



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 th 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 be effective on the completion of one year of service as soon as administratively feasible, following completion of change (match).</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 < 3</td><td style="text-align: right;">25%</td></tr> <tr><td>3 but < 4</td><td style="text-align: right;">50%</td></tr> <tr><td>4 but < 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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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										

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	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)	•	•		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 Go365 Program	• Enrolled in IHS Medical Plan			First of the month following 30 days of full time employment	A Program that rewards points for taking steps to improve your health and wellbeing. The points you earn in the current year will count toward a discounted medical rate for the following year.	IHS
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