

Benefits Summary

VGH is an equal opportunity employer: M/F/D/V

| Benefit | Description | Eligible Employees | When Eligible | Who pays |
|--|--|--|---|----------------|
| Health Insurance (Wellmark) | Comprehensive medical coverage and pharmacy | Full-time & Part-Time 20+ hours weekly | 1st of the month following 60 days of hire date | VGH & Employee |
| Voluntary Dental Insurance (Prime Benefits) | Comprehensive dental coverage | Full-time & Part-Time 20+ hours weekly | 1st of the month following 60 days of hire date | VGH & Employee |
| Life Insurance (Mutual of Omaha) | Core coverage | Full-time 40 hours weekly | 1st of the month following 60 days of hire date | VGH |
| 403(b) | Hospital matches up to 4% of pre-tax contribution based on 1 year of service | ALL employees | Immediately | VGH & Employee |
| PTO (Paid Time Off) | Paid time off for vacations, accrual and of illness. Accruals are based upon paid hours per year. Length of service determines the rate at which the employee will accrue PTO | ALL Employees | Immediately | VGH |
| Holiday PTO | Includes New Years Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas | Full Time 40 hours weekly | Immediately | VGH |
| Worker's Compensation | Insurance coverage for injury that happened while on the job. | ALL employees | Immediately | VGH |
| Bereavement Leave | Paid time off for the death of a family member/close relative | Full-time & Part-time 20+ hours weekly | Immediately | VGH |
| Wellness Program (Health 4U) | Employee discount health insurance rate for non tobacco use. | ALL eligible employees | 1st of the month following 60 days of hire date | VGH |
| Employee Discounted Co-pay and Deductible when using services provided by the hospital (non-HSA plans only) | Services rendered at Virginia Gay Hospital | ALL employees enrolled in VGH health insurance program | 1st of the month following 60 days of hire date | VGH & Employee |
| Jury Duty | Paid jury duty time when serving | ALL employees | Immediately | VGH |
| AFLAC | Multiple supplemental policies available. Includes cancer, accident, critical illness, vision, hospital confinement & long term care. | Full-time & Part-time 20+ hours weekly | 1st of the month following 60 days of hire date | Employee |
| Flex Spending for Medical & Dental Expenses | Flex spending dollars are pre-tax. Employees may deduct up to \$2,550 for medical and up to \$5,000 dependent care | Full-time & Part-time 20+ hours weekly | 1st of the month following 60 days of hire date | Employee |