

NON-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 regular employees. Prorated to the FTE percentage worked. Employees who work <20 hours are not eligible.	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	20 hrs/.50FTE	An inclusive plan with an option to add dependent coverage.
Flex Spending Account	Employee	First of the month following 2 months of employment	20 hrs/.50FTE	Defined insurance premiums, qualifying health care expenses, and child care expenses on a pre-tax basis to defined maximum limit.
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.
Supplemental Long Term Disability	Employee	First of the month following 2 months of employment	≥20 hrs/.50 FTE	Payment of 60% (up to a maximum of \$5,000 per month) of annual base salary after 90-day waiting period. Limits may apply.
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
Supplemental Life and Accidental Death & Dismemberment	Employee	First of the month following 3 months of employment	All regular employees	Employee paid supplemental life/AD&D insurance. Available in \$10,000 increments up to \$500,000.
Employee Assistance Plan	MP, PLLC	Immediately upon employment	All regular physicians	Entitles you, your spouse and dependent children, up to three visits per issue per year, free of charge.
Paid Time Off (PTO)	MP, PLLC	Accrual begins with the first hour worked. Eligible to use after 3 months of employment.	Prorated to the percentage worked. Employees who work less <20 hours are not eligible	0-4 Years – 15 days/120 hours 5-10 Years – 20 days/160 hours 11+ Years – 25 days/200 hours
Extended Illness Time (EIT)	MP, PLLC	Accrual begins with the first hour worked. Eligible to use after 3 months 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.
Funeral/Bereavement Leave	MP, PLLC	Immediately upon employment	All regular employees	MP, PLLC offers 24 work hours of bereavement leave to allow employees to attend a funeral, and for other personal matters surrounding the demise of an immediate family member.
Jury Duty Pay	MP, PLLC	Immediately upon employment	All regular 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.
Health Services	MP, PLLC	Immediately upon employment	All regular employees	If ordered by physician, a CBC, UA, CMP, VDRL, PAP and chest X-ray annually
Inpatient Discount	MP, PLLC	After three months of employment	All regular employees	10% discount on hospital services for employee, spouse and dependent children.

Other

AFLAC, Wells Fargo Membership Program, Yakima Athletic Club discount memberships, corporate discounts with Verizon and AT&T, 10% employee discount at YVMH cafeteria, smoking cessation classes, educational assistance

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

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