

BENEFIT SUMMARY

BENEFITS	WHO RECEIVES	WHO PAYS	WHEN ELIGIBLE	BRIEF DESCRIPTION
Bereavement Leave	FT/PT Employees	Hospital	Upon Employment	Coverage for 3 days for immediate family; 1 day for extended family as defined in policy.
Cafeteria Discount	All Employees	Employee	Upon Employment	Meals available with a discount.
Child Care Subsidy	All Employees	Employee	Upon Employment based upon availability	20% subsidy at participating area Minnieland locations.
Credit Union	All Employees	Employee	Upon Employment	Savings and loans through payroll deduction.
Direct Deposit	All Employees	N/A	Upon Employment	Paycheck directly deposited into any bank in the continental U.S.
Disability (Short-& Long-Term)	FT Employees	Hospital	1 st of Month Following Hire Date	Pays percentage of base salary after waiting period.
Educational Assistance	FT/PT* Employees	Hospital	After 90 Days	Up to \$5,000 per calendar year for full time employees; Up to \$2,500 per calendar year for part time employees. Covers tuition costs of degree programs.
Employee Assistance Program	All Employees	Hospital	Upon Employment	Confidential program providing support, counseling & referrals for employees & their dependents.
Employee Health Services	All Employees	Hospital	Upon Employment	Health screening, TB skin test, lab work, chest x-ray & flu shots.
Flexible Spending Accounts	FT/PT* Employees	Employee	1 st of Month Following Hire Date	Child care and out-of-pocket health costs paid on a pre-tax basis. Decreases tax liability.
Health/Dental Insurance	FT/PT* Employees	Hospital/Employee	1 st of Month Following Hire Date	Coverage for you and your family.
Hospital Services Discount	All Employees	Employee	Upon Employment	20% discount after any insurance payment received.
Legal Services	FT/PT* Employees	Employee	First of Month Following Payment Date	Advice, consultation, and legal representation for a wide range of legal services. Available through payroll deduction.
Life Insurance	FT Employees	Hospital	1 st of Month Following Hire Date	Equal to 2 ½ times annual salary rounded to nearest \$1,000.
Long-Term Care	FT/PT* Employees	Employee	Immediately	Group/VHHA discounted rates.
Paid Days Off (PDO)	FT/PT* Employees	Hospital	May use after 90 days with approval Begin earning immediately	Paid time off bank for holidays, vacation and sick leave. Earned based on length of service and hours worked.
Parking	All Employees	Hospital	Upon Employment	Free on-site parking.
Personal Lines Insurance	FT/PT* Employees	Employee	Upon Employment; Subject to Indv. Underwriting	Group rates on auto, homeowners & renters insurance and others. Payroll deducted.
Retirement	All Employees	Hospital	Must work at least 1000 hours per plan year to receive contributions	Based upon years of service, the hospital contributes between 2.25% to 5% of your annual salary into a retirement account, plus potential 403(b) match.
Tax Sheltered Annuities (403b)	All Employees	Employee	Upon Employment	Reduces tax liability; savings toward retirement.

* Must be budgeted and scheduled to work at least 40 hours per pay period.

Should there be any discrepancy between this form and the provisions on the benefit contracts or plan documents, the provisions of the contracts or plan documents will govern. PWHS reserves the right to modify, amend, suspend or terminate any plan at any time, and for any reason without prior notification.