



# Aultman

## Benefit Summary

This listing is designed to give you a brief description of the current benefits offered to colleagues by Aultman Health System.

### BENEFIT

### BRIEF DESCRIPTION

#### PTO

All colleagues earn paid time off (PTO) to use when enjoying time away from work. PTO time is accrued on hours paid, with the exception of overtime and sick reserve hours paid. Vacation, holiday and the first 4 days (32 hours) of any sick occurrence are paid from the PTO bank. Accrual rate is based on years of employment.

Years of Employment	Rate	Hours accrued annually assuming 1.0 FTE
0-6 years	.0886	184.288
7-13 years	.1078	224.224
14+	.127	264.16

Annual rollover max is 224 hours.

#### SICK RESERVE

Colleagues earn sick reserve time to use when they need to be off due to their own illness. Sick reserve is accrued on hours paid, with the exception of overtime and sick reserve hours paid. Hours may be used for any sick occurrence that is more than 4 days. This bank may also be used to pay the first 4 days of a sick occurrence if there is not enough PTO bank to cover the 4 days.

Annual rollover max is 720 hours.

#### BEREAVEMENT

Colleagues receive time off with pay for a death in their immediate family. Please see your manager or contact Human Resources for details.

#### JURY DUTY

Regular hourly pay continues while serving required jury duty.

#### LEAVE OF ABSENCE

Colleagues needing an extended period of time off work (4 or more days) should notify their supervisor. In order to be eligible for Leave, a colleague must have worked for Aultman for at least 12 months and worked at least 1,250 hours to qualify for the FMLA or at least 625 hours to qualify for the Aultman LOA.

#### HEALTH CARE

Aultman offers three health care plans through AultCare, a preferred provider organization. Coordination of benefits is required when electing coverage. Spouses who are offered health care coverage through their employers must elect that coverage and may be secondary on your health plan. Each plan covers approved expenses after the deductible is met. Pharmacy coverage is included in each health care plan.

#### VISION CARE

Coverage is offered through VSP and includes yearly exams and lenses/frames or contacts once every calendar year, at an approved dollar amount.

#### DENTAL CARE

Colleagues have a choice between 3 dental plans. Coverage includes preventive, basic and major services. Orthodontia is available for adults and children.

#### FLEXIBLE SPENDING

This is a voluntary program program that you may elect if you choose Health Plan 1, Health Plan 3 or waive health plan coverage. This allows colleagues to set aside pre-tax dollars to pay for dependent care and out-of-pocket medical expenses, such as deductibles, coinsurance, prescription copays and expenses not covered for orthodontia, dental and vision.

#### HEALTH SAVINGS ACCOUNT

This is a voluntary program that you may elect if you choose Health Plan 2. This allows colleagues to set aside pre-tax dollars to pay for out-of-pocket medical expenses, such as deductibles, coinsurance, prescription copays and expenses not covered for orthodontia, dental and vision.

## 401(K) PLAN

In addition to the benefits of saving in a 401(k) plan such as automatic paycheck deductions and tax-deferred savings, Aultman makes a 3% nonelective contribution to your plan regardless of how much you're saving (or if you're not sure you're going to join the plan at this time). Colleagues are able to contribute starting the first month after hire and Aultman will contribute after 6 months of employment. Vested immediately for both colleague and employer contributions. Options for pre-tax and Roth.

## LIFE INSURANCE

Basic term life and accidental death and dismemberment are provided at no cost for all full-time and part-time colleagues. Coverage is equal to your annual base salary (with a minimum of \$30,000). Colleague-paid voluntary life and dependent life insurance options are also available.

## DISABILITY

Colleagues who are disabled are eligible to apply to receive 50% of average weekly wage not to exceed \$300 weekly, beginning after 60 days of disability. Benefits may continue up to 26 weeks. Coverage is at no cost to colleagues. Voluntary short and long-term disability insurance is also available for colleagues to purchase.

## BEE HEALTHY

This program focuses on wellness and prevention and provides colleagues the opportunity to earn incentives while engaging in a more fit lifestyle.

## ADOPTION

The adoption benefit has been created to support our colleagues who choose adoption as a way to create and build families. A taxable allowance of \$4,000 will be granted as a one-time lump sum amount to eligible colleagues, with at least six months of employment, for up to a maximum of three adoptions.

## IN-VITRO

Aultman supports colleagues who choose in-vitro fertilization as a way to start or expand their families. Aultman may provide a monetary benefit for eligible candidates to assist with the cost of IVF. See the Human Resources Department for details.

## ON-SITE CHILD CARE

Aultman Child Care Center offers child care services to colleagues for a reduced fee, based on availability. The hours for the center are 6 a.m. to 6 p.m., Monday through Friday and is available for infants to five-year-olds. Call 330-452-2273.

## ON-SITE FITNESS CENTER

The Aultman Hospital employee fitness center is available to colleagues after proper orientation. Open 24 hours.

## HEALTH CLUB SUBSIDY

This plan covers 50%, up to \$120 per year, toward a basic individual membership at any health club or 50% up to \$150 per year, at any Aultman fitness center.

## TUITION REIMBURSEMENT

Our tuition reimbursement program has recently expanded to include even more roles that are in high demand throughout our organization. It even includes many degree programs with a 100% reimbursement offering. Please ask a recruiter for more details on the policy.

## STUDENT LOAN DEBT ASSISTANCE

Through your Aultman retirement plan at Vanguard, you also have free access to Candidly—a service you can use to take control of your student debt. You can find debt forgiveness programs, lower your monthly student loan bills and pay off your debt earlier!

## COMPENSATION

### PAY DAY

Colleagues are paid biweekly on every other Friday. Direct deposit is mandatory.

### WEEKEND DIFFERENTIAL

A \$1.00 per hour differential will be paid on weekend hours worked after working a minimum of 3 hours.

### SHIFT DIFFERENTIAL

A \$3.00 per hour differential will be paid between the hours of 7 p.m. and 7 a.m.

### CHARGE PAY

A \$.50 per hour differential is paid for assuming the in-charge position on a shift.

### CALL PAY

Available in certain areas. Amount depends on job, department, and type of on-call readiness required.

As an Aultman colleague, you are covered by Social Security, workers' compensation and unemployment compensation. Other currently provided benefit programs for colleagues include: Travel insurance, free flu shots and discounts on various items through the colleague convenience program including amusement park tickets.

Full-time or part-time team members are eligible for hospital-sponsored colleague benefits. This summary is presented as a matter of general information only and is not intended to take the place of summary plan descriptions or plan documents. If questions arise, the written plan document or policy will govern.