

**RIVERVIEW HOSPITAL ASSOCIATION
SUMMARY OF BENEFITS
Non Bargaining**

BENEFIT	PAID BY	ELIGIBILITY	DESCRIPTION OF BENEFIT
<p>Health Insurance</p> <p>Administered by UMR</p> <p>PPO Plans - NCHA - Aspirus Community Network</p>	<p>RHA and Employee share premium costs.</p> <p>RHA makes a contribution to a medical flexible spending account for employees choosing Plan C.</p>	<p>All full and part-time employees after 60 calendar days of employment.</p>	<p>Plan C \$1100 Single deductible/\$2200 family Coinsurance 80% Annual Max out of pocket \$3100 single / \$6200 family.</p> <p>Plan B \$250 Single deductible/\$750 family Coinsurance 80% Annual Max out of pocket \$2250 single / \$4750 family. PCP Office Visit \$20 / ER Services \$75</p> <p>Routine wellness visits covered 100% on all plans up to a \$750 calendar year maximum.</p> <p>Rx co-pay \$10 Generic, \$20 preferred brand, \$40 non-preferred brand on both plans</p>

<p>Dental Insurance</p> <p>Administered by Delta Dental of Wisconsin</p>	<p>RHA and Employee share premium cost.</p>	<p>All full and part-time employees after 60 calendar days of employment.</p>	<p>"Basic" Plan \$25 Single deductible/ \$75 family 100% Diagnostic/Preventative 80% Basic Restorative 60% Major Restorative 50% Orthodontia-\$1000 lifetime benefit/person up to age 19 "Plus" Plan No deductible 100% Diagnostic/Preventative 90% Basic Restorative 75% Major Restorative 50% Orthodontia-\$2000 lifetime benefit/person - no age limit</p>
<p>Paid Time Off (PTO)</p>	<p>Riverview</p>	<p>Full and Part-time employees. Accrued hours available after 60 calendar days of employment.</p>	<p>Paid time off for vacations, holidays, and illnesses. Accrual based on hours worked and years of service. Approximate accrual (hours) for full time employees is as follows: 0-4 yrs: 176, 5-9 yrs: 216, 10-14 yrs: 256, 15 yrs: 264, 16 yrs: 272, 17 yrs: 280, 18 yrs: 288, 19+ yrs: 296.</p>
<p>Short Term Disability Insurance</p>	<p>Riverview</p>	<p>All full and part-time employees after 60 calendar days of employment.</p>	<p>Provides 66 2/3% of base pay when you are off of work for a personal illness or injury. Benefits begin on the 2nd day after an injury, the 8th day after an illness. Benefits may continue for up to 26 weeks.</p>
<p>Riverview Hospital Association Retirement Plan</p>	<p>Riverview</p>	<p>All employees who</p> <ul style="list-style-type: none"> • Are age 21, • Have been employed for 1 year, and • Have worked 1000 hours in the waiting year. 	<p>Retirement plan designed to supplement Social Security and personal retirement savings. Association contributes 3% of gross earnings to employees with <10 years of service, 4% for >10 years of service. Benefits subject to 5 year vesting schedule.</p>

Riverview Hospital Association Savings Plan	Riverview / Employee	All employees are immediately eligible to contribute. Retirement Plan eligibility required for RHA matching contributions.	Plan allows employees to save for retirement pre-tax. Retirement Plan eligible employees will receive a match of 25% of the first 6% of their contributions. Association contributions subject to 5 year vesting schedule.
Flexible Spending Accounts	Administration fees paid by Riverview	All full and part-time employees after 60 calendar days of employment.	Allows you to pay for health/dental premiums, dependent care expenses and unreimbursed medical expenses on a pre-tax basis by allocating part of your pay for these expenses.
Life Insurance / AD & D	Riverview	All full and part-time employees on the first of the month following 60 calendar days of employment	One times annual salary. \$1000 minimum, \$100,000 maximum
Tuition Reimbursement	Riverview	All full and part-time employees after one year of employment.	Full time employees are eligible for up to \$2,000 per calendar year. Part-time employees are eligible for up to \$1000 per calendar year.
Computer Purchase Assistance	Riverview	All employees after 60 calendar days of employment.	Riverview will provide an interest free loan to employees for up to 90% of the purchase price of a personal computer. Maximum loan amount is \$2000. Loans are repaid by payroll deduction over a 1 year period.

Bereavement Leave	Riverview	All full and part time employees after 60 calendar days of employment.	Up to three (3) days paid leave for a death of an immediate family member.
Jury Duty	Riverview	All full and part time employees.	You will be made whole for any lost earnings due to jury duty.
Holidays	Riverview	All employees working on one of our 7 recognized holidays: New Year's Day, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day	Premium pay of time and a half for hours worked.
Military Leave of Absence	Riverview	All employees.	You will be made whole for any lost earnings due to Military leave of absence for 2 weeks of annual training.
Employee Assistance Program	Riverview	All employees upon hire.	Confidential, professional assessment and referral services for resolution of personal problems.
Payroll Deduction Logo Wear Cell phone Fitness Membership	Employee	All employees upon hire (cell phone available after 1 year)	Employees can have fitness center memberships, cell phone and RHA Logo Wear deducted directly from payroll.