

ANTELOPE MEMORIAL HOSPITAL BENEFITS

The following benefits are provided to the employees of Antelope Memorial Hospital in addition to their salary. Please note: This summary is not a contract. Benefits may have conditions and restrictions. The Hospital reserves the right to terminate or change benefits at any time with proper notice to Employees. Please contact Personnel with questions or for additional information.

CAFETERIA PLAN (FLEXIBLE SPENDING ACCOUNT)

Eligible after 6 months employment and must be scheduled at least 8 hours per pay period. Provides employees an opportunity to reduce their taxable income through salary reduction contributed to the flexible spending account to be used toward out-of-pocket healthcare expenses, (up to \$3,000/year)

Dependent Care up to \$5,000 per year.

Additional health insurance premium, (over \$400 HRA Limit), unlimited.

FUNERAL LEAVE

Eligible from date of hire. Death of spouse, child, parent, sister, brother, mother-in-law or father-in-law.

Up to 24 hours Full time employees, (scheduled 75-80 hours per pay period)

Up to 8 hours Part time employees

HEALTH REIMBURSEMENT ACCOUNT (HRA)

Eligible after 3 months employment and scheduled 24 hours per pay week. \$400.00 per month. All Eligible Employees will receive a \$400 per month benefit towards their private health insurance premium and/or healthcare expenses.

HOLIDAY PAY

Eligible from date of hire. Double Pay for Christmas (1500, December 24th through 2300, December 25th) and New Years (1500, December 31st through 2300, January 1st).

LIABILITY INSURANCE

Eligible from date of hire. \$1,000,000.00, with additional \$2,000,000 umbrella, carried on all employees. Nursing personnel also have the option to have private plans deducted from their checks on a per pay period basis.

LIFE INSURANCE

Eligible after 3 months employment and working at least 20 hours per week. Hospital pays total premium. 75% of Annual Salary with a minimum of \$5,000 on each eligible employee. Employees also have the option to take additional insurance on themselves, as well as family coverage.

SUPPLEMENTAL/DEPENDENT LIFE INSURANCE *Eligible after 3 months employment and at working least 20 hours per week. Employee pays premium. 75% of Annual Salary on spouse, (\$50,000 Maximum), 1/2 that amount on eligible children, (\$10,000 Maximum).*

OTHER INSURANCE

Eligible from date of hire for after tax benefit and at the beginning of each calendar year for pre-tax benefit,

(please note: not all plans are pre-tax). The Hospital provides employees an opportunity to reduce their taxable income through salary reduction contributed for all or part of the premiums for Cancer Insurance, Accident Insurance, Dental Insurance, Intensive Care Insurance, Disability Insurance, Vision Insurance, and Universal Life..

PAID DAYS OFF

Full Time, (80 hours/pay period)	1 - 7 years	200 hours (25 days)
	7 - 14 years	240 hours (30 days)
	Over 14 years	280 hours (35 days)
Part Time, (Under 75 hours/pay period)	(Based on number of hours worked per fiscal year)	

RETIREMENT PLAN

Eligible after 1 year of employment after July 1st, 1,000 hours of work in prior year. The hospital will make contributions to the Employee Retirement Plan on a year to year basis, (based on economic conditions of prior year).

TAX SHELTERED ANNUITY AND ROTH 403(B)

Eligible upon employment. The Hospital has arranged for voluntary Tax Sheltered Annuity and Roth 403b plans, allowing employees to save towards their retirement.

MEDICAL REIMBURSEMENT

Eligible after being employed for at least three months prior to the quarter in which he/she qualifies for the plan, must have averaged at least forty hours per pay period and be eligible for the plan at the time the bill is incurred. The hospital will pay up to 10% of the employee and his or her dependent's medical expense incurred at Antelope Memorial Hospital or AMH Clinics.

ADDITIONAL BENEFITS

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| Shift Differentials/Call Pay | Education Loan Forgiveness |
| Inservice/Professional Education | Family Medical Leave |
| Worker's Compensations Insurance | Jury Duty |
| Free Parking | Job Posting |
| Cafeteria/Coffee/Tea | Employee Awards |
| Social Security - 7.65% matching | Christmas Party |
| Free Parking | Notary Public |
| Wellness Center | Free Hep B Shots |
| Free Tetanus Boosters | Free Flu Shots |
| Free Pre-Employment Employee Physical | |