

BENEFITS SUMMARY FOR LEE HEALTH

Full-Time Non-Management Level 1

0 = Non – Management 1 = Lead Workers

FLEX BENEFITS	WHO PAYS	ELIGIBILITY TIME	WHAT YOU RECEIVE
Medical	Lee Health /Employee	Benefit available after 30 days of employment	Comprehensive health and prescription drug coverage for employee, spouse and eligible dependents
Dental	Employee	Benefit available after 30 days of employment	Basic and major dental plans with coverage for employee, spouse and eligible dependents
Life Insurance	Lee Health /Employee	Benefit available after 30 days of employment	One-time Gross Annual Base Salary. Can elect additional life insurance coverage.
Long Term Disability	LH /Employee	Benefit available after 30 days of employment.	Financial protection against long term disability for the employee. LTD credit is given after 4 years of continuous full-time service at maximum level by Lee Health.
Short Term Disability	Lee Health /Employee	Benefit available after 30 days of employment	Financial protection against short term disability for the employee
Vision	Employee	Benefit available after 30 days of employment	Basic eye coverage for employee, spouse and dependents
Flexible Spending (Medical)	Employee	Benefit available after 30 days of employment	Employees may make pre-tax contributions for eligible medical, dental and vision expenses not covered by insurance
Flexible Spending (Dependent)	Employee	Benefit available after 30 days of employment	Employees may make pre-tax contributions for eligible dependent care expenses
403(b) Retirement Savings Plan	Lee Health /Employee	On Employment	Pre-Tax and/or Roth (after-tax) savings for retirement. Employee may begin personal contributions upon employment. After one year of continuous full time employment, if the employee is contributing a minimum of 5%, LH will make a contribution equal to 5% of the employee's regular base wages; For 4% - 5% LH will match 80% of the employee contribution; 3% - 4% LH will match 60% of the employee contribution; 2% - 3% LH will match 40% of the employee contribution; 1% - 2% LH will match 20% of the employee contribution. Vesting occurs on 3 rd anniversary of service.
457(b) Retirement Savings Plan	Employee	On Employment	Additional pre-tax and/or Roth (after-tax) savings for retirement. Employee may begin personal contributions upon employment.
College Bound Fund (529) College Savings Plan	Employee	On Employment	Opportunity to save for college expenses with fund earnings tax deferred. Minimum contribution of \$25.00 per pay.
Optional Benefits	Employee	Benefit available after 30 days of employment	After-tax benefits offered. Can enroll for GUL life (employee, spouse & children), legal, auto, pet, critical illness, identity theft and consumer purchasing through convenience of payroll deduction.
Educational Assistance	Lee Health	After one year of employment	Provides financial assistance for degree based courses at accredited schools and for certifications. Also provides educational grants for health care careers.
PTO	Lee Health	After 30 days of employment	The PTO rates below reflect 80 hours worked per paycheck. 0 thru 5 years = 7.40 hours per pay* 6 thru 9 years = 9.25 hours per pay* 10 thru 14 years = 11.08 hours per pay* 15 thru 19 years = 11.70 hours per pay* 20 years plus = 13.25 hours per pay* *Accruals are based on hours worked.

Effective: April 1, 2020 - Approved Michael V. Wukitsch, Chief Human Resources Officer

This information is a summary only. Actual contracts, plan documents and policies take precedence over this information. Information may be subject to change.