



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% for employee-only coverage; for part-time employees the hospital will pay 85% for employee-only coverage; GRH will also pay 55% for two-party coverage, and 60% for family coverage.
2. **Moda** - Dental and Orthodontia coverage. For full-time employees Grande Ronde Hospital will pay 95% for employee-only coverage; for part-time employees the hospital will pay 85% for employee-only coverage; GRH will also pay 55% for two-party coverage, and 60% for 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.
5. **Lincoln-Life Insurance/AD&D** - The hospital pays for \$20,000 of life insurance on the employee. Also provided is a \$3,000 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 \$7,500 salary would be \$5,000 per month.
8. **AFLAC Insurance** – Several plan options - cancer, hospitalization, short term disability. Some can be pre-tax deductions.
9. **Discounts** – Include meals in the hospital cafeteria and wireless phones.
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 and dependents 24-hour access to the Rehab Therapy Fitness Center with the latest exercise equipment. Limitations apply, see personnel for more information.
13. **Employee Assistance Program(EAP)** - a free, confidential service for eligible employees and their family members, through Cascade Centers, Inc; offers employees help with any personal concern, large or small. See personnel for more information.