

Effective: 07/01/2023; Revised: 09/08/2023; 06/21/2024; 06/13/2025; 05/15/2026
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BENEFITS

For a full summary of benefits, please see the Benefits Overview available on the HR website at <https://hr.vumc.org/benefits>. This link will connect you to more information on each of the benefits below along with decision tools, FAQs, and other important resources.

You must enroll or waive coverage within 30 days of your start date or you will be enrolled in default coverage (Aetna Plus, employee only coverage) and may miss out on the opportunity to enroll in certain voluntary benefits.

Full-time House Staff paid through VUMC are eligible for:

- Health Care Plan, Dental Insurance, Vision Insurance, Life Insurance and Accidental Death & Dismemberment (AD&D) coverage immediately;
- Long-term Disability buy up; on the first of the month after thirty days;
- Short-term Disability buy up on the first of the month after thirty days;
- Flexible Spending Accounts (FSAs) on the first of the month after 30 days of employment;
- Retirement Plan voluntary participation (no match) for new employees; Mandatory participation and matches after 12 months of employment and completion of 1,000 hours of service.

Note: Physicians requiring J-1 visa for employment must choose Select Plan and participate in VUMC's Go for the Gold Program in order to meet visa requirements.

THIS INFORMATION IS A SUMMARY ONLY. Plan descriptions and detailed information are available on the Human Resources web site (<https://vumc365.sharepoint.com/sites/human-resources/SitePages/Plan-Documents.aspx>).

Revisions reviewed and approved by GMEC: 05/15/2026