

## Benefits Summary

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

Benefit	Description	Eligible Employees	When Eligible	Who pays
<b>Health Insurance (Wellmark)</b>	Comprehensive medical coverage and pharmacy.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	VGH & Employee
<b>Voluntary Dental Insurance (Prime Benefits)</b>	Comprehensive dental coverage.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	VGH & Employee
<b>Life Insurance (Mutual of Omaha)</b>	Core coverage.	Full-time 40 hours weekly	1st of the month following 60 days of hire date	VGH
<b>403(b)</b>	Hospital matches up to 4% of pre-tax contribution based on 1 year of service.	ALL employees	Immediately	VGH & Employee
<b>PTO (Paid Time Off)</b>	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	1st of the month following 6 months of hire date	VGH
<b>PTO Buy Back Option</b>	A maximum of 80 hours PTO may be bought back. Minimum of 240 hours remaining at the the time of request.	Full-time & Part-time 20+ hours weekly	Twice per fiscal year	VGH
<b>Holiday PTO</b>	Includes New Years Day, Easter, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas.	Full-time 40 hours weekly	Immediately	VGH
<b>Worker's Compensation</b>	Insurance coverage for injury that happened while on the job.	ALL employees	Immediately	VGH
<b>Bereavement Leave</b>	Paid time off for the death of a family member/close relative.	Full-time & Part-time 20+ hours weekly	Immediately	VGH
<b>Wellness Program</b>	Employee discount health insurance rate for non tobacco use. Occassional wellness classes offered.	ALL eligible employees	1st of the month following 60 days of hire date	VGH
<b>Employee Discounted Co-pay and Deductible when using services provided by the hospital (non-HSA plans only)</b>	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
<b>Jury Duty</b>	Paid jury duty time when serving.	ALL employees	Immediately	VGH

Benefit	Description	Eligible Employees	When Eligible	Who pays
<b>AFLAC</b>	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
<b>Flex Spending for Medical &amp; Dental Expenses</b>	Flex spending dollars are pre-tax. Employees may deduct up to the maximum dollar amount allowed by the IRS for medical and dependent care.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	Employee
<b>Wellness Center</b>	Discounted rate of \$35 per month provides employee access to fitness equipment located in the therapy department.	ALL employees	Immediately	Employee
<b>Vision Insurance</b>	Options available for employee single and family plans.	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	Employee
<b>Pet Insurance</b>	Options available for both cats and dogs	Full-time & Part-time 20+ hours weekly	1st of the month following 60 days of hire date	Employee