

## EXEMPT BENEFIT SUMMARY

BENEFIT	WHO PAYS	WHEN ELIGIBLE	ELIGIBILITY STATUS	DESCRIPTION
Health / Dental and Pharmacy Insurance	MP, PLLC	First of the month following 2 months of employment	All part time and full time employees.	Comprehensive plan consisting of Medical, Dental and Prescription Drug coverage with an option to add dependent coverage.
Vision Insurance	MP, PLLC	First of the month following 2 months of employment	All part time and full time employees.	An inclusive plan with an option to add dependent coverage.
Flex Spending Account	Employee	First of the month following 2 months of employment	All part time and full time employees.	Defined insurance premiums, qualifying health care expenses, and child care expenses on a pre-tax basis to defined maximum limit.
Pharmacy Discount	MP, PLLC Employee	First of the month following 2 months of employment	All employees	For a 30-day supply: Generic \$6.00; Preferred brand \$25.00; Non-preferred brand \$50.00. If not on MP insurance, our cost plus a service fee.
Life Insurance/ Accidental Death & Dismemberment	MP, PLLC.	First of the month following 2 months of employment	Provided if enrolled in the Health and Dental plan.	One payment equal to employee's annual salary up to \$600,000
Memorial Enhanced 401K	MP, PLLC & Employee	After one (1) year employment	All employees after working at least 501 hours for 1 year	MP, PLLC invests 5% of eligible income into your retirement account.
Memorial Voluntary 401K	MP, PLLC & Employee	When employed	All regular employees	Tax savings benefit on a long-term savings program by payroll deduction. MP, PLLC contributes after 1 year employment
Memorial 401k Match	MP, PLLC Physician	After one (1) year employment	All employees after working at least 501 hours for 1 year	Employer match for 401K deferrals: 1 - 4 YOS = 16% of the first 6% you contribute 5 - 9 YOS = 33% of the first 6% you contribute 10+ YOS = 50% of the first 6% you contribute
Term Life Insurance	Employee	First of the month following 2 months of employment	All part time and full time employees.	Eligible for as much as 5 times your annual salary, to a maximum of \$500,000. If you enroll when first eligible, you may purchase up to \$100,000 with guaranteed approval. Spouse and children life insurance also available.
Accidental Death & Dismemberment (AD&D)	Employee	First of the month following 2 months of employment	All part time and full time employees.	Available up to 5 times annual salary to a maximum of \$500,000. You can also cover your spouse and children.
Long Term Disability	Employee	First of the month following 2 months of employment	All part time and full time employees.	Replaces a portion of your income, as much as 60% of your monthly pre-disability earnings up to \$5,000 (after a 90 day waiting period). You may also be paid a partial benefit as you transition back to fulltime employment.
Colonial	Employee	First of the month following 2 months of employment	All part time and full time employees.	Two available plans; Accident 1.0 with Preferred Health Screening Cancer 1000 with \$5,000 Initial Diagnosis Benefit
Employee Assistance Plan	MP, PLLC	Immediately upon employment	All part time and full time employees.	Entitles you, your spouse and dependent children, up to three visits per issue per year, free of charge.
Paid Time Off (PTO)	MP, PLLC	First pay period following 90 days of employment.	Prorated to the percentage worked. Employees who work less <20 hours are not eligible	0-4 Years – 20 days/160 hours 5-10 Years – 25 dyas/200 hours 11+ Years – 30 days/240 hours
Extended Illness Time (EIT)	MP, PLLC	First pay period following 90 days of employment	40hrs/1FTE= 100% <40hrs/1FTE- prorated to the percentage worked.	Regular full-time employees earn 5 days (40 hours) of EIT annually. EIT benefits are pro-rated for employees who work less than 40 hours per week. Employees use PTO for the first 3 days before accessing EIT unless FMLA eligible.
Paid Holidays	MP, PLLC	Immediately upon employment	Prorated to the percentage worked. Physicians who work <20 hours are not eligible.	8 days per year, standard Holiday as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, ½ Day on Christmas Eve, Christmas Day, and ½ Day on New Year's Eve.
Compassionate Leave	MP, PLLC	Immediately upon employment	All part time and full time employees.	MP, PLLC provides up to 24 hours for bereavement leave.

Jury Duty Pay	MP, PLLC	Immediately upon employment	All part time and full time employees.	Normal earnings are paid for jury service during regularly scheduled work hours. Money received from service on jury must be surrendered to accounting.
Early Learning Center	Employee	Immediately upon employment (based on availability)	All Employees	ELC's purpose is to provide care and early education to hospital employee's children (ages one month to six years). Two locations convenient to the hospital campus. Weekly, Daily and Hourly Rates available. Tuition is collected through payroll deduction.
Hospitalization (Inpatient) Discount	MP, PLLC	After two months of employment	All Employees	10% discount on hospital services for employee, spouse and dependent children.
Health Services	MP, PLLC	Immediately upon employment	All Employees	If ordered by physician, a CBC, UA, CMP, VDRL, PAP and chest X-ray annually
Cafeteria	MP, PLLC & Employee	Immediately upon employment	All Employees	Nutritious meals at a 10% discount.
HealthyYou Wellness Clinic	No fee for clinic visit. Lab/imaging fees may apply	Immediately upon employment	All employees and dependents on the health plan.	HealthyYou is a wellness clinic created for employees. Online scheduling available at <a href="http://yakimamemorial.org/healthyyou">yakimamemorial.org/healthyyou</a> .
Tuition Reimbursement	MP, PLLC.	After one (1) year employment	All part time and full time employees.	Reimbursement of 50% of your tuition if approved class.
Fitness Discounts	Employee	Immediately upon employment	All Employees	Discounts available at Yakima Fitness/YAC, Selah Fitness Express, Center for Functional Fitness, Anytime Fitness, and Go-juRyn Karate of Selah.
Smoking Cessation	MP, PLLC & Employee	Immediately upon employment	All Employees	Discounts available for employees who wish to stop smoking.
OTC Drugs at Cost	Employee	Immediately upon employment	All Employees	OTC drugs available in the gift shop at cost to employees.

This is merely a summary of benefits. Refer to the master plan document for complete details.

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