

Have a Career with Us!

HCA Total Rewards

Together, we believe our success is dependent on an environment where caregivers, staff, administrators, physicians and volunteers are at the core of a **patients-first culture**.

We invite you to consider the advantages of a career at HCA Healthcare: **security and stability** from being with America's leading healthcare provider, **unmatched potential** for variety, **flexibility and career growth** and the joy of teaming with people who share your **passion for the care and improvement of human life**.

HCA 401(k) Plan

The HCA 401(k) Plan combines contributions from your facility with your own contributions to help you save for the future. Facilities provide a 100% annual match on your contributions (from 3% to 9% of pay).

- **Low**, transparent fees
- **19 professionally managed** funds

	Facility Contribution
Years of Vesting Service	401(k) Plan Match
0-4	100% of 3% of pay
5-9	100% of 4% of pay
10-14	100% of 6% of pay
15-19	100% of 7% of pay
20-24	100% of 8% of pay
25+	100% of 9% of pay

Medical Benefits Highlights:

- Up to four levels of coverage, depending on your location
- **Low** copays at HCA-affiliated facilities
- **Free** generic prescriptions
- **Save up to \$650** a year on medical coverage with the Nicotine-Free Discount
- Access to **free wellness programs** like the RealAge tool by Sharecare
- **Free** AirMed Medical Transport to a HCA-affiliated facility if hospitalized more than 150 miles from home

Time Away From Work Program Highlights

The HCA TAFW Program combines paid time off, disability coverage and leaves of absence.

Paid Time Off (PTO)

Months of Service	Maximum Monthly Accrual
0-59	13.33 hours
60-119	16.67 hours
120+	20.00 hours

Note: TAFW benefits and PTO accrual rates may differ by location and may not apply to certain employed physicians.

Paid Family Leave*

The HCA Healthcare TAFW Program includes paid family leave which offers up to 14 calendar days of paid leave to all eligible employees to bond with a new child or care for a qualifying family member.

Other Program Highlights:

- Tuition Reimbursement: Up to \$5,250 per calendar year in education reimbursement for covered expenses for undergraduate, graduate, and doctoral/ PhD education*
- Access to **pet insurance, identity theft protection and auto & home insurance**
- **Caring for the Community:** Up to \$1,000 in matching funds for charitable giving
- Adoption Assistance: **Up to \$6,000** for eligible expenses
- Consumer discounts at more than **200 popular retailers**
- Access to **discounts and cash back rewards** for moving, mortgage or real estate assistance
- **Free Care.com membership** to find babysitters, nannies, support for special needs children, elder care, dog walkers, and more through the Bright Horizons Care Advantage benefit
- **Employee Stock Purchase Plan:** Allows eligible employees to purchase company stock at a discount
- **Retirement Clearinghouse,** a free service to assist with rolling over assets from a previous employer's retirement plan or qualified IRA into the HCA 401(k) Plan

*Eligibility can vary.

