

SUMMARY OF CLINIC 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)	184 hours (based on full-time employment, pro-rated for part-time)									
SHORT-TERM DISABILITY INSURANCE	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following three months of employment	Provides 60% income replacement after 7 day elimination period for up to 13 weeks, premium share 50/50									
LONG-TERM DISABILITY INSURANCE	Employees regularly scheduled a minimum of 40 hours per pay period	First of the month following three months of employment	The plan pays 60% of your monthly earnings after 3 months of disability									
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 Deductible is: \$500 single/\$1000 family	Monthly Premium Single + <table border="1"> <thead> <tr> <th>Single</th> <th>Dependent(s)</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>63.60</td> <td>222.75</td> <td>407.40</td> </tr> <tr> <td>148.40</td> <td>356.40</td> <td>611.10</td> </tr> </tbody> </table>	Single	Dependent(s)	Family	63.60	222.75	407.40	148.40	356.40	611.10
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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	Monthly Premium <table border="1"> <thead> <tr> <th>Single</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>5.21</td> <td>51.48</td> </tr> <tr> <td>26.06</td> <td>72.32</td> </tr> </tbody> </table>	Single	Family	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)									
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	4% 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 post-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 (paid by employee)	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	In-service training and education
CAFETERIA DISCOUNT	All employees (paid by employee)	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 (per policy)
JURY DUTY	All employees	Immediately	Regular pay (refer to policy)
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	All employees	Immediately	\$0.75 for evenings
WEEKEND BONUS	All employees	Immediately	\$0.50 per hour
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.