



GRANDE RONDE HOSPITAL, INC.

SUMMARY OF BENEFITS

1. **Regence Blue Cross/Blue Shield of Oregon** - Medical, Vision and Pharmacy Drug Plan coverage. For full-time employees, Grande Ronde Hospital will pay 95% coverage for employee only coverage, approximately 75% for two-party coverage, and 70% for family coverage. For part-time employees, the hospital will pay 85% for employee only coverage, and approximately 70% for two-party and family coverage.
2. **Moda** - Dental and Orthodontia coverage. For full-time employees, Grande Ronde Hospital will pay 95% coverage for employee only coverage, approximately 75% for two-party coverage, and 70% for family coverage. For part-time employees, the hospital will pay 85% for employee only coverage, and approximately 70% for two-party and family coverage.
3. **Health Equity Account** - Offers deferred Medical and child care expenses.
4. **401k Retirement Plan/Employee Savings Plan**- Offers tax deferral up to maximum permitted by law (See Personnel Policy for current year contributions). Hospital matches the first 3% you salary defer and contributes a base amount of 2% of your annual salary. Some limitations apply. Can defer up to the IRS allowable.
5. **Lincoln-Life Insurance/AD&D** - The hospital pays for \$20,000 life insurance on the employee. Also provided is a \$3,000 life policy for each dependent including your spouse.
6. **Lincoln-Supplemental Life** - Also available is a supplemental insurance plan for the employee for up to \$500,000 at group rates, as well as spouse and dependent coverage options. Price is based on your age and will increase as you get older.
7. **Lincoln-Long Term Disability** begins 90 days after the date injury/illness starts. Pays 2/3 of your monthly salary until you return. Maximum monthly benefit based on \$7500 salary will be \$5000 per month.
8. **AFLAC Insurance** – Several plans included. Cancer, hospitalization, short term disability. Some are pre-taxed.
9. **Discounts** – Include meals in the hospital cafeteria and wireless phones. See Personnel for more information.
10. **Earned Leave Program** - provides paid time for vacation, holidays and illness.
11. **Extended Illness Hours (EIH)** – provides paid time for extended illness, bereavement or disability.
12. **Exercise/Fitness Facility** - Offers the employee 24 hour access to the Rehab Therapy Fitness Center with the latest exercise equipment.