

Benefits-at-a-Glance

Benefit	Who Pays	When Eligible	Eligible Employees	What You Receive
PTO (Paid Time Off)	SVHC	Immediately	Full and part time (at least 40 hrs per pp) Accruals are calculated on actual hours paid.	<u>Service</u> 0-3 years 4-9 yrs 10-14 yrs 15-19 yrs 20+ yrs <u>Maximum</u> up to 152 hrs/yr up to 200 hrs/yr up to 208 hrs/yr up to 256 hrs/yr up to 264 hrs/yr
EIB (Extended Illness Bank)	SVHC	Immediately	Full and part time (at least 40 hrs per pp) Accruals are calculated on actual hours paid.	<u>Service</u> 0+ years <u>Maximum</u> up to 40 hrs/yr
Extended Sick Leave	SVHC	After 5 yrs. service	Full and part time (at least 40 hrs per pp)	Up to 174 hrs of extended illness pay.
Bereavement/Funeral	SVHC	Immediately	All full and part time	Up to 24 hours off for bereavement of an immediate family member.
Differentials	SVHC	Immediately	PRN employees	PRN = 15% of base rate; Weekend = 10% of base rate (\$1 per hour min) Paid from 18:42 on Friday to 7:18 on Monday; Night Shift = 10% of base rate (\$1 per hour min) Paid for all hours worked between 6 p.m. and 6 a.m.; Holiday = 50% of base rate paid for all hours worked on actual holiday
Medical/Rx/Dental Insurance	SVHC & employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Comprehensive group medical, dental & prescription coverage.
Vision Insurance	Employee	January 1	Full and part time (at least 40 hrs per pp)	Covers materials only (glasses or contacts)
Life Insurance	SVHC & employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Group term life insurance benefit equal to 150% of basic annual earnings are provided to eligible employees. Employee-paid supplemental life insurance is available and is portable upon termination.
Dependent Life	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	\$10,000 child/ \$10,000 spouse or \$10,000 child/\$25,000 spouse
Long-term Disability	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Income protection from long-term disability.
Flexible Spending Account – Health Care	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Up to \$2,550 pre-taxed annually for unreimbursed medical expenses.
Flexible Spending Account – Dependent Child Care	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Up to \$5,000 pre-taxed annually for dependent child care expenses.
Universal Life Insurance	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Permanent life insurance protection with cash value accumulation. Same rates after termination or retirement.
Critical Illness Protection	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Lump sum cash benefit upon first diagnosis of covered critical illness. Same rates after termination or retirement.
Education Reimbursement	SVHC and Employee	Immediately (See Personnel Policy #30-205-1 for guidelines)	Full and part time (at least 40 hrs per pp)	S-V contributes to self-improvement through reimbursement of tuition costs. Maximums vary depending on graduate level and status. Reimbursement vary based on type of education.
403(b) Basic Plan	SVHC	After one year of employment & 1,000 hours paid in the plan year. Fully vested after 3 “years of service.”	All employees at least 18 years of age.	SVHC will contribute a percentage of your salary once per year, after the end of the plan year (must be employed on Sept. 30). The amount of the contribution will be determined annually.
403(b) Plan	Employee	Immediately	All	Voluntary, tax deferred retirement savings. New employees are automatically enrolled with a 3% deduction starting on the first paycheck. (VALIC Financial Advisors 354-5327)

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403(b) Match Plan	SVHC	After one year of employment & 1,000 hours paid in the plan year. Fully vested after 3 "years of service."	All employees at least 18 years of age.	Each pay period, SVHC will match your contributions dollar-for-dollar on 2% of income up to the legally allowable maximum.
Employee Recognition	SVHC	After each 5 years of service	All	Awards for years of service
Envista Credit Union	Employee	Immediately	All	Convenient checking, savings and loan programs.
Direct Deposit	Employee	Immediately	All	Payroll monies deposited to your checking or savings account.
Purchase Power	Employee	Immediately	All	Discounts are provided to employees by participating
Employee Assistance Program - New Directions Behavioral Health	SVHC	Immediately	All	You are encouraged to take advantage of the program by calling New Directions directly at (800) 624-5544 for an appointment. The EAP is confidential and being offered to you and your dependents at no cost. New Directions also offers online resources through their website www.ndbh.com . Simply click on EAP Members and enter the login code: svhc.
MetPay	Employee	Immediately	Full and part time (at least 16 hrs per pp)	Discount group rates for personal property policies (auto/home/boat) - call 1-800-Get-Met-8.
Hyatt Legal Plans	Employee	January 1	Full and part time	Prepaid legal services for a variety of legal matters. Entire plan year commitment is required.
Flu Shots	SVHC	Immediately	All	Annual flu shots
Tetanus, Diphtheria & Pertussis (Tdap) Vaccine	SVHC	Immediately	All	Three-in-one vaccination
Pharmacy Discount	Employee	Immediately	All	Employee discount on prescriptions not covered by insurance and over-the-counter items at our Medical Arts Pharmacy.
Cafeteria Purchases	Employee	Immediately	All	Nutritious meals at reasonable prices. Payroll deduction available.
Parking	SVHC	Immediately	All	Free Parking
Tobacco Cessation Assistance	SVHC	Immediately	All	Tobacco cessation assistance programs & over-the-counter nicotine replacement products.
Housing & Credit Counseling Assistance	SVHC	Immediately	All	Free, confidential housing and credit assistance through Housing and Credit Counseling, Inc. Call (785) 234-0217 (Topeka) or 1-800-383-0217.

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