

## Benefits

Note: Specific benefits can vary depending on the individual assignment. Benefits can change at any time

Name & Definition	Eligibility requirements	% Employee Paid	Amount of Coverage	Electives
<b>1. Health Benefits</b>				
Dental	After 60 days of employment	100% depending on contract	Depends on plan	X
Medical	After 60 days of employment	100% depending on contract	Depends on plan	X
Vision	After 60 days of employment	Optional		X
Health Advocate	After 60 days of employment	No cost to employee	Covers whole family	
Flexible Spending Accounts	After 60 days of employment	100%	Up to \$2,500 Medical Up to \$5,000 for Dependent Care	X
<b>2. Retirement Benefits</b>				
401(k) Savings Plan	No waiting period	Employee discretion, not to exceed IRS limits	Company will match first 3% of employee contribution	X
<b>3. Life Insurance Benefits</b>				
Short-Term Disability	After 60 days of employment	No cost to employee	60% of earnings, up to \$750/week	
Long-Term Disability	After 60 days of employment	No cost to employee	60% of earnings, up to \$5,000/month	
AD&D Insurance	After 60 days of employment	No cost to employee	\$20,000	
Life Insurance	After 60 days of employment	No cost to employee	\$20,000	
<b>4. Leave Benefits</b>				
Paid Time Off	After 60 days of employment	No cost to employee	1-3 years - 10/year 3- 5 years - 15/year 5-10 years - 20/year 10+ years – 23/year	
Holidays	After 60 days of employment	No cost to employee	10/year	
Jury Duty	No waiting period	No cost to employee	Duration of jury duty	
Reserve Duty	Consistent with regulations	No cost to employee	As provided by law	
Family Med. Leave	Consistent with regulations	No cost to employee	12 weeks	
Bereavement leave	After 60 days of employment	No cost to employee	3 days	

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Administrative leave	No waiting period	No cost to employee	Discretionary	
<b>5. Employee Motivational Programs (Competitive Awards Held on a Quarterly Basis)</b>				
Continuity of Service Award	After 60 days of employment	\$200 award	Innovation Award	After 60 days of employment
Leadership Award	After 60 days of employment	\$150 award	Superior Staff Support Award	After 60 days of employment
Professional Achievement Award	After 60 days of employment	\$100 award	Spot Award (not held on a quarterly basis, immediate award due to superb performance)	After 60 days of employment
Recruiting referral bonus	No waiting period	\$200/hire		