



EMPLOYEE BENEFITS SUMMARY –

Presby Paid Benefits

Annual Leave	<ul style="list-style-type: none"> • 12 days for the first year of employment . • 17 days after one year of service. • Annual Leave accrues from the date of hire. • Newly hired non- exempt employees may begin using accrued annual leave time after completing their 90 day introductory period. • The maximum Annual Leave balance is 2 times an employee’s AL allotment. *See policy for details.
Sick Time	<ul style="list-style-type: none"> • 5 days of sick time accrued annually. • Unused sick reserve carries over from one year to the next. There is no maximum accrual amount of sick time. *See policy for details.
Holidays	<ul style="list-style-type: none"> • 8 holidays per year: New Year’s Day, Martin Luther King Day, Easter, Memorial Day, 4th of July, Labor Day, Thanksgiving & Christmas Day • Non-Exempt eligible employees become eligible for holiday pay after they have completed 30 days of continuous employment.
Bereavement Leave	<ul style="list-style-type: none"> • 3 days for immediate family members. 1 day for non-immediate family member. See employee handbook for specific details.
Jury Duty	<ul style="list-style-type: none"> • Up to 2 weeks. See employee handbook for specific details.
Tuition Reimbursement	<ul style="list-style-type: none"> • \$1,500 per fiscal year / \$3,000 for nursing related curriculum. • Eligible after 6 months of service.
Group Life / AD&D	<ul style="list-style-type: none"> • Presby’s pays 1x annual salary up to designated amount. • Employees can purchase supplemental coverage for themselves and family members at cost. <p>(Additional details including plan design and cost can be found in Presby’s Benefits Summary.)</p>

Employee Wellbeing Program	<ul style="list-style-type: none"> Offered to all employees & their family members 24/7 through E4Health.
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Presby Shares in Cost of the follow Benefits

Health Insurance*	<ul style="list-style-type: none"> Choice of 3 plans through Independence Administrators, a subsidiary of Blue Cross: <ul style="list-style-type: none"> Presby Base Pan (IEPO In Network) Presby High Option Plan (PPO In/Out of Network) Presby Participant-Directed Plan (HDHP In/Out of Network) <p>Vision Plan & Prescription Drug Benefit included in health plan. See benefits summary booklet for details on plan design and cost.</p>
Wellness from the HEART Premium Discount	<ul style="list-style-type: none"> Presby Team Members who meet prescribed requirements will be eligible for a \$20 per pay discount off of their healthcare premiums.
Dental Insurance	<ul style="list-style-type: none"> Choice of 2 plans through United Concordia: <ul style="list-style-type: none"> Dental Base Plan Dental High Option Plan <p>(Additional details including plan design and cost can be found in Presby's Benefits Summary.)</p>
Disability	<ul style="list-style-type: none"> Employees have the option of purchasing Group Short Term & Group Long Term Disability coverage. <p>(Additional details including plan design and cost can be found in Presby's Benefits Summary.)</p>
401k Plan	<p>Presby team members have the opportunity to save for retirement through a 401k plan. Plan Outline:</p> <ul style="list-style-type: none"> Presby match – Presby will provide team member who contribute a minimum of 1% of their salary a matching contribution into the 401k up to 3% <ul style="list-style-type: none"> * Must be employed on the last day of the year to receive the match No waiting period – Team members may begin participating in the plan as of their first day of employment. Six year step vesting schedule (vesting eligibility is based on 1000 hours of service in the plan year) Opportunity for discretionary match during applicable years.

Presby offers the following Voluntary Benefits (Employee Paid)

- Voluntary Vision through Davis Vision
- Health Care- Flex Account
- Dependent Care-Flex Account
- Spousal Life Insurance
- Dependant Life Insurance
- Supplemental Short-Term Disability Insurance *
- Supplemental Long-Term Disability Insurance *
- Supplemental Life Insurance *
- Commuter Benefit Program
- Direct Deposit
- Credit Union
- Workplace Banking
- Pre-Paid Legal Services

*(Additional details including plan design and cost can be found in Presby's Benefits Summary.)