

ASSOCIATE BENEFITS SUMMARY - STAFF

REGULAR STATUS .5 TO 1.0 FTE

MEDICAL/PRESCRIPTION, DENTAL AND VISION INSURANCE

Coverage will begin under the Agnesian HealthCare plan the first day of the month following one full month of employment. Associates will have the opportunity to choose a plan that best suits their needs. **All Primary Care Medical Plan services must be provided by a preferred provider (Tier 1 or Tier 2) to be eligible for coverage.** Wellness program incentives may apply to Medical plan premiums based on tobacco use and health risk assessment outcomes.

LIFE/AD&D INSURANCE

Agnesian HealthCare will provide a base level of life insurance and accidental death and dismemberment coverage on the first day of the month following 90 days of continuous employment at no cost. Coverage equals one times base salary to a maximum of \$100,000. Associates may select to purchase additional life insurance coverage for themselves, their spouse and/or children that provides additional voluntary protection. If voluntary life insurance is purchased, coverage begins on the first day of the month following one month of employment, and free will preparation is available.

DISABILITY INSURANCE (EMPLOYER PROVIDED)

Agnesian HealthCare will provide short-term and long-term disability insurance on the first day of the month following one year of employment at no cost. The short-term disability plan will cover 50 percent of the base salary to a maximum of \$1,500 per week after 60 days of disability. The long-term disability plan will cover 50 percent of the base salary to a maximum of \$6,000 per month after 180 days of disability.

VOLUNTARY SUPPLEMENTAL SHORT-TERM DISABILITY

As a voluntary supplement to your employer-provided, disability policy, you have the option to purchase additional coverage with a maximum benefit period of three months. Benefits begin the first day after the elimination period of zero days of covered accident/injuries and seven days for a covered sickness. Maximum monthly benefits options vary up to the lesser of \$5,000 or 60 percent of your monthly earnings. Pre-existing condition limitation applies.

ACCIDENT/CRITICAL ILLNESS BENEFITS

Accident and/or critical illness with cancer coverage option is available for associates and their family members.

FLEXIBLE SPENDING

Health Care Reimbursement Accounts (HCRA) and Dependent Care Reimbursement Accounts (DCRA) are available to associates on the first day of the month following one full month of employment. Flexible spending accounts allow you to pay for eligible healthcare expenses and/or dependent day care expenses incurred with tax-free dollars.

HOME/AUTO/LEGAL

Homeowners and automobile insurance and legal services are available to associates on the first of the month following one month of employment at group rates.

TUITION ASSISTANCE

After 90 days of employment, eligible associates can use \$2,500 per calendar year for tuition assistance. The course must be directly related to a position within the Agnesian HealthCare ministry.

RESERVE SICK LEAVE (RSL)

Associates who have successfully completed the 90-day orientation period are eligible to use RSL benefits due to an extended illness or injury (more than three days). RSL hours are accrued from the first date of employment. The RSL accrual level is .0308 to a maximum of 720 hours.

PAID TIME OFF (PTO)

Associates who have successfully completed the 90-day orientation period are eligible to use PTO benefits that have accrued from the first date of employment. PTO benefits are to be used for the traditional vacation, holiday and individual sick days and are accrued based on years of service. Associates can elect to sell PTO according to policy.

PTO ACCRUAL LEVELS

<u>Years of Service</u>	<u>Accrual Rate</u>	<u>Maximum PTO Balance</u>
0-4	.0846	264
5-9	.1038	324
10+	.1231	384

REGULAR STATUS .1 TO 1.0 FTE OCCASIONAL STATUS .2 TO .3 FTE

PAID FUNERAL LEAVE

Associates can immediately utilize funeral pay for missed scheduled work because of time necessary to make arrangements and/or attend the service.

(continued on back)



ALL ASSOCIATES

401(K) PLAN

Associates (not in a temporary status) at least 18 years old are eligible to participate in the Agnesian HealthCare Retirement Savings Plan Plus. At anytime associates may defer one to 99 percent up to the IRS limit. Upon hire, associates will be automatically enrolled in the plan at a two percent deferral rate with a 30-day opt out period. Agnesian HealthCare matches 50 percent of the first five percent of contributions to the plan (discretionary). Associates are immediately vested in their elective deferral and the company matching contributions. Each year, Agnesian HealthCare may make an annual employer contribution based on the IRS annual defined compensation income limits provided that associates have completed 1,000 hours of service and are employed on the last day of the plan year. Vesting for this portion is 100 percent after three years.

ASSOCIATES RECRUITING NEW ASSOCIATES (ARNA)

Associate recruiters are paid for referring exceptional individuals that are hired for hard to fill positions within Agnesian HealthCare.

CREDIT UNION

Associates have the option to open financial accounts through the St. Agnes Employees Credit Union (located on the Fond du Lac campus).

DISCOUNTS

Associates and dependents are eligible immediately to receive various discounts to: any Agnesian Pharmacy/Prescription Center, Agnesian Health Shoppe, Optical Shop, Audiology department, St. Agnes Hospital Gift Shop or Dodge County YMCA. Present your photo ID badge to receive the discount(s). Additional discounts may be available for cell phone service and more. Learn how to gain access to the savings by visiting vitalsigns.agnesian.com.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Associates and family members within the household have immediate access to free, limited confidential counseling (individual or family).

FITNESS CENTERS

Associates and spouses are eligible to join Agnesian HealthCare's fitness centers at a low monthly cost based on the length of their contract (located on the Fond du Lac and Ripon campuses). Associates may also use the Waupun Memorial Hospital Sports & Spine Center gym free of charge, dependent upon patient scheduling.

JURY DUTY

Associates are immediately eligible to receive the difference between base pay and court pay.

QUICKCHARGE

Use your associate ID badge to make easy, cash-free purchases.

WELLNESS INITIATIVES

Agnesian HealthCare demonstrates its commitment to associates and their families by instilling a culture of wellness and investing resources which enhance their health and well-being in the workplace and community. Our goal is to gradually change habits that will allow our associates to enjoy an enhanced quality and length of life by providing wellness education, promoting healthy activities and supporting lifestyle changes resulting in measurable improvements in health outcomes. Our focus is on prevention, early detection and chronic conditions. We offer free screenings during designated time periods, health coaching and health promotion activities both on an individual level as well as a community level. Various incentives apply.

ON-LINE BENEFIT ENROLLMENT

AGNESIAN BENEFITSELECT

Agnesian BenefitSelect provides associates with up-to-date information about their benefits, plan documents, forms and the ability to make their enrollment elections.

To access Agnesian BenefitSelect, use any Internet browser to go to: www.agnesianbenefits.com. Log in to your personal account by following the instructions on the home page.

To access a recorded benefit orientation presentation, posted plan documents, required notices and forms, follow the Library link within the site. 401k enrollment is done directly through Wells Fargo by calling (800) 728-3123 or accessing www.wellsfargo.com.

BENEFITS UNIQUE TO AGNESIAN HEALTHCARE

- Accident/Critical Illness Benefits
- Annual 401(k) Employer Contribution
- Associates Recruiting New Associates (ARNA)
- Credit Union • Fitness Centers • Free Investment Education
- Home/Auto/Legal • **Part-Time Benefits**
- Product and Service Discounts • Reserve Sick Leave (RSL)
- QuickCharge • Will Preparation Service

See specific policy or plan documents for details of all benefits listed.

FTE = full-time equivalent, i.e.: .5 FTE is averaging 20 hours/week; 1.0 FTE is averaging 40 hours/week

