

UPSON REGIONAL MEDICAL CENTER

FULL-TIME BENEFITS SUMMARY

<u>BENEFIT TITLE</u>	<u>ELIGIBILITY PERIOD</u>	<u>WHO PAYS</u>	<u>BENEFIT</u>
PAID TIME OFF	After 90 day Introductory Period	URMC	<u>Non-Exempt Annual Accrual Rate</u> 0-9 years: 22 days 10-19 years: 27 days 20+ years: 32 days <u>Exempt Annual Accrual Rate</u> 0-9 years: 27 days 10-19 years: 32 days 20+ years: 37 days Max PTO accrual is 240 hours.
MAJOR DISABILITY (Extended Sick Time)	After 90 day Introductory Period	URMC	Non-Exempt Accrual: 5 days per year Exempt Accrual: 10 days per year Max Major Disability accrual is 480 hours
LONG TERM DISABILITY	1 st of month after 30 days of employment.	Employee*	60% of monthly earnings up to maximum of \$5,000 per month when unable to work for 180 days. **LTD premium is paid by URMC for Exempt employees and provides up to \$10,000 per month.
SHORT TERM DISABILITY	1 st of month after 30 days of employment.	Employee	Choice of payment plans. Aflac Product
MEDICAL INSURANCE	1 st of month after 30 days of employment.	URMC and Employee	Includes Health, Dental, Vision, and RX. Choice of 2 plans with co-pays & deductibles: <ul style="list-style-type: none"> • Quality Care – PPO • Healthy Advantage (HSA eligible) TPA is Secure Health Plans of Georgia
DENTAL INSURANCE (Included with Medical Insurance)	1 st of month after 30 days of employment	Employee	\$1200 calendar year maximum Orthodontics up to age 19. TPA is Secure Health Plans of Georgia
FLEXIBLE SPENDING ACCOUNTS	1 st of month after 30 days of employment	Employee	Deposit of pre-tax dollars into Health Care or Dependent Day Care accounts to meet qualified expenses. Administered by Aflac
GROUP TERM LIFE INSURANCE	1 st of month after 30 days of employment	URMC	1 x annual base salary (2x for Exempt) with \$50,000 maximum
GROUP AD & D Life INSURANCE	1 st of month after 30 days of employment	URMC	1 x annual base salary (2x for Exempt) with \$50,000 maximum
VOLUNTARY TERM LIFE INSURANCE	1 st of month after 30 days of employment	Employee	Purchase up to 5 x's annual base salary. Dependent coverage available.
401(k) RETIREMENT PLAN	Immediately Age 19	Employee	Deferral percentage based on IRS Limit. Choice of investment accounts. Three (3) year cliff vesting for all employer contributions.
		URMC	Employer matching contribution: 1 st percent of employee contribution – 100% match 2 nd percent of employee contribution – 50% match 3 rd percent of employee contribution – 25% match 4 th percent of employee contribution – 25% match
		URMC	Potential Discretionary employer contribution determined annually. Must work 1,000 hours in Plan Year to be eligible.

ADDITIONAL BENEFITS

<u>BENEFIT TITLE</u>	<u>ELIGIBILITY PERIOD</u>	<u>WHO PAYS</u>	<u>BENEFIT</u>
LEAVE OF ABSENCE	After six months of employment.	URMC	See Leave of Absence Policy for eligibility.
JURY DUTY	Immediately	URMC	Full pay for scheduled work time.
BEREAVEMENT	Immediately	URMC	Up to 24 hours of time off with pay in the event of the death of an immediate family member.
TUITION REIMBURSEMENT	After one (1) year of employment	URMC	Up to \$3,000 per fiscal year
EMPLOYEE EDUCATION	Immediately	URMC	Various opportunities with Educational Services Department.
EMPLOYEE ASSISTANCE (EAP)	Immediately	URMC	Confidential referral service for all employees and family members for professional counseling. Includes legal, financial, emotional, substance Abuse counseling.
529 COLLEGE SAVINGS PLAN	Immediately	Employee	Pre-Tax payroll deduction for college tuition savings. Minimum of \$ 15.00 pre-tax payroll deduction for College tuition
DISCOUNTS	Immediately	Employee	<ul style="list-style-type: none">• URMCA Cafeteria• Wellness Center• Verizon Wireless

MULTIPLE AFLAC PLANS AVAILABLE