

2012 Employee Benefits Summary

Full time status - 80 hours per pay period

Part-time status - 79 hours or less per pay period

Benefit	Employment Status	When Eligible	What You Receive																								
Paid Time Off (PTO)	Employees who are regularly scheduled a minimum of 40 hours per pay period	Available as accrued based on approval from leader. 0-4 years 5-14 years over 14 years PTO will stop accruing once the maximum allowed is reached	176 hours 216 hours 256 hours (Based on full-time employment, pro-rated for part-time)																								
Holiday	All employees	Immediately	Time and a half for working on a holiday Holidays observed are as follows: Christmas, New Years, Memorial Day, Fourth of July, Labor Day, and Thanksgiving Day. Easter Sunday is paid at time and one half but not considered a holiday.																								
Health Insurance www.healthpartners.com 888-922-2313 Healthy Benefits Program	Employees who are regularly scheduled a minimum of 40 hours per pay period	First of the month following 30 days of employment T = Traditional H = High Deductible Health Savings Account	<table border="0"> <tr> <td>Single</td> <td>Limited family .8, .9 or 1.0 status</td> <td>Family</td> <td></td> </tr> <tr> <td>\$87.42</td> <td>\$284.52</td> <td>\$429.10</td> <td>T</td> </tr> <tr> <td>\$51.26</td> <td>\$203.06</td> <td>\$306.02</td> <td>H</td> </tr> <tr> <td></td> <td colspan="2">.5, .6 or .7 status</td> <td></td> </tr> <tr> <td>\$171.70</td> <td>\$371.10</td> <td>\$559.70</td> <td>T</td> </tr> <tr> <td>\$138.38</td> <td>\$304.60</td> <td>\$459.02</td> <td>H</td> </tr> </table>	Single	Limited family .8, .9 or 1.0 status	Family		\$87.42	\$284.52	\$429.10	T	\$51.26	\$203.06	\$306.02	H		.5, .6 or .7 status			\$171.70	\$371.10	\$559.70	T	\$138.38	\$304.60	\$459.02	H
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Dental Insurance www.healthpartners.com 888-922-2313	Employees who are regularly scheduled a minimum of 40 hours per pay period	First of the month following 30 days of employment	<table border="0"> <tr> <th colspan="3">Monthly Premium</th> </tr> <tr> <td>Single</td> <td>Single +1</td> <td>Family</td> </tr> <tr> <td>\$36.95</td> <td>\$66.52</td> <td>\$109.11</td> </tr> </table>	Monthly Premium			Single	Single +1	Family	\$36.95	\$66.52	\$109.11															
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Life Insurance www.dearbornnational.com 800-778-2281	Employees who are regularly scheduled a minimum of 40 hours per pay period	First of the month following 90 days of employment	Equal to annual salary																								
Supplemental Life Insurance 800-778-2281 www.dearbornnational.com Transamerica Life 888-763-7474	Employees who are regularly scheduled a minimum of 40 hours per pay period	First of the month following 90 days of employment	Life insurance may be purchased on spouse and/or child(ren) Voluntary universal and term life insurance may be purchased on self or dependents																								
403B Retirement Savings Program	All employees	Immediately upon employment	The employee can invest up to \$16,500 of their income on a pre-tax basis into a retirement plan. Employer will match 50% of employee contribution up to 5% after employee has completed one year of service and 1,000 hours																								
Tuition Reimbursement	Employees who are regularly scheduled a minimum of 40 hours per pay period	After completion of one year of employment	Up to \$1,500 per calendar year towards the cost of tuition and books for job related courses. The employee will be reimbursed after successful completion of the course and receive a passing grade.																								

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Short-term Disability	Employees who are regularly scheduled a minimum of 40 hours per pay period	First of the month following 90 days of employment	Employer provides coverage for Short Term Disability. 70% of weekly salary is paid from the 1 st day of injury or the 4 th day for illness (days off count toward elimination period) to a maximum of 13 weeks. A maximum of \$750 per week will be paid.
Long-term Disability	Employees who are regularly scheduled a minimum of 40 hours per pay period	First of the month following 90 days of employment	Voluntary program in which premium is based on annual salary. Employees will be paid 60% of their base monthly wage; effective 13 weeks after the commencement of disability. There is a 1-year waiting period for all pre-existing conditions.
Funeral Leave	All employees based on regularly worked hours	Immediately upon employment	One to 5 days for death of spouse, child, parent or sibling. One to 3 days for death of grandparent, father or mother-in-law, son or daughter-in-law One day for death of aunt, uncle, nephew, niece, brother or sister-in-law Hours will be pro-rated for part time employees.
Jury Duty	All employees	Immediately upon employment	Regular earnings, up to a maximum of 10 days, will be paid while fulfilling obligations. Reimbursement for jury duty must be signed over to the Hospital.
Worker's Compensation	All employees	Immediately upon employment	Medical expense and loss of time payment for injury/illness that occur during work hours are provided under Wisconsin Worker's Compensation Law . The program strives to return employees to work as soon as possible. Modified duties may be assigned.
Shift Differential	All employees	Immediately upon employment	Evenings \$1.25 per hour Nights \$2.50 per hour
Aflac Insurance Steve Scullion 715-834-0911	All employees	Immediately upon employment	Supplemental insurance coverage: Cancer policy, accident policy, specific event and hospital policy
Employee Assistance Program (EAP)	All employees	Immediately upon employment	EAP counselors are on site weekly to provide free, confidential counseling services to employees and their dependents. Qualified counselors offer help with marital, interpersonal, and financial problems, gambling, substance abuse, family counseling, and career counseling.

For more information, contact Erin Larse, Human Resources Generalist at 715-243-2860.