



## EMPLOYEE BENEFITS AT A GLANCE

BENEFIT	ELIGIBILITY			WHEN ELIGIBLE	DESCRIPTION	WHO PAYS										
	Full-time	Part-time	PRN													
Paid Time Off for Vacation, Holidays, Sickness	•	•		As hours are accrued	24 days/year beginning upon employment; 29 days/year at beginning of 10 <sup>th</sup> year. Prorated for part-time	IHS										
Health Insurance	•			First of the month following 30 days of full time employment	Preferred Provider Plans or Health Savings Plan that has individual, employee/child(ren), employee/spouse (if spouse is not eligible for coverage at their employment ) or family coverage. Includes a prescription drug benefit.	IHS shares cost with emp. for employee coverage and pays part of additional amt. for emp/child(ren), emp/spouse or family coverage.										
Dental Insurance	•			First of the month following 30 days of full time employment	Individual, employee/child(ren), employee/spouse, or family coverage.	Employee										
Vision Insurance	•			First of the month following 30 days of full time employment	Individual, employee/child(ren), employee/spouse, or family coverage.	Employee										
Life Insurance	•			First of the month following 30 days of full time employment	Coverage equal to annual base salary rounded to next highest thousand (maximum of \$600,000). Low rates for dependent coverage.	IHS for employee										
Short-Term Disability Insurance	•	•		First of the month following 30 days of full time employment	Individual coverage to replace a portion of lost wages due to an injury or disability. Part-time employees working 24+ hours per week are eligible to participate.	Employee										
Voluntary Supplemental Term Life Insurance	•			First of the month following 30 days of full time employment	Additional individual term life insurance coverage and additional term life insurance coverage for your legal spouse and/or child(ren) up to age 26.	Employee										
Long -Term Disability Insurance	•	•		First of the month following 30 days of full time employment	Individual coverage to replace a portion of lost wages due to a disability after 90 days. Part-time employees working 24+ hours per week are eligible to participate.	Employee										
Retirement Plan - 403-b	•	•	•	<p><u>For employee contribution:</u> after 30 days employment, automatically enrolled at 6% contribution.</p> <p><u>For health system match:</u> After age 21, and 1 year of service with 1000 hours worked in previous calendar year. The match will begin the first quarter following the qualifying date.</p>	<p>Automatic employee enrollment after 30 days of employment at 6% of pay unless employee changes amount. Health system match begins Bi-weekly, when employee meets eligibility.</p> <p>(The Health system will match eligible employees' contributions 50% of the participant's elective deferral up to 6% of their compensation. Up to a maximum of 3% employer contribution with a 6% employee elective deferral.</p> <p>Five year graded vesting schedule for all employees hired after January 1, 2014</p>	<p>Employee IHS will match \$0.50 on the dollar for up to 6% of pay contributed.</p> <p><u>Years of Vesting Service</u></p> <table style="margin-left: 20px;"> <tr><td>Less than 2</td><td style="text-align: right;">0%</td></tr> <tr><td>2 but &lt; 3</td><td style="text-align: right;">25%</td></tr> <tr><td>3 but &lt; 4</td><td style="text-align: right;">50%</td></tr> <tr><td>4 but &lt; 5</td><td style="text-align: right;">75%</td></tr> <tr><td>5 or greater</td><td style="text-align: right;">100%</td></tr> </table>	Less than 2	0%	2 but < 3	25%	3 but < 4	50%	4 but < 5	75%	5 or greater	100%
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3 but < 4	50%															
4 but < 5	75%															
5 or greater	100%															
College Savings Plan	•	•		Immediately	529 plan that allows employees to save for their or family member's college expenses	Employee										
Medical and Dependent Day Care Reimbursement Accounts	•			Immediately or at the beginning of the plan year	IRS-guidelined program to increase your take-home pay by setting aside pre-tax dollars to pay for medical and/or dependent care expenses not covered by insurance.	Employee										

BENEFIT	ELIGIBILITY			WHEN ELIGIBLE	DESCRIPTION	WHO PAYS
	Full-time	Part-time	PRN			
Leave of Absence	•	•		Immediately upon approval	Granted for illness or disability of employee, his/her child, spouse, or parent; for the birth or adoption of a child; or for military duty	N/A
Supplemental Insurance Policies (Unum, ID Theft, Hospital Indemnity, MetLaw)	•	•		First of the month following 30 days of full time employment	Individual/dependent coverage. Premiums are paid through payroll deduction. Part-time employees working 10+ hours per week are eligible for Unum and ID Theft.	Employee
Hyatt Legal Plan	•	•		First of the month following 30 days of full time employment	Legal services plan that provides legal representation for the employee, their spouse and dependents on a wide range of personal legal matters. Part-time employees working 24+ hours per week are eligible to participate.	Employee
Jury Duty	•			Immediately	Full pay less the amount from the court	IHS
Bereavement Leave	•			Immediately	For immediate family, up to 3 days; for grandparents, grandchildren, and in-laws, one day.	IHS
Direct Deposit of Paycheck	•	•	•	Immediately	Direct deposit of entire paycheck to employee's checking or savings account	N/A
Social Security	•	•	•	Immediately	Retirement, disability, and death benefits	IHS & Employee
Workers' Compensation	•	•	•	Immediately	Compensation for lost time and medical expenses if injured on the job	IHS
Employee Parking Building	•	•	•	Immediately	We have a parking building available to IHS employees at no cost. Equipped with security cameras and monitored by a security company.	IHS
Employee Assistance	•	•	•	Immediately	Confidential counseling services provided for the employee and the employee's family	IHS
Employee Wellness	•	•	•	Immediately	Health-risk appraisal, weight control/exercise, smoking cessation, stress management classes, and lipids screening	IHS & Employee
Fitness Membership YMCA, Statesville Recreation	•	•		Immediately	Access to different membership plans through voluntary payroll deduction; joining fee waived. Employees enroll for membership at the Fitness Center and Fitness Center notifies HR regarding the amount to be payroll deducted	Employee
Inservice/ Continuing Education	•	•	•	Immediately	Opportunity for on-the-job training and continuing education	IHS
Employee Activities	•	•	•	Immediately	Christmas banquet	IHS
Service Awards	•	•	•	As milestones are met	Recognition of employees who have contributed a specified number of years service	IHS
Scholarship/Loans and Tuition Assistance	•	•	•	Immediately upon approval	Scholarship/Loans and tuition assistance for study in a specific medical field; can be repaid through working in that field at IHS	IHS
Promotion	•	•	•	After 6 months in current position	Vacant positions are posted for at least 5 days on the hospital bulletin board for employees to review/apply for. Management encourages the promotion of qualified personnel.	N/A
Unemployment Insurance	•	•	•	Immediately	Paid by employer	IHS
Cafeteria-Discounted Meals	•	•	•	Immediately	Meals in cafeteria at discounted rates; ability to swipe ID badge and have payroll deduction	IHS

01/01/18

Note: For complete information and details on benefits, refer to the Summary Plan Description.