

We Are Clarvida. We create brighter tomorrows for individuals and communities.

Our Mission

At Clarvida, our mission is to brighten lives and communities with access to the care and resources, we all need to thrive.

Our Vision

For more than 50 years, Clarvida (formerly "Pathways") has been the nation's preferred provider, employer, and community partner for health and human services. But our history is just the beginning of our vision for the future: to triple our impact and serve 180,000 clients annually by 2030.



Compassion

Our struggles develop our strengths.

We lead with empathy, understanding, and a deep commitment to improving lives.



Inclusion

Every voice has value.

We embrace diversity, ensuring everyone's voice is heard and valued. The power of teamwork drives our ability to provide comprehensive, person-centered care.



Accountability

Be the voice of those who need one.

We take responsibility for our actions and outcomes, ensuring the highest standards of care, transparency, and trust in our relationships.



Resilience

Caring can change the world.

We adapt to adversity and overcome challenges with strength and perseverance, ensuring continuity in our mission.



Advocacy

Our choices are sources of power and pride.

We passionately champion the rights and well-being of those we support, to create positive change in our communities.

FOR YOUR HEALTH AND WELL-BEING



Medical & Prescription Drugs

The Medical Plan is offered through Anthem- Blue Cross Blue Shield.

The Pharmacy Plan is provided through CVS Caremark.



Dental

You will have the option of two plans through Anthem.

- In-network, covered-in-full benefits, and major dental work.



Medical Plan Options

- PPO High Deductible
- PPO Low Deductible
- Consumer Direct Health Plan (CDHP) with optional Health Savings Account (HSA)*

**Clarvida will contribute \$25/monthly (divided equally between monthly pay period) into your HSA account to a maximum of \$300 per plan year.*



Vision

Offered through Anthem, In-network, covered-in-full benefits (up to the plan allowance and after applicable copay) include:

- Comprehensive exam
- Eyeglasses with single standard vision
- Lined bifocal, lined trifocal, or lenticular lenses standard scratch-resistant coating and the frame
- Contact lenses in place of eyeglasses.

Employee Assistance Program (EAP)

Available to all full-time employees.

Provides expert advice for work, life, and well-being.

Up to 3 in-person, phone, or video consultations with licensed counselors for you and your eligible household members, per issue, per calendar year.

Paid Time Off

We all need to take a break from work to rest, relax, and recover.

- Paid vacation days that increase with tenure.
- Separate sick leave that rolls over each year.
- Up to 10 Paid holidays*
- Bereavement Days

**Benefit option varies by State/County*

BE WELL. SAVE WELL. LIVE WELL.

FINANCIAL WELLNESS



+ Critical Illness Insurance

- You can select a \$10,000 or a \$20,000 benefit.
- Pays a lump sum cash benefit directly to you as the insured upon the first diagnosis of a covered condition.

+ Flexible Spending Accounts

- Medical FSA
- Dependent Care FSA
- Limited Purpose FSA

Allows employees to fund specific expenses with pre-tax dollars rather than after-tax.



Additional Perks

Discounted products and services provided at no cost to the employees through Corestream:

- Financial Literacy
- Loan
- Pet Insurance
- So-Fi Student Loan Refinancing

+ Hospital Indemnity Insurance

Pays lump-sum benefits for a covered hospital stay resulting from a covered injury or illness.

+ Legal Plan

- Provides access to Financial, Legal, and Asset Protection.
- Offered through Legal EASE.

+ Accident Insurance

Provides a lump sum benefit in an unexpected injury; helps offset deductibles/coinsurance and uncovered medical expenses.

+ 401K Plan

Provides employees with the opportunity to save toward long-term goals, such as retirement, which includes an employer match contribution.

We offer resources to protect you and your family from the unexpected.

Basic Life Insurance

Basic Life Insurance and Basic Accidental Death and Dismemberment insurance are available at no cost to all full-time employees on the first of the month following 60 days of consecutive employment. Life benefit \$25,000.

Supplemental /Optional Life Insurance

Coverage amounts and caps vary based on age and amount of coverage. Employees can purchase additional coverage for themselves, their spouse or domestic partner, and their children in increments.

Long-Term Disability

Provides an income if you cannot work due to a non-work-related illness that keeps you from performing your job.

Short-Term Disability

Replaces a portion of your income, should you become disabled for a short period, and provides income replacement before voluntary LTD (if elected) begins.

- Paid vacation days that increase with tenure.
- Separate sick leave that rolls over each year.
- Up to 10 Paid holidays*
- Bereavement Days

**Benefit option varies by State/County*

FOR YOUR GROWTH & CAREER DEVELOPMENT



Beyond our wonderful benefits, we also offer career advancement opportunities and flexible work environments that can help you tailor your career to your lifestyle and goals

At Clarvida, we provide several resources for your continual career and professional development, including:

- Supervision and Leadership
- Development
- Career Tracks*
- Mentoring Programs
- Tuition Reimbursement*
- Continuing Education Credits for licensure and certification requirements

** May vary by location*

CONTINUE YOUR EDUCATION!



Relias provides over 7,000 unique courses. Learning modules support over 133 unique accreditation board licenses. Relias also provides education for medical professionals. Users of our system have completed more than 50 million courses and have collected over 15 million hours in continuing education credits in 2020.

Capella University

Online education for working adults

FlexPath: gives you the freedom to set your own deadlines, control costs and learn on demand.

Capella and Elite Learning: provide courses that qualify for continuing education credits in disciplines including counseling, psychology, social work, nursing, pharmacy and pharmacy tech.

Capella and Behavior University: offer ABA- specific content to help build career applicable skills.

Purdue Global

We partner with Purdue University Global

Purdue Global specializes in educating working adults. Their programs are available in all 50 states. This partnership offers exciting opportunities in three key areas:

- Tuition Discount for Employees and Immediate Family Members
- Hiring Needs Support
- Supervising Students in Field Experience