

Aultman Benefit Summary

This listing is designed to give you a brief description of the current benefits offered to employees by Aultman Health Foundation.

| BENEFIT | BRIEF DESCRIPTION |
|-----------------------------------|--|
| HEALTH CARE | Aultman offers health care plans to its employees. All plans are offered through AultCare, a preferred provider organization. Coordination of benefits is required when electing coverage. This includes spouses who are offered health care coverage through their employers. Each plan covers approved expenses after the deductible is met. Pharmacy coverage is included in each health care plan. |
| VISION CARE | Coverage is offered through VSP and includes yearly exams and lenses/frames or contacts once every calendar year, at an approved dollar amount. |
| DENTAL | Employees have a choice between 2 dental plans. Coverage includes preventative, basic and major services. Orthodontia is available for adults and children. |
| FLEXIBLE SPENDING ACCOUNTS | This is a voluntary program that allows employees to set aside pre-tax dollars to pay for dependent care and out-of-pocket medical expenses, such as deductibles, coinsurance, prescription copays and expenses not covered for orthodontia, dental and vision. |
| ADOPTION | The adoption benefit has been created to support our employees who choose adoption as a way to create and build families. A taxable allowance of \$4,000 will be granted as a one-time lump sum amount to eligible employees. |

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|--|--|------------------------|------|------------------------|-----------|-------|---------|------------|-------|---------|-----|------|--------|
| IN-VITRO FERTILIZATION (IVF) BENEFIT COVERAGE | Aultman supports employees who choose in-vitro fertilization as a way to create and build their families. Aultman may provide a monetary benefit for eligible candidates to assist with the cost of IVF. See the Human Resources Department for details. | | | | | | | | | | | | |
| PTO | <p>PTO time is accrued on hours paid, with the exception of overtime and sick reserve hours paid. Vacation, holiday and the first 4 days (32 hours) of any sick occurrence are paid from the PTO bank. Accrual rate is based on years of employment.</p> <table><thead><tr><th>Years of Employment</th><th>Rate</th><th>1.0 FTE Annual Accrual</th></tr></thead><tbody><tr><td>0-5 years</td><td>.0886</td><td>184.288</td></tr><tr><td>6-13 years</td><td>.1078</td><td>224.224</td></tr><tr><td>13+</td><td>.127</td><td>264.16</td></tr></tbody></table> <p>Annual rollover max is 184 hours.</p> | Years of Employment | Rate | 1.0 FTE Annual Accrual | 0-5 years | .0886 | 184.288 | 6-13 years | .1078 | 224.224 | 13+ | .127 | 264.16 |
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| SICK RESERVE | <p>Sick reserve is accrued on hours paid, with the exception of overtime and sick reserve hours paid. Hours may be used for any sick occurrence that is more than 4 days. This bank may also be used to pay the first 4 days of a sick occurrence if there is not enough PTO bank to cover the 4 days.</p> <p>Annual rollover max is 720 hours.</p> | | | | | | | | | | | | |
| BEREAVEMENT | Employees receive time off with pay for a death in their immediate family. Full-time employees receive up to 3 days (24 hours), and part-time employees receive 1 day (8 hours). | | | | | | | | | | | | |

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| 401(K) PLAN | After six months of employment, Aultman will contribute equal to 3% of gross pay into an account with Vanguard for each employee. Vested immediately. Employees are automatically enrolled through payroll deduction for a 3% pre-tax voluntary contribution which includes a yearly 1% increase to maximum of 6%. Voluntary deductions can range up to 75%, pre-tax and Roth available. |
| LIFE INSURANCE | Coverage includes \$10,000 of term life insurance coverage and \$10,000 for accidental death. Coverage is at no cost for employees. Voluntary life insurance is also available for employees to purchase for themselves and family members. |
| JURY DUTY | Regular hourly pay continues while serving required jury duty. |
| DISABILITY | Employees who are disabled are eligible to apply to receive 50% of average weekly wage not to exceed \$300 weekly, beginning after 60 days of disability. Benefits may continue up to 26 weeks. Coverage is at no cost to employees. Voluntary short and long-term disability insurance is also available for employees to purchase. |
| ON-SITE CHILD CARE | Aultman Child Care Center offers child care services to employees for a reduced fee, based on availability. The hours for the center are 6 a.m. to 6 p.m., Monday through Friday and is available for infants to five-year-olds. Call 330-452-2273. |

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|-----------------------------------|---|
| ON-SITE FITNESS CENTER | The fitness center is available to employees after proper orientation. Open 24 hours. |
| HEALTH CLUB SUBSIDY | This plan covers 50%, up to \$120 per year, toward a basic individual membership at any health club or 50% up to \$150 per year, at any Aultman Fitness Center. |
| RETIREMENT | Employees can retire at age 55 with one year of service. Must be employed 5 years to obtain retiree health insurance. |
| ANNUAL SERVICE RECOGNITION | Aultman sponsors a recognition program for employees with a minimum of 5 years of service. |
| LEAVE OF ABSENCE | Employees desiring or needing an extended period of time off work (4 or more days) should notify their supervisor. In order to be eligible for FMLA Leave an employee must have worked for Aultman for at least 12 months and worked at least 1,250 hours to qualify for the FMLA or at least 625 hours to qualify for the Aultman LOA. |
| BEE HEALTHY | This program focuses on wellness and prevention and provides employees the opportunity to earn incentives while engaging in a more fit lifestyle. |
| WEIGHT MANAGEMENT | Employees are eligible to receive reimbursement of up to \$400 or \$1000 of total cost on successful completion of one of three Aultman Weight Management programs. |

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| COMPENSATION | | |
| PAY DAY | Employees are paid biweekly on every other Friday. Direct deposit is mandatory. | |
| WEEKEND DIFFERENTIAL | A \$.50 per hour differential will be paid on weekend hours worked. | |
| SHIFT DIFFERENTIAL | Amounts range from \$.80 to \$1.75 per hour based on shift and position. | |
| HARD TO RECRUIT DIFFERENTIAL | Available in certain areas. Amount of \$1.00 | |
| CHARGE PAY | A differential is paid for assuming the in-charge position on a shift. | |
| CALL PAY | Available in certain areas. Amount depends on job, department, and type of on-call readiness required. | |
| <p>As an employee, you are covered by Social Security, Workers' Compensation and Unemployment Compensation. Other currently provided benefit programs for employees include: Travel Insurance, Blood Donor Program, free flu shots and discounts on various items through the employee convenience program including amusement park tickets.</p> | | |
| <p>Full-time or part-time employees are eligible for hospital-sponsored employee benefits. This summary is presented as a matter of general information only and is not intended to take the place of Summary Plan Descriptions or plan documents. If questions arise, the written plan document or policy will govern.</p> | | |