



BENEFIT	WHO PAYS	ELIGIBILITY	HIGHLIGHTS
Healthcare Coverage	Employee and Hospital	The first day of the month following 60 days of full-time employment	Covers hospital, physicians, medical, dental and vision service, and prescription drugs
Pre-tax Premium	Employee	Employees carrying healthcare coverage	Your cost for coverage is made on a pre-tax basis so you save federal, state, and FICA taxes on your contribution
Life Insurance Coverage	Hospital	The first day of the month following 12 months of full-time employment	One times annual salary
Supplemental Life Insurance	Employee	The first day of the month following 12 months of full-time employment	One – Two times annual salary at group rates
Short Term Disability	Hospital	The first day of the month following 12 months of full-time employment	*Pays first day of injury or 8 th day of illness *50% of weekly salary for up to 26 weeks
Long Term Disability	Hospital	The first day of the month following 12 months of full-time employment	*Pays after 180 days of STD *50% of weekly salary up to 2 years
Retirement Plan	Employee and Hospital	After one year of full-time employment	*Employees contribute 2% or more *Hospital - .50/dollar up to 2% max *Vested after 7 years *Enrollment dates are Jan 1 and July 1
Annual Leave (full-time emp)	Hospital	After 90 days	1 – 4.99 = 20 days 5 – 9.99 = 25 days 10 – 14.99 = 27 days 15 or more = 30 days
Bereavement Time (full and part time)	Hospital	Immediately	Up to 24 hours for immediate family
Flexible Spending Accounts	Employee	Employees participating in Medical and Dependent Care Reimbursements	Your cost for coverage is made on a pre-tax basis so you save federal, state, and FICA taxes on your contribution

(effective January 1, 2010)

HOSPITAL DISCOUNTS

<i>Inpatient, Outpatient, ER, Ambulance</i>	50% out-of-pocket expenses after insurance
<i>Cafeteria Meals</i>	20% discount
<i>Pharmacy</i>	10% discount (does not apply to insurance copays)
<i>Holiday Discount</i>	Free meal in cafeteria on Easter, Thanksgiving, Christmas
<i>Birthday Discount</i>	Free meal in cafeteria

(see Policies and Procedures Manual for details)