LENOIR MEMORIAL HOSPITAL
SUMMARY OF EMPLOYEE BENEFITS

Health Insurance (BlueCross BlueShield)
- Effective after 30 days of employment (or 30 days in qualified status of .5 and above)
- Savings for PT, OT, Speech Therapy received at Lenoir Memorial Hospital
- Enrollees who complete a Biometric Screening will be eligible for a reduced Participating Medical Premium.
- Employee cost per pay period: (rates effective 01/01/14)

<table>
<thead>
<tr>
<th></th>
<th>Participating Discounted Bi-Weekly Premium</th>
<th>Non-Participating Employee Bi-Weekly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time, Individual</td>
<td>$ 36.41</td>
<td>$ 46.41</td>
</tr>
<tr>
<td>Full-Time, Employee &amp; Child</td>
<td>$ 95.41</td>
<td>$114.64</td>
</tr>
<tr>
<td>Full-Time, Employee &amp; Children</td>
<td>$150.22</td>
<td>$169.45</td>
</tr>
<tr>
<td>Full-Time, Employee &amp; Spouse</td>
<td>$197.00</td>
<td>$216.23</td>
</tr>
<tr>
<td>Full-Time, Employee &amp; Family</td>
<td>$205.59</td>
<td>$224.82</td>
</tr>
<tr>
<td>Full-Time, Both Spouses at LMH</td>
<td>$105.76</td>
<td>$124.99</td>
</tr>
<tr>
<td>Part-Time, Individual</td>
<td>$107.43</td>
<td>$126.66</td>
</tr>
<tr>
<td>Part-Time, Employee &amp; Child</td>
<td>$169.04</td>
<td>$188.27</td>
</tr>
<tr>
<td>Part-Time, Employee &amp; Children</td>
<td>$219.88</td>
<td>$239.11</td>
</tr>
<tr>
<td>Part-Time, Employee &amp; Spouse</td>
<td>$280.61</td>
<td>$299.84</td>
</tr>
<tr>
<td>Part-Time, Employee &amp; Family</td>
<td>$292.38</td>
<td>$311.61</td>
</tr>
</tbody>
</table>

- Spouses may be covered only if they are not eligible for other employer-sponsored health coverage as active employee or retiree. A Certification Form must be signed.
- Children may be covered up to age 26.
- PCP Office Visit Charge: $40  Specialist Office Visit: $75 (Lenoir Surgical & Lenoir Ortho $40 copay)
- One routine Vision Exam at participating provider per calendar year for $40 copay
- Individual Deductible $1,250 at LMH, $2,000 other in-network facilities
- Coinsurance maximum $2,750 at LMH, $3,750 at other in-network facilities

Prescriptions (CVS/Caremark)
- Not limited to CVS pharmacies – there are more than 60,000 pharmacies in the network
- Prescription Copays: $10, $45, $60: Mail Order & CVS Pharmacy: $25, $112.50, $150 for 90-day supply

Reimbursement Accounts (administration by ConnectYourCare)
Medical reimbursement accounts and dependent care reimbursement accounts are available for full-time employees and part-time employees with benefits. These voluntary payroll deductions are pre-taxed. MSA max is $2,500 for 2014.

Dental Insurance (DR Administrative Services)
- Effective after 90 days of employment
- Available to full-time employees and part-time (.5) and above
  Employee Only: $7.80 per pay period
  Employee + 1 $18.75 per pay period (may be child or spouse); (child up to age 19 or up to age 26 if FT student)
  Employee /Family $24.30 per pay period
- One-year waiting period for orthodontics
- Pays 100% of the first $150 dental charges (does not cover cosmetic services, such as bleaching)
- $50 deductible (paid by the covered member each year)
- 80% of additional covered expenses up to the total maximum. Maximum annual benefit is $750 per person
- Two-year waiting period for re-enrollment if you terminate your dental coverage

Life Insurance (Lincoln)
- Effective after 90 days of employment for full-time employees (or 90 days after status change to FT)
- Hospital provides 1 x annual earnings (maximum amount is $300,000)
- Employee may purchase an additional 1 x annual earnings for $.17 per thousand (maximum amount is $300,000)
- Coverage will be reduced beginning at age 65
- Dependent Life Insurance $10,000 (optional) for spouse and dependent children (from birth up to age 19 or up to age 24 if FT student at accredited college). You must cancel coverage if dependents become ineligible (due to divorce or age limits)
401(k) Retirement Plan  (Wells Fargo Retirement Services)
• Provided for part-time and full-time employees
• Quarterly enrollments after 6 months of employment in required status
• LMH contributes 4% of gross salary per pay period
• Employees are automatically enrolled with a 3% contribution unless a form is completed to elect a different percentage contribution.
• The maximum employee deferral limit for 2014 is $17,500; additional $5,500 Catch-Up Contribution at age 50 and above
• 100% vested immediately
• Loans are available for 50% of your account balance ($1,000 minimum)
• CapTrust Financial Advisors are available for investment and retirement planning. LMH pays for this service, no cost to the employee.

Long-Term Disability  (Lincoln)
• Effective after 90 days of employment (or 90 days after status change to FT)
• LMH pays full cost of coverage for full-time employees
• One year waiting period for pre-existing condition
• Coverage begins after 13 weeks (90 days) of continuous absence under a doctor's care
• Pays 60% of your basic monthly earnings; maximum $7500 per month
• Coverage continues until you are released from your doctor's care, or until age 65 if unable to return to work

Short-Term Disability  (Lincoln)
• Effective after 90 days of employment for full-time employees who elect to enroll
• Short-term disability will pay after absence of 30 calendar days and will pay up to 9 weeks to cover the period before long-term disability, if approved. Employee deduction amount is based on salary.
• No STD payments for first 30 calendar days. If STD9 is elected, short-term disability payments stop when long-term disability begins.
• Pays 60% of your basic weekly earnings; maximum $1,150 per week
• One-year waiting period for pre-existing condition will be applied if STD9 is not elected at eligibility status.

NC National College Savings Program
Elect payroll deduction to help save for college for a child, grandchild, yourself, or someone else you care about.
Opening an account is easy. Everything you need to download information and forms or complete enrollment online is available at www.CFNC.org/NC529, or www.NC529.org. As soon as your complete and signed Enrollment and Participation Agreement is processed, you will receive a printed confirmation. LMH will be notified to begin payroll deduction with your next payroll cycle. If you do not have internet access or prefer to complete a paper Enrollment and Participation Agreement, call toll-free 800-600-3453.

Holidays
• Effective immediately, included in PTO hours
• New Year’s Day, Martin Luther King Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day

PTO (Paid Time Off)  (Accrual starts immediately; however, you must work 3 months before PTO time can be taken)
• The accrual schedule will be based on the hours paid each pay period. Must be paid 40 hours in a pay period to accrue.
• For full-time employees, PTO hours are accrued per pay period for each hour paid, up to 80 hours.
• For part-time employees, PTO hours are accrued per pay period for each hour paid, up to 63.99 hours.
• Maximum accumulation is 580 hours.
• PTO payout if employment ends with less than 6 months of service: 0% of PTO balance
• between 6 months and 2 years: 50% of PTO balance
• greater than 2 years of employment: 100% of PTO balance

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Hours Accrued Per Hours Paid Per Pay Period</th>
<th>Based on 80 Hours Per Pay Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-2</td>
<td>0.0923</td>
<td>7.384 hrs</td>
</tr>
<tr>
<td>3-4</td>
<td>0.104</td>
<td>8.32 hrs</td>
</tr>
<tr>
<td>5-13</td>
<td>0.116</td>
<td>9.28 hrs</td>
</tr>
<tr>
<td>14-24</td>
<td>0.131</td>
<td>10.48 hrs</td>
</tr>
<tr>
<td>25+</td>
<td>0.1385</td>
<td>11.08 hrs</td>
</tr>
</tbody>
</table>

01/01/14