



Summary of Benefits for Full-time Employees

Medical Insurance-	Anthem Blue Cross and Blue Shield. Choice of two different plans. Single, employee plus one, and family coverage available.
Dental Insurance-	Aetna. Choice of three different plans. Single, employee plus one, and family coverage available.
Vision-	VSP. Choice of two plans. Single, employee plus one, and family coverage available.
Basic Life-	Two times employee's annual base wage. 100% paid by company.
Optional Life-	Employee: Up to seven times base annual wages in increments of \$10,000. Spouse: Up to \$250,000, not to exceed 50% of the employee's basic and supplemental coverage, in increments of \$5,000. Child: Flat \$10,000 dependent coverage for each child.
Optional AD&D-	Coverage is in increments of \$10,000 up to the amount of employee's supplemental life coverage. Coverage can be purchased for just the employee or for the entire family.
Optional Short-Term Disability-	Generally pays 60% of base salary from day eight up to 13 weeks in the event of a disability.
Long-Term Disability-	Generally pays 60% of base salary beginning at day ninety to age 65 in the event of a permanent disability. 100% paid by company.
Employee Assistance Plan-	Short-term personal, psychological, legal, career and personal financial and credit support programs. 100% paid by company.
Flexible Spending Accounts-	Health Care and Dependent Care flexible spending accounts.
Retirement Plan-	A 401(k) plan with a company matching contribution.
Holidays-	Up to eight annual holidays: New Year's Day, Embracing Diversity Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day (Company paid: hours worked on the holiday will be paid two times hourly rate, straight time will be paid when there is a reduction in staff).
Paid Time Off (PTO)-	Accrue set amount of hours for each pay period worked.
Bonus Programs-	Clinical Save Awards, Referral Bonus and Experience Bonus.
Tuition Assistance-	For certain IHM classes and job-related studies at local colleges.
Uniforms-	New hire, annual and semi-annual uniform allowances.
Employee Discounts-	Employee discounts with leading companies such as: Dell, Ford, Chase, 24 Hour Fitness, Office Max, and cellular providers.
Other Benefits-	Business Travel Accident Insurance, Colonial Voluntary Insurance, MetLife Voluntary Insurance. Paid time off for employee jury duty service and death in the family. Direct deposit of earnings also available.



Summary of Benefits for Part-time Employees

Employee Assistance Plan-	Short-term personal, psychological, legal, career and personal financial and credit support programs. 100% paid by company.
Retirement Plan-	A 401(k) plan with a company matching contribution.
Holidays-	Up to eight annual holidays: New Year's Day, Embracing Diversity Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day (Company paid: hours worked on the holiday will be paid two times hourly rate, straight time will be paid when there is a reduction in staff).
Bonus Programs-	Clinical Save Awards, Referral Bonus and Experience Bonus.
Tuition Assistance-	For certain IHM classes and job-related studies at local colleges.
Uniforms-	New hire, annual and semi-annual uniform allowance.
Employee Discounts-	Employee discounts with leading companies such as: Dell, Ford, Chase, 24 Hour Fitness, Office Max, and cellular providers.
Other Benefits-	Colonial Voluntary Insurance, MetLife Voluntary Insurance. Direct deposit of earnings available.