

Benefit	Who Pays	When Eligible	Eligible Employees	What You Receive
PTO (Paid Time Off)	SVH	Immediately	Full and part time (at least 40 hrs per pp) Accruals are calculated on actual hours paid.	<u>Service</u> 0-3 years up to 152 hrs/yr 4-9 yrs up to 200 hrs/yr 10-14 yrs up to 208 hrs/yr 15-19 yrs up to 256 hrs/yr 20+ yrs up to 264 hrs/yr
EIB (Extended Illness Bank)	SVH	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
Bereavement/Funeral	SVH	Immediately	All full and part time	Up to 24 hours off for bereavement of an immediate family member.
Differentials	SVH	Immediately	PRN employees	PRN = 15% of base rate; Weekend = 10% of base rate (\$1 per hour min) Paid from 18:40 on Friday to 7:15 on Monday; Night Shift = 10% of base rate (\$1 per hour min) Paid for all hours worked between 17:58 and 5:57; Holiday = 50% of base rate paid for all hours worked on actual holiday
Medical/Rx/Dental Insurance	SVH & employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Comprehensive group medical (PPO/HDHP), dental & prescription coverage.
Vision Insurance	Employee	January 1	Full and part time (at least 40 hrs per pp)	Covers exam and glasses or contacts
Life Insurance	SVH & 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.
Short-term Disability	Employee	1 st of month following employment	Full and part time (at least 40 hrs per pp)	Income protection from short-term disability.
Flexible Spending Accounts	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Up to \$2,650 pre-tax annually for unreimbursed medical expenses & \$5,000 for dependent child care expenses.
Health Savings Account	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Available only with SVH HDHP – up to legal limits
Accident Insurance	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Pays cash benefits directly to you when you have a covered “Off-Job” accident. You can use the money to pay for everyday expenses like mortgage payments, day care, utility bills or you can use the cash for expenses like your medical plan’s deductible/coinsurance.
Critical Illness Ins	Employee	1st of month following employment	Full and part time (at least 40 hrs per pp)	Pays lump-sum benefits directly to covered members at the time a covered illness is diagnosed.
Long Term Care Insurance	Employee	Immediately	Full and part time (at least 40 hrs per pp)	Provides coverage for the cost of personal care services and assistance with activities of daily living for individuals who develop disabilities. A ONE-TIME OPPORTUNITY to apply with simplified underwriting (fewer medical questions and no medical exam to prove good health) is available to employees and spouses, age 18-65, working at least 20 hours per week. An application must be submitted within 90 DAYS from date of hire or within 90 DAYS of status change date to be benefits eligible.

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403(b) Basic Plan	SVH	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.	SVH 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)
403(b) Match Plan	SVH	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, SVH will match your contributions dollar-for-dollar on 2% of income up to the legally allowable maximum.
Employee Recognition	SVH	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	SVH	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: SVH.
MetPay	Employee	Immediately	Full and part time (at least 40 hrs per pp)	Discount group rates for personal property policies (auto/home) - call 1-800-Get-Met-8.
MetLaw Legal Plan	Employee	January 1	Full and part time (at least 40 hrs per pp)	Prepaid legal services for a variety of legal matters. Entire plan year commitment is required.
Flu Shots	SVH	Immediately	All	Annual flu shots
Tetanus, Diphtheria & Pertussis (Tdap) Vaccine	SVH	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 Stormont Vail Retail Pharmacy.
Cafeteria Purchases	Employee	Immediately	All	Nutritious meals at reasonable prices. Payroll deduction available.
Parking	SVH	Immediately	All	Free Parking
Tobacco Cessation Assistance	SVH	Immediately	All	Tobacco cessation assistance programs & over-the-counter nicotine replacement products.
Housing & Credit Counseling Assistance	SVH	Immediately	All	Free, confidential housing and credit assistance through Housing and Credit Counseling, Inc. Call (785) 234-0217 (Topeka) or 1-800-383-0217.
Education Reimbursement	SVH and Employee	Immediately	Full and part time (at least 40 hrs per pp)	SVH contributes to self-improvement through reimbursement of tuition costs. Maximums vary depending on graduate level and status. Reimbursement vary based on type of education.

"Benefits at a Glance" is intended for use as a brief reference guide. For a more detailed description of the above benefits, please refer to the Personnel Policies on SVnet, Summary Plan Descriptions or call the Total Rewards department at (785) 354-6153, option 4.