and Child Term Life and AD&D Insurance**  
  Employees can purchase additional term life and additional AD&D insurance for themselves and their eligible dependent(s)
* **Universal/Permanent Life Insurance**

Employees can purchase permanent life insurance for themselves and their eligible dependent(s)

* **Comprehensive short- and long-term disability insurance**

Premiums paid in full (100%!) by CareOregon  
Short-term disability benefit provides 60% of weekly base pay up to 90 days  
Long-term disability benefit provides 60% of monthly base pay

* **Matched 401(k) plan**  
  CareOregon contributes 3% every pay period  
  CareOregon matches employee contributions, up to 3% every pay period

CareOregon may make an additional annual discretionary contribution  
Vesting is 100% after three years of service

* **Flexible spending accounts**Pre-tax dollars may be set aside for qualified unreimbursed medical care and dependent care expenses
* **Pre-tax qualified transportation fringe benefit**  
  Pre-tax dollars may be set aside for qualified commuter/parking expenses
* **TriMet pass program**CareOregon provides benefit eligible employees (100% employer paid!), whose regular commute is within the TriMet service, with an annual TriMet pass
* **529 education savings plan**  
  Employees can set aside dollars in a tax-favored savings account to use for higher education tuition, books, room and board and other qualified expenses
* **ID-theft coverage**  
  Employees may purchase ID protection to protect against the damage of identity theft by monitoring identity, detecting fraud and restoring identity in the event of theft, for themselves and eligible dependent(s)
* **Legal assistance plan**  
  Employees may purchase a legal plan that provides access to services such as will preparation, estate planning, family law, etc., for themselves and eligible dependent(s)
* **Pet Insurance**

Employees may purchase pet insurance for use at veterinary offices across the county

* **Mercer Marketplace 365 HUB**

Employee can purchase additional benefits such as access to medical quality comparisons, cost estimates and obtaining an expert 2nd medical opinion

* **Employee assistance program (EAP)**  
  The EAP, which includes 6 visits per occurrence, is paid in full (100%) by CareOregon and is available to all employees and eligible family members
* **Wellness reimbursement**

CareOregon provides employees with reimbursement for a wide-range of eligible wellness expenses up to $35 per month (reimbursed quarterly)

* **Tuition assistance**  
  Employees may be reimbursed up to 4 college credits quarterly (reimbursed at PSU in-state tuition rate) if all eligibility criteria is met
* **United Way donations/contributions**  
  Employees may donate to United Way (or any eligible 501(c)(3) organization), and CareOregon will match up contributions up to $25 per month (CareOregon donations remain with United Way)
* **Paid holidays**  
  Paid holidays include New Year’s Day, Martin Luther King, Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgivings and Christmas Day (Veteran’s Day is also paid and provided to qualified Veteran’s)
* **Accrued paid time off (PTO)**  
  Full-time employees accrue 20 days of PTO in their first year of service with accrual rates increasing every 5 years, up to the company’s maximum PTO accrual level
* **Additional perks and discount programs**  
  CareOregon employees can take advantage of perks and discounts with different partners including cell phone bill discounts (with AT&T and Verizon), credit union memberships (with OnPoint), 24-Hour Fitness discounted memberships, mortgage education/assistance programs (HomeStreet Bank and OnPoint), Passport Corporate discount program, Tickets at Work discount program, discounts to Trailblazer and Rose Quarter Family shows, and more!