

SUMMARY OF EMPLOYEE BENEFITS

Full-time Status – scheduled 80 hours per pay period
Part-time Status – regularly scheduled 79 hours or less per pay period
Introductory Period = 3 months

BENEFIT	EMPLOYMENT STATUS	WHEN ELIGIBLE	WHAT YOU RECEIVE									
PAID TIME OFF (PTO)	Employees regularly scheduled a minimum of 40 hours per pay period	After completion of 30 days of employment 0-3 years (accrual increases from there based on years of service)	152 hours (based on full-time employment, pro-rated for part-time)									
EXTENDED ILLNESS BANK (EIB)	Employees regularly scheduled a minimum of 40 hours per pay period	After completion of 30 days of employment	64 hours per year (based on full-time employment, pro-rated for part-time)									
HOLIDAY	Full-time employees All other employees	Immediately	4 paid holidays per year Time and a half for working the holiday those 4 holidays									
HEALTH INSURANCE *	Employees regularly scheduled a minimum of 40 hours per pay period: Base schedule 60 - 80 Base schedule 40 - 59	First of the month following 30 days of employment <u>Deductible</u> \$1,600 single \$3,200 single+1 and family	<table border="0"> <tr> <td colspan="3">Monthly Premium</td> </tr> <tr> <td><u>Single</u></td> <td><u>Single+One</u></td> <td><u>Family</u></td> </tr> <tr> <td>88.21</td> <td>221.23</td> <td>398.65</td> </tr> </table> Rates pro-rated for part-time	Monthly Premium			<u>Single</u>	<u>Single+One</u>	<u>Family</u>	88.21	221.23	398.65
Monthly Premium												
<u>Single</u>	<u>Single+One</u>	<u>Family</u>										
88.21	221.23	398.65										
HEALTH REIMBURSEMENT ACCOUNT	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following 30 days of employment if enrolled in SMIH health insurance	<table border="0"> <tr> <td>Single:</td> <td>\$ 700</td> </tr> <tr> <td>Single plus One:</td> <td>\$1400</td> </tr> <tr> <td>Family:</td> <td>\$1400</td> </tr> </table>	Single:	\$ 700	Single plus One:	\$1400	Family:	\$1400			
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DENTAL INSURANCE *	Employees regularly scheduled a minimum of 40 hours per pay period: Base schedule 60 – 80 Base schedule 40 – 59	First of the month following three months of employment	<table border="0"> <tr> <td colspan="2">Monthly Premium</td> </tr> <tr> <td><u>Single</u></td> <td><u>Family</u></td> </tr> <tr> <td>5.21</td> <td>51.48</td> </tr> <tr> <td>26.06</td> <td>72.32</td> </tr> </table>	Monthly Premium		<u>Single</u>	<u>Family</u>	5.21	51.48	26.06	72.32	
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LIFE INSURANCE	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following three months of employment	Equal to 1½ times annual salary									
SUPPLEMENTAL LIFE INSURANCE	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following three months of employment	Additional life insurance may be purchased on employee, spouse and/or child(ren)									
LONG-TERM DISABILITY INSURANCE	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following three months of employment	Pays 60% of your monthly earnings after 3 months of disability									
401(K) EMPLOYER CONTRIBUTION	All employees who meet eligibility requirements	The first of the month after the date you complete one year of service and have reached the age of 21, worked a minimum of 1000 in 12 months	2% employer contribution plus up to a 4% match, 100% vested immediately									
401(K) EMPLOYEE CONTRIBUTION *	All employees	Immediately upon employment	Employee can invest up to \$16,500 of their income on a pre-tax basis									
ROTH(K) EMPLOYEE CONTRIBUTION	All employees	Immediately upon employment	Employee can invest up to \$16,500 of their income on a after-tax basis									
FLEXIBLE BENEFITS PLAN *	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following 30 days of employment	It lowers your taxes by allowing certain expenses to be paid without being taxed									
EMPLOYEE ASSISTANCE PROGRAM	All employees	Immediately	Confidential counseling for employees and family members									
SAVINGS CLUB	All employees	Immediately	Save money through payroll deduction									
TUITION REIMBURSEMENT	Employees regularly scheduled a minimum of 40 hours per pay period	After 1 year of service	50% to 100% reimbursement depending on employment status up to 18 credits per year									

* Pre-tax – employee premiums are not taxed on these benefits

BENEFIT	EMPLOYMENT STATUS	WHEN ELIGIBLE	WHAT YOU RECEIVE
COLONIAL LIFE	All regularly scheduled employees	First of the month following three months of employment	Supplemental Insurance Benefits
LEGAL BENEFIT CONSULTANTS	All regularly scheduled employees	First of the month following three months of employment	Identity Theft Protection and/or Pre-Paid Legal Benefits
TICKETS	All employees	Immediately	Discounted tickets for movie theatres, Valleyfair and Renaissance Festival
WORKER'S COMPENSATION	All employees	Immediately	Coverage for on-the-job injuries - report promptly
CONTINUING EDUCATION	All employees	Immediately	Inservice training and education
CAFETERIA DISCOUNT	All employees	Immediately	Discounted meals
PHARMACY DISCOUNT	All regularly scheduled employees	Immediately	Discounts on prescriptions and over the counter medications
DIRECT DEPOSIT	All employees	Immediately	Your check is electronically deposited free of charge
EMPLOYEE ACTIVITIES	All employees	Immediately	Entertainment & recreational activities
NOTARY PUBLIC	All employees	Immediately	Free notary service
LEAVES OF ABSENCE	EMPLOYMENT STATUS	WHEN ELIGIBLE	WHAT YOU RECEIVE
BEREAVEMENT LEAVE	All regularly scheduled employees	Immediately	May receive up to 3 days paid leave for scheduled absences due to the death of an immediate family member
JURY DUTY	All employees	Immediately	Regular pay
FAMILY AND MEDICAL LEAVE (FMLA)	All regularly scheduled employees	After an completion of 12 months of service and have worked a minimum of 1250 during the prior 12 months	12 weeks of unpaid leave for family or medical leave as per policy
PREMIUM PAY	EMPLOYMENT STATUS	WHEN ELIGIBLE	AMOUNT
SHIFT DIFFERENTIAL	Clerical/Service Technical/Professional	Immediately	\$0.85 for evenings \$1.10 for nights \$1.15 for evenings \$1.65 for nights
ON CALL PAY	All employees	Immediately	\$3.40 per hour
WEEKEND BONUS	Employees who are regularly scheduled to work weekends	Immediately at the request of their Manager or Supervisor	Professionals: \$4.00/hr Technicals: \$3.00/hr Clerical/Service: \$2.00/hr
DISCOUNTED SERVICES	EMPLOYMENT STATUS	WHEN ELIGIBLE	AMOUNT
VERIZON	All employees	Immediately	22% discount on voice calling plans
SPRINT	All employees	Immediately	23% discount on the monthly service charge
AT&T	All employees	Immediately	24% discount off the qualified monthly service charge
H&R BLOCK	All employees	Immediately	Up to 20% off tax preparation services
SHERWIN WILLIAMS	All employees	Immediately	15% off list price of household paint (some exclusions apply)
WORKING ADVANTAGE	All employees	Immediately	Up to 60% discount on a variety of entertainment and shopping opportunities
ALLIED or ATLAS	All employees	Immediately	Discounts on moving services
AVIS or ENTERPRISE	All employees	Immediately	Discounted rates available.

The above is a synopsis of the fringe benefits available. For specific details contact Human Resources or refer to employee handbook.

