

# Your Benefits at a Glance.

## Pleasant View



BENEFIT	*EMPLOYMENT CLASSIFICATION						WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE
	F T	M T	P T	S P	S T	O C	Employee	Aspirus	1st of month following 30 days of hire if enrollment forms have been returned.			
Health Benefits	x	x	x				x	x	x			Coverage for major medical, emergency, prescription drugs, doctor visits and routine preventative care.
Vision Benefits	x	x	x				x		x			Two plans available: Full service (materials plus exam) and materials only.
Dental Benefits	x	x	x				x	x	x			Coverage for preventative, basic, major, restorative and orthodontic services.
Short-Term Disability	x	x	x					x	Eligible to participate after 90 days of employment.			If approved, paid at 66 2/3% of covered pay up to a maximum of 180 consecutive days per certified employee (non-work related) illness or injury.
Long-Term Disability Insurance	x	x	x				x	x	Eligible to participate after one year of employment.			FT/MT 50% income replacement paid by Aspirus, buy up option to 66 2/3%. PT 50% paid by employee.
Life/Accidental Death and Dismemberment Insurance	x	x	x				x	x	x			Aspirus paid coverage based on a multiple of your annual salary, and optional coverage available up to a combined total of \$1,000,000.
Dependent Life Insurance	x	x	x				x		x			Spouse coverage available up to \$250,000 and dependent child coverage available up to \$10,000.
Flexible Spending Account	x	x	x				x		x			Two accounts available - health care and dependent care reimbursement accounts - for tax-free reimbursement of eligible expenses.

BENEFIT	*EMPLOYMENT CLASSIFICATION						WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE
	F T	M T	P T	S P	S T	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other	
Retirement Savings Plan 403(b)												Traditional pre-tax contribution as well as Roth 403(b) after tax contribution options available. Employees eligible to participate upon date of hire. Matching contribution up to 4% based on years of service, subject to a 3-year vesting schedule. <ul style="list-style-type: none"> <li>&lt;3 yrs: 50¢ for every \$1 you save up to 4% of pay</li> <li>3 or more years: \$1 for every \$1 you save up to 4% of pay</li> </ul> * Annual 2% non-elective contribution. Must work minimum 1000 hours during calendar year.
Non-Matching	x	x	x	x			x	x	x			
Matching	x	x	x	x				x			x	
Non-elective Contribution	x	x	x	x				x			2%*	
Paid Time Off (PTO) (Includes Vacation, Holiday and Sick Hours)	x	x	x						x	x		Paid time off hours accrue each pay period, based on hours paid.
(PTO) Buy Back	x	x	x								x	Buy back up to 40 PTO hours.

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Holidays	x	x	x	x	x			x	x			Eligible employees will receive 1½ base pay for hours worked on designated holidays.
Funeral Pay	x	x	x					x			x	Up to 24 hrs paid time determined by department director.
Jury Duty Pay	x	x	x	x		x		x	x			Difference of jury pay and regular pay.
Referral Bonus	x	x	x	x	x	x		x	x			Bonus paid for referring eligible employees to Aspirus. See policy for details.
Shift Differentials	x	x	x	x	x	x		x	x			Night: 1400 - 0630 - \$ .15/hour for Nursing, Dietary, DuRoy, Servers, Regency, Primrose and Rosewood employees. PM: 1400-2230 - \$ .25/hour for Charge Nurses. NOC: 2230-0630 - \$ .50/hour for Charge Nurses.
Pickup Shift Differential	x	x	x	x	x	x		x	x			Eligible employees receive: additional \$2.00/hour for Monday through Friday shifts; additional \$3.00/hour for Saturday, Sunday and Holidays.
Unemployment Compensation	x	x	x	x	x	x		x	x			As provided by state and federal regulations.
Worker's Compensation	x	x	x	x	x	x		x	x			Medical expenses and loss of income benefits for on-the-job injury/illness.

**FT = Full Time (80 hrs per 2 wk pay period)**

**MT= Majority Time (64-79 hrs per 2 wk pay period)**

**PT = Part Time (48-63 hrs per 2 wk pay period)**

**SP= Supplemental (less than 48 hrs per 2 wk pay period)**

**ST = Student (age 16-17)**

**OC= Occasional (no regular scheduled hrs)**

**Note:** The benefits above are summaries of key features which affect most situations. Detailed information is available in the Human Resources policy statements and summary plan descriptions or master contracts. The above summaries do not alter the terms of the statements, descriptions or contracts. Subject to change at the discretion of Aspirus.