

Your Benefits at a Glance.

Aspirus Langlade Hospital



| BENEFIT | *EMPLOYMENT CLASSIFICATION | | | | | WHO PAYS | | ELIGIBILITY | | | WHAT YOU RECEIVE |
|---|----------------------------|-----|-----|----|----|----------|---------|--|-----------------------|-------|---|
| | FT | RPT | TPT | CS | FL | Employee | Aspirus | 1st of month following 30 days of hire if enrollment forms have been returned. | | | |
| Health Benefits | x | x | | | | x | x | x | | | Coverage for major medical, emergency, prescription drugs, doctor visits and routine preventative care. |
| Vision Benefits | x | x | | | | x | | x | | | Full service (materials plus exam) and materials only. |
| Dental Benefits | x | x | | | | x | x | x | | | Coverage for preventative, basic, major, restorative and orthodontic services. |
| Short-Term Disability (7/1/17) | x | x | | | | | x | Eligible to participate after 90 days of employment. | | | If approved, paid at 66 2/3% of covered pay up to a maximum of 180 consecutive days per certified employee (non-work related) illness or injury. |
| Long-Term Disability Insurance | x | x | | | | x | x | 1st month following 12 month consecutive employment. | | | FT 50% income replacement paid by Aspirus, buy up option to 66 2/3%. RPT 50% paid by employee |
| Life/Accidental Death and Dismemberment Insurance | x | x | | | | x | x | x | | | Paid coverage based on a multiple of your annual salary, and optional coverage available up to a combined total of \$1,000,000. |
| Dependent Life Insurance | x | x | | | | x | | x | | | Spouse coverage and dependent child coverage available. |
| Flexible Spending Account | x | x | | | | x | | x | | | Two accounts available - health care and dependent care reimbursement accounts - for tax-free reimbursement of eligible expenses. |
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| | FT | RPT | TPT | CS | FL | Employee | Aspirus | Date of Hire | After 90 Days | Other | |
| Retirement Savings Plan 403(b) | | | | | | | | | | | Traditional pre-tax contribution as well as Roth 403(b) after tax contribution options available. Employees eligible to participate upon date of hire. Matching contribution up to 5% based on years of service, subject to a 6-year vesting schedule. *Eligible for match at 1 year of service (waived with prior health service), 21 years of age. |
| <i>Non-Matching</i> | x | x | x | x | x | x | | x | | | |
| <i>Matching</i> | x | x | | | | | x | | | x | |
| Leadership Deferred Compensation Plan 457(b) | x | x | | | | x | | x | | | For eligible leadership and providers. |
| Paid Time Off (PTO) (Includes Vacation, Holiday and Sick Hours) | x | x | | | | | x | Begin Accruing. | Usable after 90 days. | | Paid time off hours accrue each pay period, based on hours paid by years of service. |
| (PTO) Buy Back | x | x | | | | | | | | x | Buy back up to 40 PTO hours up to 3 times yearly. |
| Holidays | x | x | x | | | | x | x | | | Seven days of holiday pay (included in PTO). TPT employees will receive time and a half for hours worked on a holiday. |

FT = Full Time (72-80 hrs per 2 wk pay period)
RPT = Regular Part Time (48-72 hrs per 2 wk pay period)

TPT = Temporary Part Time (0-48 hrs per 2 wk pay period)
CS = Casual (employed for a period of time)

FL = Float (hours defined by department - no guarantee of hours)

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| Shift Differentials | x | x | x | x | x | | x | x | | | Evening Differential..... \$1.30 Night Differential..... \$1.95 Must work 4 or more consecutive hours from 3pm-11pm for evening shift differential and 4 or more consecutive hours from 11pm-7am for night differential. |
| Weekend Differential | x | x | x | x | x | | x | x | | | Eligible employees working scheduled weekend hours between 7:00 am Saturday to 6:59 am Monday receive an additional \$0.75 per hour. |
| Call Pay | x | x | x | x | x | | x | x | | | Eligible employees receive an additional \$2.35 per hour while placed on call status. Non-exempt staff will receive time and a half for hours worked when called in, minimum of 2 hours. |
| Bereavement Pay | x | x | | | | | x | | | x | Up to 4 days depending upon relationship. |
| Jury Duty | x | x | x | x | x | | x | x | | | Difference of jury pay and regular pay. |
| Referral Bonus | x | x | x | x | x | | x | x | | | Bonus paid for referring eligible employees to Aspirus - see policy for details. |
| Educational Service | x | x | x | x | x | | x | x | | | Training/development programs available. |
| Tuition Assistance | x | x | x | | | | x | | | x | Financial assistance for pre-approved courses, dollar amount depending on employment classification. |
| Department Transfers | x | x | x | x | x | | | | | x | Opportunity to transfer to a new department/position. |
| Direct Deposit | x | x | x | x | x | | | x | | | Paycheck required to be deposited into checking/ savings accounts - your choice of financial institution. |
| Leave Of Absence | x | x | x | x | x | | | | | x | Personal, military, extended medical, educational, and family medical leave. |
| Wellness Benefits | x | x | x | x | x | | x | x | | | A variety of health and wellness activities available to encourage employees to participate, learn and make healthy choices. |
| Child Care Center | x | x | x | x | x | | x | x | | | Discounted child care rates at a licensed, employer-sponsored facility; LeRoy Child Care Center. |
| Fitness Center | x | x | x | x | x | x | x | x | | | Well equipped facility that includes gym, weight machines, treadmills, walking track, etc. free of charge. (May join medical-based fitness facility at a reduced rate.) |
| Employee Assistance Services | x | x | x | x | x | | x | x | | | Confidential employee counseling (financial, personal, medical, etc.) |
| Quick Charge | x | x | x | x | x | x | | x | | | Charge and have payroll deduction in ALH Cafe and Gift Shop. |
| Social Security | x | x | x | x | x | x | x | x | | | Retirement, disability, survivors and death benefits. |
| Unemployment Compensation | x | x | x | x | x | | x | x | | | As provided by state and federal regulations. |
| Workers' Compensation | x | x | x | x | x | | x | x | | | Medical expenses and loss of income benefits for on-the-job injury/illness. |

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NOTE: The benefits above are summaries of key features which affect most situations. Detailed information is available in the Human Resources policy statements, summary plan descriptions or master contracts. The above summaries do not alter the terms of the statements, descriptions or contracts. Subject to change at the discretion of Aspirus Langlade Hospital.