

# Benefits *from the heart*

Welcome to Parkland  
Health & Hospital System



Office of  
Talent Management

People first, for the health of our community



Parkland

*Care. Compassion. Community.*

# WELCOME TO PARKLAND

## Welcome to Parkland's diverse family of caregivers.

Our exemplary health and hospital system provides staff and clinical support to Dallas County patients, families, friends and the community at large. As you start your career at Parkland and take your life in a new and exciting direction, pause a minute to learn about the valuable total rewards program available.

To help you identify information from the Benefits department in the future, look for **Benefits from the heart** communications. We believe that benefits are a vital part of your employment experience at Parkland. To learn more about our exemplary benefit programs, review the new hire video and brochure at [ParklandBenefits.org](http://ParklandBenefits.org). See page 6 for details.

The *2022 Parkland Benefits-At-A-Glance* chart on page 3 of this brochure provides a quick overview of Parkland's benefit programs. The *2022 Parkland Benefit Resources* list on page 8 serves as a handy reference when you have a question about one of your benefits. On pages 4 and 5, you will find information on the cost of your benefits.

From [ParklandBenefits.org](http://ParklandBenefits.org) and MyParkland, you may locate benefit information or website links for:

- Medical benefits (**UMR**)
- Dental benefits (**Cigna Dental**)
- Vision benefits (**Superior Vision**)
- Supplemental life and AD&D insurance (**Securian Financial**)
- Flexible spending accounts (**PayFlex**)
- Supplemental voluntary insurance coverages (**Aflac**)
- Retirement (**Milliman**)

Our **Benefits from the heart** program recognizes Parkland's heroes on the front line and behind the scenes who take care of others daily. As you become a part of the Parkland family, we are very pleased that you decided to pursue a career at Parkland.



**Fred Cerise**  
MD, MPH  
*President & CEO*



**Felicia Miller**  
MBA, SPHR, SHRM-SCP, CHHR  
*EVP & Chief Talent Officer*

### ENROLL FOR YOUR BENEFITS WITHIN 30 DAYS

- **Go to MyParkland** on our PeopleSoft Self-Service System to enroll in your health and welfare benefits (medical, dental, vision, supplemental life and AD&D insurance, flexible spending accounts and supplemental voluntary insurance coverages). Go to Start Here > New Hire - How To Enroll at [ParklandBenefits.org](http://ParklandBenefits.org) for information on how to access and use MyParkland. You also name your beneficiary for basic life, supplemental life and AD&D insurance at MyParkland.
  - **Full-time employees hired on or after Jan. 1, 2022**, will be enrolled automatically in the Supplemental Retirement Plan at 2% of pay before-tax. Contact Milliman at [MillimanBenefits.com](http://MillimanBenefits.com) or **1.800.995.2608** to change the amount you are saving and to name your beneficiaries for the Supplemental Retirement Plan and the Retirement Income Plan. For details on retirement benefits, go to [ParklandBenefits.org](http://ParklandBenefits.org) > Well-Being > Retirement Program. You can also find tips on how to access the website, hotline, and information to help you make saving and investing decisions.
- Have questions about the Supplemental Retirement Plan?** Meet with the [Milliman@Parkland](mailto:Milliman@Parkland) on-site representative. To make an appointment, go to [Milliman3.fullslate.com](http://Milliman3.fullslate.com) or call **ext. 29543**.

## Office of Talent Management

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# 2022 Parkland Benefits-At-A-Glance

BENEFIT	HOW YOUR BENEFIT WORKS AT A GLANCE	PARTICIPATION AND HOW TO ENROLL	WHO PAYS
<b>IMMEDIATELY UPON HIRE</b>			
<b>Retirement Income Plan For Full-time Employees</b>	You automatically contribute 6.2% of pay; Parkland provides your vested benefit at retirement.	Full-time employees are automatically enrolled. You name a beneficiary at <a href="https://www.milliman.com">MillimanBenefits.com</a> .	You and Parkland
<b>Mandatory Contributions For Part-time Employees</b>	You automatically contribute 7.5% of pay.	Part-time employees are automatically enrolled. You name a beneficiary at <a href="https://www.milliman.com">MillimanBenefits.com</a> .	You on a before-tax basis
<b>Supplemental Retirement Plan</b>	Contribute up to 75% of pay on a combined before-tax, Roth after-tax or after-tax basis, subject to IRS limits.  After one year of service, Parkland matches \$1 for \$1 up to 6% of pay for full-time and part-time-with-benefits employees.	<b>Full-time employees hired on or after Jan. 1, 2022</b> , will be enrolled automatically at 2% of pay before-tax. Automatic contributions will begin 45 days after your date of hire or rehire. You may change the amount you are saving and name a beneficiary at <a href="https://www.milliman.com">MillimanBenefits.com</a> .	You and Parkland
<b>Employee Assistance Program (EAP)</b>	Confidential counseling to help when personal problems affect relationships at home and work	Available to all employees and their dependents. No enrollment is required.	Parkland
<b>Medical – Parkland Employee Health Plan (PEHP)</b>	Use providers from Parkland and UnitedHealthcare Choice Plus networks as well as go to out-of-network providers.	Full-time and part-time-with-benefits employees choose whether to participate. You may enroll yourself and eligible dependents online through MyParkland. If enrolling your spouse, complete the Working Spouse Health Coverage verification process.	You on a before-tax basis and Parkland
<b>Pharmacy for Parkland Employee Health Plan</b>	Fill prescriptions at Parkland or MedImpact retail pharmacies, or through Parkland or MedImpact Direct mail-order service.	Employees and their dependents who are covered by the PEHP	You and Parkland
<b>Critical Illness Insurance, Group Accident Insurance and Hospital Indemnity</b>	Offer an extra layer of protection for you and your family when accidents or illnesses occur.	All employees and their dependents may choose whether to participate. You enroll through MyParkland.	You on an after-tax basis
<b>Legal Protection Program</b>	Offers resources to resolve legal matters, such as completing a will or creating a power of attorney.	All employees may choose whether to participate. You enroll through MyParkland.	You on an after-tax basis
<b>Pet Insurance Program</b>	Offers financial protection when your pet is injured or becomes ill.	All employees may choose whether to participate. To enroll, call or visit the vendor's website.	You on an after-tax basis
<b>FIRST DAY OF THE MONTH FOLLOWING YOUR DATE OF HIRE (or on your date of hire if first day of the month)</b>			
<b>Dental</b>	Dental Health Maintenance Organization (DHMO), or Dental Preferred Provider Organization (DPPO)	Full-time and part-time-with-benefits employees choose whether to participate. You may enroll yourself and eligible dependents online through MyParkland.	You on a before-tax basis
<b>Vision</b>	Provides vision benefits for routine eye care, including exams, frames and lenses, and contact lenses.	Full-time and part-time-with-benefits employees choose whether to participate. You may enroll yourself and eligible dependents online through MyParkland.	You on a before-tax basis
<b>AFTER 30 DAYS OF EMPLOYMENT</b>			
<b>Supplemental Life Insurance</b>	Choose up to 8 times annual salary (maximum of \$1 million) for you as well as coverage for your dependents. Depending upon coverage amount elected, you may need to provide Evidence of Insurability (EOI).	Full-time and part-time-with-benefits employees choose whether to participate. You may enroll yourself and your eligible dependents online through MyParkland.	You on an after-tax basis
<b>Accidental Death &amp; Dismemberment (AD&amp;D) Insurance</b>	\$10,000 - \$500,000 coverage for employees only, or \$10,000 - \$500,000 coverage for employees and lower coverage amounts for dependents	Full-time and part-time-with-benefits employees choose whether to participate. You may enroll yourself and eligible dependents online through MyParkland.	You on an after-tax basis
<b>AFTER 90 DAYS OF EMPLOYMENT</b>			
<b>Flexible Spending Accounts (FSAs)</b>	Health Care Spending Account Dependent Care Spending Account	All employees may choose whether to participate. You may enroll online through MyParkland.	You on a before-tax basis and Parkland
<b>Disability</b>	After 42 consecutive days of disability, the Core Plan pays 50% of your biweekly earnings if you are disabled due to an illness or injury. You may buy up to a 60% benefit or buy down to a 14-day waiting period.	Full-time and part-time-with-benefits employees are automatically enrolled in the Core Plan. You may enroll online through MyParkland for the Buy-Up and Buy-Down Plans.	Parkland for Core Plan; you (on a before-tax basis) for Buy-Up and Buy-Down Plans
<b>AFTER 180 DAYS OF EMPLOYMENT</b>			
<b>Basic Life Insurance</b>	For full-time employees, 1½ times annual salary For part-time-with-benefits employees, ½ times annual salary. Minimum benefit is \$20,000; maximum benefit is \$1 million.	Full-time and part-time-with-benefits employees are automatically enrolled. You name a beneficiary online through MyParkland.	Parkland

# 2022 COST OF BENEFITS AT PARKLAND

Your premiums are based on your coverage level, employment category, pay and the benefit options you choose. The cost of medical, dental, vision and disability benefit upgrades are deducted from your pay on a before-tax basis.

## YOUR 2022 BIWEEKLY PAYROLL DEDUCTIONS FOR MEDICAL

PARKLAND EMPLOYEE HEALTH PLAN (PEHP)						
Coverage Category	Full-Time Employees Whose Annual Wages Are ...					Part-Time Employees With Benefits
	Under \$35,000	\$35,000 – \$45,000	\$45,001 – \$65,000	\$65,001 – \$100,000	Over \$100,000	
Employee Only	\$32.31	\$46.62	\$60.00	\$75.23	\$78.46	\$124.71
Employee Plus Children	\$87.69	\$122.31	\$155.08	\$189.69	\$222.00	\$327.22
Employee Plus Spouse	\$107.54	\$149.54	\$192.00	\$234.92	\$270.46	\$398.59
Employee Plus Family	\$149.54	\$207.23	\$264.92	\$321.69	\$372.92	\$567.29

\* Employees who are covering a spouse under the PEHP will be required to verify access to health care coverage elsewhere. **If you select this coverage category and your spouse has access to health care coverage through his/her own employer, you will pay an additional \$46.15 per pay period if your spouse remains in the PEHP.** You will also pay the surcharge if you do not complete the verification process. Watch your mailbox for details.

## YOUR 2022 BIWEEKLY PAYROLL DEDUCTIONS FOR DENTAL

CIGNA DENTAL		
Coverage Category	DHMO	DPPO
Employee Only	\$4.99	\$15.37
Employee Plus Children	\$10.62	\$41.48
Employee Plus Spouse	\$9.67	\$29.58
Employee Plus Family	\$13.88	\$51.39

## YOUR 2022 BIWEEKLY PAYROLL DEDUCTIONS FOR VISION

SUPERIOR VISION	
Coverage Category	You Pay
Employee Only	\$3.51
Employee Plus Children	\$5.67
Employee Plus Spouse	\$7.53
Employee Plus Family	\$10.33

## PAID TIME OFF (PTO) AND HOLIDAYS

In the first year of service at Parkland, full-time and part-time with benefits employees accrue 4.62 hours of PTO each biweekly pay period and 120 hours of PTO for the year. These amounts will increase in future years. You may earn up to 1½ times your annual maximum accrual of PTO. Once you earn the maximum accrual, you will not earn more PTO until you use some of your accrued time. You will also receive two floating holidays (one loads as of January 1 and one as of July 1.) You must use floating holidays before the end of each year.)

Parkland observes the following holidays:

- New Year’s Day
- Martin Luther King Day
- Memorial Day
- July 4th
- Labor Day
- Thanksgiving
- The day after Thanksgiving
- Christmas Day

[View PTO/holiday details at ParklandBenefits.org > Benefits > Paid Time Off.](https://www.parklandbenefits.org)

## 2022 SUPPLEMENTAL LIFE INSURANCE RATES

SUPPLEMENTAL TERM LIFE		
Age Range	Biweekly Rate / \$1,000	
	You	Your Spouse*
Ages less than 25	\$0.013	\$0.023
Ages 25-29	\$0.016	\$0.028
Ages 30-34	\$0.021	\$0.037
Ages 35-39	\$0.023	\$0.042
Ages 40-44	\$0.026	\$0.046
Ages 45-49	\$0.042	\$0.069
Ages 50-54	\$0.062	\$0.106
Ages 55-59	\$0.114	\$0.198
Ages 60-64	\$0.176	\$0.305
Ages 65-69	\$0.339	\$0.586
Ages 70+	\$0.551	\$0.951

Follow these steps to determine costs for your coverage amount:

1. Amount of insurance desired ÷ \$1,000 = Units of coverage
2. Units of coverage times cost (from chart above) = Biweekly cost

**Here's an example.** You are 35 years old and want to elect \$100,000 in Supplemental Life Insurance coverage for yourself only.

1.  $\$100,000 \div \$1,000 = 100$
2.  $100 \times \$0.023 = \$2.30$  biweekly deduction (you will pay this amount each pay period)

FOR YOUR CHILD(REN) UP TO AGE 26	
Coverage Amount	Biweekly Rate / \$1,000
\$5,000	\$0.16
\$10,000	\$0.32
\$15,000	\$0.48
\$20,000	\$0.65

\* NOTE: coverage amount for you and your spouse reduces to 65% at age 65 and to 50% at age 70.

- Your Voluntary Life Insurance cost is based on your age and coverage amount.
- Your Accidental Death & Dismemberment (AD&D) Insurance cost is based on your coverage amount.

## 2022 AD&D INSURANCE

BIWEEKLY PAYROLL DEDUCTIONS		
Coverage Amount	Employee Only	Employee and Family**
\$10,000	\$0.09	\$0.10
\$20,000	\$0.18	\$0.20
\$30,000	\$0.26	\$0.30
\$40,000	\$0.35	\$0.41
\$50,000	\$0.44	\$0.51
\$60,000	\$0.53	\$0.61
\$70,000	\$0.61	\$0.71
\$80,000	\$0.70	\$0.81
\$90,000	\$0.79	\$0.91
\$100,000	\$0.88	\$1.02
\$110,000	\$0.97	\$1.12
\$120,000	\$1.05	\$1.22
\$130,000	\$1.14	\$1.32
\$140,000	\$1.23	\$1.42
\$150,000*	\$1.32	\$1.52
\$200,000	\$1.76	\$2.03
\$250,000	\$2.20	\$2.54
\$300,000	\$2.63	\$3.05
\$350,000	\$3.07	\$3.55
\$400,000	\$3.51	\$4.06
\$450,000	\$3.95	\$4.57
\$500,000	\$4.39	\$5.08

\* You may buy voluntary AD&D coverage from \$10,000 to \$500,000 (in \$10,000 increments). Your coverage amount cannot be larger than 10 times your base pay. Starting with \$100,000 of coverage, the above chart provides a sampling of rates for various amounts. Rates for every coverage amount are available on PeopleSoft (MyParkland).

\*\* Employee and Family rates apply to employee, spouse and children (up to age 25).

View all rates at [ParklandBenefits.org](https://ParklandBenefits.org) >  
Start Here > Benefit Deductions.

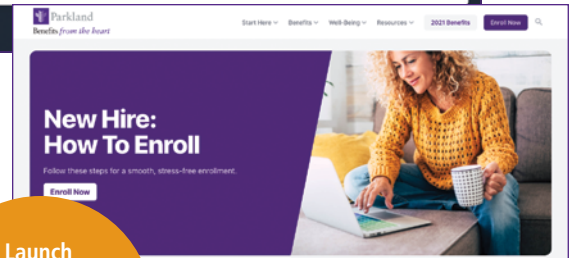
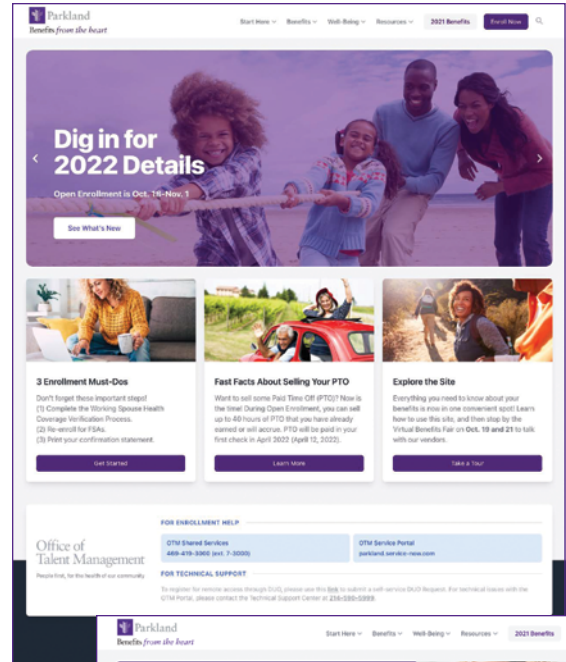
# PLAN YOUR VISIT TO PARKLANDBENEFITS.ORG

Welcome to **ParklandBenefits.org**! Use this page to help you explore the site, including benefit program details.

## Places You Can Go at ParklandBenefits.org

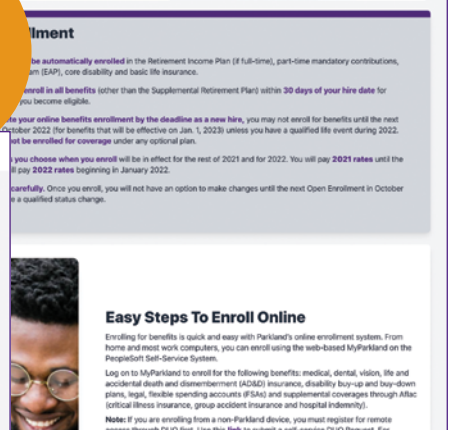
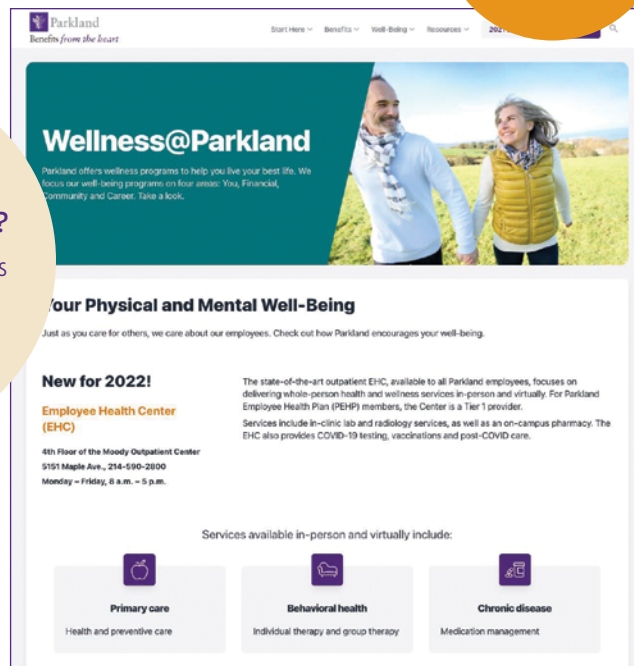
Find everything you need to know about your benefits. After you log on to **ParklandBenefits.org**, go to:

- **Start Here.** View your 2022 benefit deductions and learn how to enroll.
- **Benefits.** Find details about your 2022 Parkland benefits. These pages include how your benefits work, what you pay when you need care and how to contact each vendor.
- **Well-Being.** Take a look at our programs, including Wellness@Parkland, Care Management, Employee Assistance Program, Retirement and Tobacco Cessation.
- **Resources.** View the Exhibit Hall, watch videos, find contact information for benefit vendors, locate important benefit notices and get answers to common questions.
  - To watch the **new hire video**, go to Resources > Videos.
  - To see the **new hire brochure**, click on Resources > Legal Notices > Other Forms and Documents.
- **Enroll Now.** Follow this link from every page to enroll. To access PeopleSoft from a non-Parkland device, you must have DUO activated. To register for remote access through DUO, use **this link** to submit a self-service DUO Request. Click on TESS, the Virtual Agent.



Launch this site in Chrome for the optimal viewing experience.

**CAN'T FIND WHAT YOU'RE LOOKING FOR?**  
Click on the magnifying glass in the top right corner to search the site.



# Dependent Eligibility Documentation Requirements

If you are enrolling dependents, you will be required to submit the appropriate documents to prove your relationship to each dependent. Watch your Parkland email address and home mailbox for details on how to complete the Dependent Eligibility Verification process. You will need the name, date of birth and Social Security number for your spouse and children.

If you do not complete this process, your dependent will not be covered on your benefits.

## REQUIRED DOCUMENTATION

### For a Spouse To Be Covered on Your Benefits in 2022

<b>Documentation Required for Option 1</b> (Your Most Recent Tax Return)	Submit a copy of your most recent federal tax return showing "Married Filing Jointly" or "Married Filing Separately."  <b>Read – Very Important:</b> Acceptable tax documentation is federal tax form 1040 or 1040A. Include only the first page of your most recent federal tax return. Mark out all financial information and the first five digits of all Social Security numbers.
<b>Documentation Required for Option 2</b> (Marriage Certificate and Joint Ownership)	Submit a copy of your marriage certificate; and submit a copy of proof of joint ownership (mortgage or bank statement, property tax bill or rental/lease agreement). Proof must include both employee's name and spouse's name.

## REQUIRED DOCUMENTATION

### For Children To Be Covered on Your Benefits in 2022

If your child is ...	Required Documentation
<b>Natural born child of employee up to age 26</b>	Submit only a copy of the child's birth certificate.
<b>Stepchild</b>	Submit a copy of your stepchild's birth certificate and a copy of your marriage license.
<b>Adopted child</b>	Submit a copy of the final adoption order or a copy of the placement order approved by the court. You may also submit the birth certificate if your name is on the birth certificate.
<b>Foster child or legal guardianship</b>	Submit a copy of the court documents showing legal guardianship (with judge's signature or court's seal) and a copy of your most recent federal tax return showing the child listed as your dependent. Mark out all financial information and the first five digits of all Social Security numbers.

View this information at [ParklandBenefits.org](https://ParklandBenefits.org) >  
Start Here > Dependent Verification.

## TO COVER YOUR SPOUSE IN THE MEDICAL PLAN

Parkland will assess a surcharge for a spouse (with access to health care coverage through his/her own employer) to receive coverage under the Parkland Employee Health Plan.

**The surcharge will be \$46.15 per pay period.** All employees who want to cover their spouses will be required to verify their spouse's access to other coverage by submitting their spouses' employment and benefit status for review and approval.

Watch your mailbox for a packet containing next steps on the verification process. If you do not complete the process or if your spouse has access to health coverage through his/her own employer, the surcharge will be deducted from your paycheck. **You must repeat this process every year.**

## COVER YOUR CHILDREN UP TO AGE 26

Children for whom you are the legal guardian and grandchildren for whom you have legal custody are eligible for coverage on your benefits up to age 26. Adult children ages 18 to 26 are eligible for coverage regardless of their student status or legal tax dependency. The 1st of the month following their 26th birthday, your dependent will no longer be eligible and will automatically terminate from your benefits.

# 2022 PARKLAND BENEFIT RESOURCES

To learn about our benefits, go to **ParklandBenefits.org** or use this list of 2022 Parkland Benefit Resources to help you contact the vendors when you need them. You may also contact Shared Services at **469-419-3000** (ext. 7-3000). You can also find this list at **ParklandBenefits.org > Resources > Benefit Contacts**.

## DENTAL

### Cigna Dental HMO & Cigna Dental PPO

800-Cigna24 (800-244-6224)  
Live customer service 24/7/365  
Cigna.com

## DEPENDENT VERIFICATION

**Impact Interactive** - 866-691-6551

## DISCOUNTS

**Benepace** (Employee Discounts)  
800-683-2886 | Benepace.com/parkland

### Home and Auto Insurance Discounts

Travelers: 888-695-4640  
Liberty Mutual: 800-699-3741

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

**ComPsych GuidanceResources®**  
844-216-8399 | GuidanceResources.com  
ID: PARKLAND | App: GuidanceResources® Now

## EMPLOYMENT VERIFICATION

**Group One**  
<https://groupone.ivrnetworks.com/groupone>

Questions? Email [grouponehelpdesk@gp1.com](mailto:grouponehelpdesk@gp1.com) or [ddavila@gp1.com](mailto:ddavila@gp1.com). You can also call 972-719-4208 or 469-648-5052.

## FITNESS PROGRAM

**Active&Fit Direct**  
844-646-2746 | [benepace.com/parkland](http://benepace.com/parkland)  
Choose from 10,000+ fitness centers with flexibility to change any time.

## FLEXIBLE SPENDING ACCOUNTS

**PayFlex**  
800-284-4885 | [PayFlex.com](http://PayFlex.com)  
User ID: Parkland employee number  
Password: Your ZIP code

## LEAVE OF ABSENCE MANAGEMENT

**Sedgwick** - 844-263-3117

## LEGAL PROGRAM

**ARAG® Legal Center**  
800-247-4184 | [AragLegalCenter.com](http://AragLegalCenter.com)  
Access Code: 17502ph

## LIFE INSURANCE (BASIC AND SUPPLEMENTAL)

**Securian Financial** (Minnesota Life)  
866-293-6047 | [LifeBenefits.com](http://LifeBenefits.com)

## MEDICAL

**Parkland Employee Health Plan**  
(Full-time and part-time employees with benefits)

**UMR, a UnitedHealthcare Company**  
877-370-0320 | [umr.com](http://umr.com)

**MedImpact** (Pharmacy Benefit Manager)  
800-788-2949

**MedImpact Direct** (Mail-Order Service)\*  
855-873-8739

\*For prescriptions written by Tier 1 and Tier 2 providers that cannot be filled through the Parkland mail-order service

## PARKLAND PHARMACIES\*\*

**Anderson Clinic/Discharge Pharmacy**  
(24/7 for ER/Parkland Hospital discharge patients. Pick up refills at the pharmacy of your choice.)  
214-590-6120 | 5184 Tex Oak, Dallas  
1st floor of Ron J. Anderson, MD Clinic

**Moody Outpatient Clinic Pharmacy**  
214-266-0013 | 5151 Maple Ave., Dallas  
1st floor of Moody Outpatient Clinic

**Parkland Mail-Order Phone Line**  
214-590-1400 | M-Th: 8:30 a.m.-5 p.m.;  
F: 8:30 a.m.-4 p.m.

**Your COPC Pharmacy**  
M-Th: 9 a.m.-6 p.m. (drop off prescription by 5:30 p.m.);  
F: 9 a.m.-5 p.m. (drop off prescription by 4:30 p.m.).

Bluitt-Flowers COPC, 214-266-4310  
303 Overton Rd, Dallas

DeHaro-Saldivar COPC, 214-266-0646  
1400 N. Westmoreland Rd. Dallas

Garland COPC, 214-266-0662  
802 Hopkins St., Garland

Hatcher Station Pharmacy COPC, 214-266-1072  
4600 Scyene Rd., Dallas

RedBird Health Center Pharmacy, 214-266-1300  
3560 W. Camp Wisdom Rd., Suite 100, Dallas

Southeast COPC, 214-266-1760  
9202 Elam Rd., Dallas

To request refills from your COPC pharmacy, call the refill number shown above for the COPC where you wish to pick up your prescription. If you have no refills remaining, still call and the pharmacy will contact your physician. This process can take up to 72 hours.

\*\*Only for prescriptions written by a Tier 1 provider at a Parkland facility

## MY PARKLAND

**PeopleSoft** (for online enrollment)  
**From your Parkland computer:** <http://Intranet.pmh.org>  
**From your home computer:** <https://hr.pmh.org/psp/pshr/?cmd=logon>  
User ID: Parkland employee number  
Password: PeopleSoft password

## PET INSURANCE PROGRAM

**Nationwide**  
877-PETS-VPI (1.877.738.7874)  
[PetInsurance.com/affiliates/parklandhospital\\_pr](http://PetInsurance.com/affiliates/parklandhospital_pr)

## RETIREMENT

**Supplemental Retirement Plan and Retirement Income Plan**

**Milliman Account Access:**  
800-995-2608 | [www.MillimanBenefits.com](http://www.MillimanBenefits.com)

**On-Site Representative:** <http://milliman3.fullslate.com>

## SUPPLEMENTAL INSURANCE COVERAGES

(CRITICAL ILLNESS, ACCIDENT AND HOSPITAL INDEMNITY)  
**Aflac** - 800-433-3036

## TUITION REIMBURSEMENT

**EdAssist** - 844-358-1623  
Log on through Parkland Pathways

## VISION

**Superior Vision Plan**  
800-507-3800 | [SuperiorVision.com](http://SuperiorVision.com)

## WEIGHT LOSS PROGRAM

**Real Appeal**  
844-344-REAL (7325)  
**Email:** [help@realappeal.com](mailto:help@realappeal.com)  
**Website FAQ:** <https://realappeal.com/support>

## FOR 24/7 HELP

**OTM Service Portal**  
[parkland.service-now.com](http://parkland.service-now.com)

**OTM Shared Services**  
**469-419-3000** (ext. 7-3000)

**ParklandBenefits.org**  
**Resources > Benefit Contacts**

## Enroll Within 30 Days of Your Hire Date

We encourage you to review these helpful resources while making your benefit enrollment decisions. Remember, you must enroll within 30 days of your hire date, change in employment status or life event. Otherwise, you will not be eligible for benefits until the next annual Open Enrollment period. You will enroll for your health & welfare benefits (medical, dental, vision, supplemental life and AD&D insurance, flexible spending accounts and supplemental voluntary insurance coverages) from MyParkland on the PeopleSoft Self-Service system.