

EMPLOYEE BENEFITS SUMMARY

B E N E F I T	Who is Eligible	When Eligible	Who Pays																																									
<p>Medical & Dental Insurance NOHS offers 2 medical plan choices and 2 dental plan choices with different premiums for each plan.</p>	Full-Time Benefit *see page 2	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	NOHS/ Employee																																									
<p>Vision Plan NOHS employees may opt for vision coverage at reasonable rates. Plan includes \$10 eye exam at participating providers; frames, lenses or contact lenses at little to no cost depending on your selection.</p>	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																									
<p>Flexible Spending Accounts Flexible Spending Accounts are pretax monies set aside through payroll deduction to be used for out-of-pocket medical and pharmacy expenses, deductibles and co-insurance payments.</p>	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																									
<p>Employer Paid Group Life Insurance Life insurance coverage for Full-Time benefit employees immediately upon attaining Full-Time benefit status. Coverage is equal to one times employee's annual base salary. Enrollment in this plan is automatic. Limited to maximum coverage of \$500,000. Coverage over \$50,000 is considered imputed income per IRS guidelines.</p>	Full-Time Benefit	Employee eligible upon attaining Full-Time Benefit Status.	NOHS																																									
<p>Basic Life Insurance Coverage available at reasonable group rates. Coverage level is \$10,000 for employee; \$4,000 for spouse; and \$2,000 for children.</p>	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																									
<p>Voluntary Term Life Insurance: Coverage available in \$10,000 increments. Maximum available is lesser of 5 times annual base salary or \$500,000. Guaranteed issue is \$150,000 for employee and \$50,000 for spouse. Coverage of \$10,000 is also available for children.</p>	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																									
<p>Boston Mutual Whole Life with Long Term Care Rider: Whole Life Insurance coverage with guaranteed premiums, coverage and values. Long-Term Care rider is also available to help provide financial assistance should you lose the ability to care for yourself.</p>	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																									
<p>Long-Term Disability (LTD) LTD is offered to Full-Time benefit employees who have completed one year of service. Coverage equals 60% of base pay to a monthly maximum of \$6,000. Elimination period is 180 days. Enrollment in this plan is automatic.</p>	Full-Time Benefit	After 1 year of employment if actively at work. See handbook on NONet for details.	NOHS																																									
<p>Retirement Plan(s) 401A Plan - NOHS contributes to this plan for eligible employees. Employee must contact the retirement representative to enroll in the plan before NOHS contributions can begin. <i>Subject to IRS compensation limitations.</i> Contribution is a percentage of base salary as follows: After completion of 1 Year of Service – 2% of Base Annual Salary After completion of 4 Years of Service – 3% of Base Annual Salary After completion of 8 Years of Service – 4% of Base Annual Salary After completion of 12 Years of Service – 5% of Base Annual Salary After completion of 16 Years of Service – 6% of Base Annual Salary <i>Employees are 100% vested in the plan after 5 years of service.</i></p>	Full-Time Benefit	After 1 year of employment	NOHS																																									
<p>Paid Time Off – PTO (Annual Accrual) <i>Paid Time Off (PTO) is used for scheduled personal leaves due to vacations, holidays, personal business or short-term illness.</i></p> <table border="1" data-bbox="85 1726 887 1877"> <thead> <tr> <th rowspan="2">Hours Scheduled per week</th> <th colspan="6">Years of Service</th> </tr> <tr> <th>< 1 Year</th> <th>1-5</th> <th>After 5</th> <th>After 10</th> <th>After 15</th> <th>After 20</th> </tr> </thead> <tbody> <tr> <td>20-31</td> <td>2.5 days</td> <td>4.5 days</td> <td>7 days</td> <td>9.5 days</td> <td>11 days</td> <td>12 days</td> </tr> <tr> <td>32-35</td> <td>9 days</td> <td>17 days</td> <td>21 days</td> <td>25 days</td> <td>27.5 days</td> <td>29 days</td> </tr> <tr> <td>36-39</td> <td>10.5 days</td> <td>18.5 days</td> <td>23.25 days</td> <td>28.25 days</td> <td>31 days</td> <td>33 days</td> </tr> <tr> <td>40</td> <td>12 days</td> <td>20 days</td> <td>25 days</td> <td>30 days</td> <td>33 days</td> <td>35 days</td> </tr> </tbody> </table>	Hours Scheduled per week	Years of Service						< 1 Year	1-5	After 5	After 10	After 15	After 20	20-31	2.5 days	4.5 days	7 days	9.5 days	11 days	12 days	32-35	9 days	17 days	21 days	25 days	27.5 days	29 days	36-39	10.5 days	18.5 days	23.25 days	28.25 days	31 days	33 days	40	12 days	20 days	25 days	30 days	33 days	35 days	Full-Time Benefit Part-Time Benefit	The pay period following the completion of 90 days of employment for hourly employees.	NOHS
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<p>Extended Illness Time – EIT (Annual Accrual) Hours Scheduled Per Week</p> <table border="1" data-bbox="85 1964 887 2063"> <tbody> <tr> <td>20-31</td> <td>4 days</td> </tr> <tr> <td>32-35</td> <td>6.4 days</td> </tr> <tr> <td>36-40</td> <td>8 days</td> </tr> </tbody> </table>	20-31	4 days	32-35	6.4 days	36-40	8 days	Full-Time Benefit Part-Time Benefit	The pay period following the completion of 90 days of employment for hourly employees.	NOHS																																			
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Note: Maximum ceiling for PTO accrued is 2 times the employee's accrual. Example: If employee accrues 160 hours a year, the maximum amount of PTO the employee can accrue is 320 hours.

Note: Maximum ceiling for EIT accrued is 480 hours.

B E N E F I T	Who is Eligible	When Eligible	Who Pays
457 Plan Employees may contribute to this plan on a pre-tax basis, and all earnings grow on a tax deferred basis. <i>(You don't pay taxes until monies are withdrawn from the plan.)</i> Employees must contact the retirement representative to enroll in the plan before payroll deductions can begin. Employees are 100% vested in this plan as soon as contributions begin. Subject to IRS maximum contribution limitations.	Full-Time Benefit Full-Time Non-Benefit Part-Time Benefit	Immediately upon hire	Employee
CIGNA Short-Term Disability & Critical Illness Supplemental insurance available for Short-Term Disability and Critical Illness which includes Cancer. Enrollment in the plans must be completed by a representative. The Critical Illness policy is portable.	Full-Time Benefit Full-Time Non-Benefit Part-Time Benefit	Immediately upon hire or eligibility, during CIGNA quarterly visit or wait until next annual enrollment period.	Employee
Bereavement Employee is entitled to 3 days paid leave for immediate family as defined in the Bereavement Policy.	Full-Time Benefit Full-Time Non-Benefit Part-Time	After 90 days of employment for hourly employees.	NOHS
On Site Child Care Services at North Oaks Child care is available for children, 6 weeks-13 years of age, from 5:30 a.m.-7:30 p.m., Monday-Friday. For fee and enrollment information, please call (985) 230-6408. For information on Child Care Assistance Programs, please contact the Office of Family Support in your parish of residence.	All Employees	Enrollment required prior to use	Employee
Jury Duty All employees are eligible for up to 1 day's pay at straight time (no differentials) to attend jury duty. In addition, after 90 days of employment, full-time employees will be paid at straight time for all scheduled hours absent due to jury duty. (See policy for further clarification.)	All Employees	Immediately upon hire	NOHS
Employee Assistance Program Private, confidential assistance to discuss problems of any nature – marital, family, financial, etc. EAP also offers a 24-hour crisis counseling line that allows immediate access to the EAP. Employee, spouse and children are eligible. EAP phone: 1-800-749-3277	All Employees	Immediately upon hire	NOHS
Credit Unions NOHS employees have the choice of two Credit Unions – Louisiana Central and Louisiana Federal. Services provided include checking, savings, Christmas and Vacation Clubs, Certificates of Deposit, Loans, etc.	All Employees	Immediately upon hire	Employee
Continuing Education Continuing education is offered through hospital in-service programs, departmental courses and approved outside programs and seminars.	All Employees	Immediately upon hire	NOHS
Direct Deposit Employees are required to enroll in direct deposit to have 100% of their payroll checks sent to a financial institution of their choice.	All Employees	Immediately upon hire	N/A
Annual Employee Benefit Fair Representatives from benefit vendors come on site to assist employees and answer questions about vendor benefits and products.	All Employees	Immediately upon hire	N/A
Discounts: 20% discount on all purchases in the hospital cafeteria. Employee ID required at time of purchase.	All Employees	Immediately upon hire	NOHS /Employee
20% prompt pay discounts on all North Oaks related medical bills. To qualify, bill must be paid in full within 60 days of statement date.	All Employees	Immediately upon hire	NOHS /Employee
Payroll Deductions: Gift Shop and Cafeteria purchases may be payroll deducted. See policy for limitations and guidelines.	FT/PT Employees	Immediately upon hire	Employee
Uniforms: Purchases from NOHS-approved vendors may be payroll deducted.	All Employees	Immediately upon hire	Employee
Guardwell Identity Theft Protection This product is a comprehensive identity theft program for all employees, family and friends. Dedicated fraud specialists who jump into action on the victim's behalf when theft or fraud is detected. Link to enroll is available through Oaklink under Human Resources.	All Employees	Immediately upon hire	Employee

* Part-Time Benefit employees may be eligible for medical coverage after 20 years of full-time service. Call Human Resources for details.

PLEASE NOTE: This summary is designed and intended for the purpose of presenting general information only. Its contents are not to be accepted or construed as a substitute for the provisions of the written Plan Documents and/or the North Oaks Health System Human Resources Policies and Procedures.