


Summary of Benefits 2009

	<u>FULL-TIME</u> 40 hrs/36 hrs/32 hrs per week	<u>PART-TIME</u> 17 - 31.99 hrs per week	<u>PART-TIME</u> Less than 17 scheduled hrs per week	<u>PART-TIME</u> As needed
<u>EARNED TIME OFF</u> Eligible after 90 days initial evaluation period.	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>SICK PAY</u> After 1 year of continuing service.	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>RECOGNIZED HOLIDAYS</u> 6 days per year: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas Day.	Eligible	Eligible	Eligible	Eligible
<u>MEDICAL INSURANCE</u> Effective 1 st month following 90 days of employment. Personal Choice benefit plan gives employees control over the types and levels of their benefit coverage. <i>Per pay period premiums :</i>	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>PPO600 TRADITIONAL PLAN (FSA OPTIONAL)</u> Emp only (FT) \$97.45 Emp only (PT) \$131.55 Emp & spouse (FT) \$200.25 Emp & spouse (PT) \$270.33 Emp & child(ren) (FT) \$172.40 Emp & child(ren) (PT) \$232.70 Full family (FT) \$292.70 Full family (PT) \$395.15	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>HDP PREMIER (HSA OPTIONAL)</u> Emp only (FT) \$35.42 Emp only (PT) \$47.82 Emp & spouse (FT) \$75.58 Emp & spouse (PT) \$102.03 Emp & child(ren) (FT) \$64.66 Emp & child(ren) (PT) \$88.63 Full family (FT) \$102.31 Full family (PT) \$119.64	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>HDP SELECT (HSA OPTIONAL)</u> Emp only (FT) \$14.91 Emp only (PT) \$20.12 Emp & spouse (FT) \$32.58 Emp & spouse (PT) \$43.98 Emp & child(ren) (FT) \$24.36 Emp & child(ren) (PT) \$32.88 Full family (FT) \$42.50 Full family (PT) \$57.38	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>

	<u>FULL-Time 40/36/32 hrs</u>	<u>Part-Time 31.99 - 17</u>	<u>Part-Time Less than 17 hrs</u>	<u>Per diem As needed</u>
<u>WRAP AROUND PLAN</u> <u>(SECONDARY COVERAGE - FSA</u> <u>OPTIONAL)</u> Emp (FT) \$7.50 Emp (PT) \$8.00	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>HEALTH SAVINGS ACCOUNT (HSA)</u> Any employee participating in either high deductible plan is eligible to participate in plan. <i>*Debit card for medical expenses</i>	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>FLEXIBLE SPENDING ACCOUNT</u> <u>(FSA)</u> Eligible 1st of the month following 90 days of employment to contribute pre-tax dollars into accounts for eligible dependent day care expenses and unreimbursed medical expenses. <i>*Debit card for medical expenses & OTC medications.</i>	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>DENTAL INSURANCE</u> Effective 1 st month following 90 days of employment. Personal Choice benefit plan gives employees control over the types and levels of their benefit coverage. <i>Per pay period premiums:</i> Emp only (FT) \$5.00 Emp only (PT) \$6.00 Full family (FT) \$12.00 Full family (PT) \$14.00	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>GROUP LIFE INSURANCE AND</u> <u>ACCIDENTAL DEATH</u> <u>LIFE INSURANCE</u> Eligible 1st of the month following 90 days of employment. 1.5X employee's base annual earnings.	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>SUPPLEMENTAL LIFE</u> Same as life insurance. 1x-4x employee's base annual earnings.	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>VOLUNTARY BENEFITS</u> An assortment of optional insurance programs for employees to purchase: Disability, Critical Illness, Accident and Life.	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>

	<u>FULL-Time</u> <u>40/36/32 hrs</u>	<u>Part-Time</u> <u>31.99 - 17</u>	<u>Part-Time</u> <u>Less than 17 hrs</u>	<u>Per diem</u> <u>As needed</u>
<p><u>VISION INSURANCE</u> Available through VSP. Personal Choice benefit plan gives employees control over the types and levels of their benefit coverage. <i>Per pay period premiums:</i> Emp only \$4.21 Emp & one dependent \$8.42 Emp & children \$9.01 Full family \$14.40</p>	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<p><u>RETIREMENT</u> Eligible immediately for employee's contribution. Eligible for employer matching first quarter following 1 year of employment, age 21 and 1,000 hours of service.</p>	Eligible	Eligible	Eligible	<u>Not-Eligible</u>
<p><u>SECTION 529 COLLEGE SAVINGS PLAN</u> Employees can contribute money on a post-tax basis through the Bright Directions - Section 529 College Savings Plan.</p>	Eligible	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<p><u>EXTENDED SICK PAY (SHORT TERM DISABILITY)</u> Eligible after 1 year of full time service date. Provides a percentage of weekly wages when employee is unable to work due to a medical condition.</p>	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<p><u>LONG TERM DISABILITY</u> Eligible after 1 year of full time service. Covers disability after 6 months of continuous disability.</p>	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<p><u>SHIFT DIFFERENTIAL</u> Non-exempt employees who clock in between 11:30 am and 4:54 am are eligible for all hours worked between 1 pm and 7:12 am.</p>	Eligible	Eligible	Eligible	Eligible
<p><u>MALPRACTICE INSURANCE</u></p>	Eligible	Eligible	Eligible	Eligible
<p><u>TUITION REIMBURSEMENT</u> Eligible after 1 year of continual service & in good standing. Courses must be approved in advance. Up to \$500/semester.</p>	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<p><u>KIDCARE</u> Ill child care available for a nominal fee.</p>	Eligible	Eligible	Eligible	Eligible

	<u>FULL-Time 40/36/32 hrs</u>	<u>Part-Time 31.99 - 17</u>	<u>Part-Time Less than 17 hrs</u>	<u>Per diem As needed</u>
<u>ESCORT VAN</u> Security will escort employees to and from their vehicles.	Eligible	Eligible	Eligible	Eligible
<u>EMPLOYEE HEALTH NURSE</u> Available to employees for evaluation and possible treatment of minor illnesses and minor non-work related injuries at no charge.	Eligible	Eligible	Eligible	Eligible
<u>MEDICAL DENTAL CREDIT UNION- ON SITE LOCATION</u> Provides a means of systematic savings and low interest loans. Deposits can be made through payroll deduction.	Eligible	Eligible	Eligible	Eligible
<u>CAFETERIA DISCOUNTS</u> Cafeteria services provided for all employees at 25% discount on selected items.	Eligible	Eligible	Eligible	Eligible
<u>PHARMACY</u> Preferential prices on all prescriptions filled at Physicians Plaza Pharmacy.	Eligible	Eligible	Eligible	Eligible
<u>YMCA FITNESS CENTER</u> 50% discount on membership.	Eligible	Eligible	Eligible	Eligible
<u>DIRECT PAYCHECK DEPOSIT</u> Eligible immediately.	Eligible	Eligible	Eligible	Eligible
<u>EMPLOYEE ASSISTANCE PROGRAM (EAP)</u> Provides counseling for a wide variety of personal concerns. Up to eight annual visits will be provided at no cost.	Eligible	Eligible	Eligible	Eligible
<u>FUNERAL LEAVE</u> Up to 3 paid days for immediate family member, 1 paid day for other relatives to replace lost income for scheduled workdays.	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>	<u>Not-Eligible</u>
<u>WORKER'S COMPENSATION</u> Eligible immediately. Provides medical coverage and percentage of income when off work due to an on-the-job injury or illness.	Eligible	Eligible	Eligible	Eligible
<u>SOCIAL SECURITY</u> Eligible immediately. Financial assistance at retirement or disability.	Eligible	Eligible	Eligible	Eligible
<u>JURY DUTY</u> Eligible immediately. Regular pay plus jury duty pay to replace lost income for scheduled workdays.	Eligible	<u>Not-Eligible</u>	<u>Not-Eligible</u>	<u>Not-Eligible</u>

	<u>FULL-Time</u> <u>40/36/32 hrs</u>	<u>Part-Time</u> <u>31.99 - 17</u>	<u>Part-Time</u> <u>Less than 17 hrs</u>	<u>Per diem</u> <u>As needed</u>
<u>SIX FLAGS DISCOUNTED TICKETS</u> Available in HR from April - October. Other coupons and brochures are also available.	Eligible	Eligible	Eligible	Eligible
<u>EMPLOYEE DISCOUNT CENTER</u> Discounts and coupons for various attractions available in HR	Eligible	Eligible	Eligible	Eligible

Please understand that the information described on this sheet does not constitute an employment contract. This summary is for general information only and should not be accepted as a substitute for the actual provisions of Human Resources policies, insurance contracts, or official documents.