

EMPLOYEE SUMMARY OF BENEFITS

This “Benefits Summary” is provided for brief descriptive purposes only and is subject to change. For more information, please refer to detailed plan documents available from Human Resources.

Benefit	Eligibility	Description	Who Pays
Medical/ Prescription, Dental, & Vision Insurance	Exempt, FT, 7/7, PT (48+ hrs/pp) You and your eligible dependents become eligible for coverage under the benefit plans on the first day of the month following one full month of continuous employment	Medical/Prescription, Dental, and Vision plans sponsored by <i>Legacy Hospital Partners, Inc.</i> The plans include a prescription drug program, preventative health checks, vision care, orthodontics and dental care. When using network providers for services, employees enjoy a higher preferred provider benefit. For medical coverage, employees choose from a higher deductible “Base Plan” versus a lower deductible “Buy-up Plan”. For Medical Only – if a spouse has group health coverage available through their employer, they can not be covered on the Legacy medical plan.	Portneuf and Employee
Flexible Spending Accounts	Exempt, FT, 7/7 The first day of the month following one month of continuous employment.	Pre-tax earnings may be set aside for eligible out of pocket health care and/or dependent care expenses. Medical spending accounts may be up to \$3,900 and dependent care up to \$5,000 annually. Premiums for medical/dental/vision benefits are deducted pre-tax, unless waived.	Employee
Basic Term Life Insurance/ AD&D	Exempt, FT, 7/7 The first day of the month following one month of continuous employment.	Basic Term Life benefit is equal to one times annual salary up to a maximum of \$525,000. Accidental Death & Dismemberment benefit amount is equal to the amount of Basic Term Life.	Portneuf
Voluntary Term Life Insurance	Exempt, FT, 7/7 The first day of the month following one month of continuous employment.	Employees enrolled in basic coverage are eligible to purchase additional coverage for themselves and their dependents. May purchase up to 5X annual salary for self up to a maximum of \$1.5M. Employee may not cover their dependents for more coverage than they elect for themselves. Evidence of Insurability may be required.	Employee
Voluntary AD&D	Exempt, FT, 7/7 The first day of the month following one month of continuous employment.	Employee may choose to elect additional coverage for themselves and their dependents. May elect up to 10 times annual salary up to a maximum of \$750,000. Spouse benefit is 50% of employee’s election; child benefit is 10%.	Employee
Long Term Disability	Exempt, FT, 7/7 The first day of the month following one month of continuous employment.	Benefit paid if employee becomes disabled and cannot perform the duties of their job. Benefit equal to 60% of basic monthly salary up to a maximum of \$15,000/mo after a 180-day elimination period.	Portneuf
Short Term Disability	Exempt, FT, 7/7 The first day of the month following one month of continuous employment.	Employee may purchase a plan to cover from the time elimination period is met until LTD goes into effect. Benefit equals 2/3 of basic weekly salary up to a maximum of \$1500/wk. May select from plans with a 30-day, 60-day, or 90-day elimination period.	Employee
Paid Time Off (PTO)	Exempt, FT, 7/7 Accruals begin on the first day of employment.	Depending on classification, employees accrue time to be used for vacation, holidays, short-term illness, and injury. Maximum accrual amounts are allowed based on years of service and accrual rates increase at designated year-of-service milestones. <u>New employees begin accruing benefits as follows:</u> Exempt/FT: 6.77 hrs per pay period (includes holidays); 7 on / 7 off: 1.538 hrs per pay period.	Portneuf
Extended Illness Benefit (EIB)	Exempt, FT, 7/7 Accruals begin on the first day of employment.	Hours begin accruing at a rate of 13.23 hrs per pay period. Waiting period of two working days must normally be satisfied before accessing. Maximum accrual amounts are allowed based on years of service and accrual rates increase at designated year-of-service milestones. There is no cash-out value upon resignation.	Portneuf
Employee Assistance	All Employees Upon employment	Professional counseling service of up to 5 visits per year for employees and their eligible dependents.	Portneuf
401(k) Retirement Program	All Employees, (except PRN) Must be 18 years of age and complete 250 hours of service in any three consecutive month period. Full-time employees can then begin contributing the first full pay period of the following month. Part-time employees can begin contributing the first full pay period of the third month following the calendar month in which they satisfied the requirements.	When eligibility requirements are met, employees will be auto enrolled at 3% contribution into default funds. Employees may contribute from 1% to 85% of before-tax compensation, up to the IRS-defined federal maximum limits, and may select investment choices from several funds. Employer may match 100% of the first 3% contributed by the employee up to the IRS annual limitations. Vesting in the employer match is 100% after 5 years of service.	Portneuf and Employee
Shift/Weekend Differentials	All Employees, (except Exempt) Upon employment	Employees working evenings, nights, weekends, and on-call receive additional pay on top of their base rate of pay.	Portneuf

Other Benefits Include: cafeteria discounts, recognition & service awards, birthday breakfasts & lunches, professional liability insurance, credit union memberships, employee fitness program, worker’s compensation, and direct deposit of paychecks.