

	Benefit Summary	Who's Eligible	Who Pays	Service Requirements	Description
RETIREMENT	Pension Plan	Employees who work 1,000 hours per year	Hospital	1 year and 21 years of age	Defined Benefit Plan. Benefit based on years of credited service and salary. Five year cliff vesting
	403 (b) Plan	All permanent employees working 20 hours or more per week	Hospital & Employee	First pay period of quarter following 3 months of employment	Voluntary salary reduction plan for retirement savings. Federal and State taxes are deferred. Match after one year of service of \$0.25/1.00 up to 4% of gross salary. Most rollovers accepted.
	Financial Planning Seminars	All employees	Hospital	Immediately	Seminars focus on financial and pre-retirement planning
OTHER	Pre-Tax Spending Accounts (Flex Spending)	All permanent employees working 16 hours or more per week	Employee	<p>Dependant Care-First day of first month following 30 days of employment or becoming or becoming benefit eligible.</p> <p>Healthcare-first day of first month following 6 months of employment.</p>	Predetermined amount of pretax dollars withheld from an employee's check to pay for qualified healthcare and dependant daycare expenses
	Jury Duty	All permanent employees working 16 or more hours per pay period	Hospital	Immediately	Regularly scheduled work time computed at base rate minus amount received for serving.
	Bereavement Leave	Full-time employees	Hospital	Immediately	Up to 3 paid days off for death in immediate family
	Discounts	All employees	Hospital	Immediately	Discounts include cafeteria meals, pharmacy prescriptions, medical supplies, and discount coupons for amusement parks and professional sporting events.
	Christmas Club	All permanent employees working 16 or more hours per pay period	Employee	Immediately	Voluntary Christmas Club account. Payroll deducted. Checks issued at end of October or first of November. Enrollment in October.

Employee Benefits

Overview and Summary



Welcome to Stanly Regional Medical Center. We're glad you're with us. Our goal is to be a great place to work. Inside is an overview of our employee benefits for you and/or your family. Please call or stop by Human Resources for assistance. We're here to help you.



Stanly Regional

MEDICAL CENTER

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This information is a generalized summary of hospital benefits. Specific provisions are determined by plan documents, master contracts and/or hospital policies. For additional information, contact the Human Resources Department.

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Stanly Regional
 MEDICAL CENTER

	Benefit Summary	Who's Eligible	Who Pays	Service Requirements	Description
INSURANCE	Medical Insurance	Full-time permanent employees	Hospital & Employee	First Pay Period following 30 days of employment or becoming benefit eligible.	Comprehensive health coverage. Prescription drug co-pays. Three benefit levels.
		Part-time permanent employees (16 hours or more per week)	Hospital & Employee	Same as Full-Time	Same as full-time
	Dental Insurance	Full-time permanent employees	Hospital & Employee	First day of first month following 30 days of employment or becoming benefit eligible.	Employees have ability to pick any dentist. Basic & preventative services covered at 80%. Major at 50%.
		Part-time permanent employees (16 hours or more per week)	Hospital & Employee	Same as Full-Time	Same as full-time
	Vision Plan	All employees	Employee	First day of first month following 30 days of employment or becoming benefit eligible.	Includes one eye exam per year as needed and vision supplies and products.
PTO	Paid Time Off	Full-time permanent employees	Hospital & Employee	90 days of employment	0-5 years 7.08 pay period 23 days per year 5-10 years 7.70 pay period 25 days per year 10-15 years 8.31 pay period 27 days per year 15+ years 8.93 pay period 29 days per year
		Part-time permanent employees	Hospital & Employee	90 days of employment	
	Paid Time Off Cash-In	All permanent employees working 16 or more hours per pay period	Hospital & Employee	90 days of employment	0-5 years 3.54 pay period 11.5 days per year 5-10 years 3.85 pay period 12.5 days per year 10-15 years 4.16 pay period 13.5 days per year 15+ years 4.47 pay period 14.5 days per year
ACCIDENTAL / DISABILITY	Short Term Disability	Full-time permanent employees	Hospital	First day of first month following 90 days of employment.	Benefit after three-day elimination period. Pays 66 2/3% of base weekly salary to a maximum of \$1000 per week.
	Long Term Disability	Full-time permanent employees	Hospital	First day of first month following 90 days of employment	Benefits begin after 26 weeks of disability. Employee receives 50% of their monthly salary up to \$4000 per month.
	Life plus Accidental Death and Dismemberment	All permanent employees working 16 hours or more per week	Hospital	First day of first month following 30 days of employment.	Additional one times salary rounded to nearest dollar.
LIFE INSURANCE	Voluntary Life Insurance	All permanent employees working 16 or more hours per pay period	Employee	After 6 months	Portable, permanent life insurance for employees and/or dependents.
	Voluntary Term Life Insurance	All permanent employees working 16 or more hours per pay period	Employee	After 6 months	Portable, permanent life insurance for employees and/or dependents.
WELLNESS	Wellness Program	All employees	Hospital	Immediately	Incentive Program to assist employee in improving health & wellness. Full and part-time benefits eligible employees can earn up to one year of free individual health insurance or cash payout of \$300.
	YMCA Benefit	All employees who complete a health screening for the Wellness	Hospital & Employee	Immediately	The Hospital will pay ½ of the individual employee membership. Endowment Fee waived. Family pays full price but eligible for payroll deduct.
	Employee Health Services	All employees	Hospital	Immediately	Annual health evaluation and free flu vaccination.
		Full-time employees	Hospital	After one year of service	Free lab work including mammogram or PSA valued at \$300
	LifeSmart	Employees enrolled in our health plan	Hospital	First pay period following 30 days of employment	Education and lifestyle program to assist health plan participants manage chronic illness or risk factors
	Employee Assistance Program	All employees in good standing	Hospital	Immediately	Confidential counseling and referral service for employees/families with personal or emotional problems. Eligible persons will be seen up to 3 times per calendar year at no cost.
EDU.	Educational Assistance	All employees in good standing	Hospital	Immediately	If program and/or courses are approved by the Education Assistance Committee, we will reimburse 100% of tuition expenses up to \$2,000 per semester.

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