

ELIGIBILITY:

Full Time Employees: 35 hours per week minimum or 70 hours per pay period

Part Time Employees: 20-34 hours per week minimum or 40 hours per pay period

BENEFITS:

BENEFIT	WHEN EFFECTIVE	WHO IS ELIGIBLE																		
<p>Earned Time –</p> <ul style="list-style-type: none"> • May be used for holidays, sick days, personal days • Accrued on a 40-hour work week. <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 15%;"></th> <th style="width: 20%;">Hourly</th> <th style="width: 20%;">Salary</th> </tr> </thead> <tbody> <tr> <td>0-5 years</td> <td>25 days</td> <td>30 days</td> </tr> <tr> <td>5-10 years</td> <td>30 days</td> <td>32 days</td> </tr> <tr> <td>10-15 years</td> <td>33 days</td> <td>35 days</td> </tr> <tr> <td>15-20 years</td> <td>35 days</td> <td>37 days</td> </tr> <tr> <td>20 & over years</td> <td>38 days</td> <td>40 days</td> </tr> </tbody> </table>		Hourly	Salary	0-5 years	25 days	30 days	5-10 years	30 days	32 days	10-15 years	33 days	35 days	15-20 years	35 days	37 days	20 & over years	38 days	40 days	<p>After introductory period</p>	<p>Full Time Part Time</p>
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<p>Medical Insurance – Valley Regional Health Benefit Plan - Health Plans Inc.</p> <p>Valley Regional Hospital Network (VRH) Harvard Pilgrim Provider Network (HPN)</p> <p>Freedom of Choice Benefit Plan</p> <ul style="list-style-type: none"> • \$15 co-pays for most items (VRH) • \$30 co-pays plus 20% (Harvard Pilgrim) • No deductible VRH network • Yearly deductible: \$750 individual, \$2250 Family in Harvard Pilgrim Network 	<p>1st of month following date of hire</p>	<p>Full Time Part Time</p>																		
<p>Dental UltraBenefits, Inc.</p> <p>OPTION 1:</p> <ul style="list-style-type: none"> • Covers \$750/per person per year • Covers \$1,000 child Ortho lifetime max <p>OPTION 2:</p> <ul style="list-style-type: none"> • Covers \$1,500/per person per year • Covers \$2,000 Ortho for all ages lifetime max 	<p>1st of month following date of hire</p>	<p>Full Time Part Time</p>																		

Short Term Disability – UltraBenefits, Inc. <ul style="list-style-type: none"> • Pays 66 % of salary up to a \$2000/wk max • Pays up to 26 weeks • For accidents, illness, injuries, pregnancies • Covers 1st day if accident occurs • 7 day waiting period for all other conditions 	1 st of month after date of hire	Full Time
Long Term Disability – Mutual of Omaha <ul style="list-style-type: none"> • Pays 50% of salary up to \$2000 month-under 50,000 • Pays 60% of salary up to \$7500 month-over 50,000 • Starts after 26 weeks 	1 st of month after date of hire	Full Time
Life Insurance –Mutual of Omaha <ul style="list-style-type: none"> • VRH pays for 1 x annual salary basic and AD & D • You may buy additional \$10,000, \$20,000 or \$30,000 up to 5x annual salary or 500,000 (lesser of the two) life and AD & D • You may buy dependent life for spouse and children 50% of amount of employee optional life coverage 	1 st of month after date of hire	Full Time
Reimbursement Accounts – <ul style="list-style-type: none"> • Use like a savings account, you may put money away (pre-tax) to pay un-reimbursed expenses • Dental, medical, vision, hearing, prescription \$5,000/year max per tax law • Child Care \$5,000/year max per tax law • VRH reimburses you when you submit a completed form with paid receipts to the Payroll Coordinator 	1 st of month after date of hire	Full Time
Retirement/Savings – 403b Principal Financial Group <ul style="list-style-type: none"> • Voluntary contribution • Quarterly statements • 24/7 online access 	Eligible on date of hire	Full Time Part Time
Tuition Reimbursement – <ul style="list-style-type: none"> • VRH will pay 75% of tuition and 100% books and fees up to yearly maximum allowed • Courses need to be related to your position at VRH • <u>Pre-approval required</u> 	After introductory period	Full Time Part Time

On-Site Fitness Center <ul style="list-style-type: none"> Free – Employees only allowed in Fitness Center 		All employees
Employee Assistance Program <ul style="list-style-type: none"> On-site counselors for employees and their families who are having personal problems 	On date of hire	All employees
Insurance Payroll Deduction <ul style="list-style-type: none"> Bi-weekly payroll deduction for discounted auto, home, rental, life insurance's Through Clark-Mortenson Insurance in Claremont 	On date of hire	Full Time Part Time
CME Benefits (Physicians Only) Mid-Levels (PA, NP, CNM)	10 days earned time 5 days earned time	\$2500/year \$1250/year

SHIFT DIFFERENTIALS:

2 nd shift	\$1.50
3 rd shift	\$3.00
Weekend	\$3.70
Call	\$3.25
Holiday – Weekday	50%, New Years, Memorial Day Independence Day, Labor Day Thanksgiving, Christmas Plus shift differentials
Holiday – Weekend	50%, New Years, Memorial Day Independence Day, Labor Day Thanksgiving, Christmas Plus shift and weekend differentials

Updated 02/03/2012