

LENOIR MEMORIAL HOSPITAL  
**SUMMARY OF EMPLOYEE BENEFITS**

**Health Insurance** (BlueCross BlueShield)

- Effective after 30 days of employment for full-time and part-time employees
- Children may be covered up to age 19, or to age 26 if a full-time student at accredited college
- One-year waiting period for pre-existing conditions (may be waived if certificate of coverage is provided)
- Prescription Drugs at designated pharmacies
- One routine Vision Exam at participating provider per calendar
- If verification of other medical coverage is provided, full-time employee may choose the "No Coverage" option, receive individual dental coverage at no cost to employee and reduced premiums for dependent dental coverage.

**Flexible Spending Accounts**

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.

**Dental Insurance**

- Effective after 90 days of employment
- Available to full-time employees and part-time employees
- 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 a total maximum of \$750
- Maximum annual benefit is \$750 per person
- Two-year waiting period for re-enrollment if you terminate your dental coverage

**Life Insurance**

- Effective after 90 days of full-time employment
- Hospital provides 1 x basic annual earnings (maximum amount is \$300,000)
- Employee may purchase an additional 1 x basic annual earnings (maximum amount is \$250,000)
- Coverage will be reduced beginning at age 65
- Dependent Life Insurance (optional)  
May choose \$ 5,000 coverage for spouse and children  
or \$10,000 coverage for spouse and children  
Children may be covered from birth to age 19 or through age 24 if full-time student at accredited college.

**401(k) Retirement Plan**

- 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 will be automatically enrolled with a 3% contribution unless a form is completed to elect a different percentage contribution amount.
- The maximum employee deferral limit for 2010 is \$16,500
- 100% vested immediately
- Loans are available for 50% of your account balance (\$1000 minimum)

## Long-Term Disability

- Effective after 90 days of full-time employment
- 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

- Effective after 90 days of employment for full-time employees who elect to enroll
- Approved short-term disability claims will be paid 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 short-term disability payments will be made for the first 30 calendar days. If short-term is elected, payments stop when LTD payments begin (after 13 weeks).
- Pays 60% of your basic weekly earnings; maximum \$1,150 per week
- Evidence of Insurability will be required if not elected at eligibility status. The EOI has very strict guidelines for late enrollment and is subject to The Hartford approval.

## 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
- Employees who are required to work holidays will receive pay of time and one-half (1.5) for all hours worked on a holiday

## 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.
- 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.

<u>Years Of Service</u>	<u>Hours Accrued Per Hours Paid Per Pay Period</u>	<u>Based on 80 Hours Per Pay Period</u>	
0-2	0.0923	7.384 hrs	24 days per year
3-4	0.104	8.32 hrs	27 days per year
5-13	0.116	9.28 hrs	30 days per year
14-24	0.131	10.48 hrs	34 days per year
25+	0.1385	11.08 hrs	36 days per year