

EMPLOYEE BENEFIT SUMMARY 2012



HOLIDAY SCHEDULE

9 Designated Holidays (Eligible at Date of Hire)

HOLIDAYS OBSERVED

New Years Day	Thanksgiving (2days)
Memorial Day	Christmas
Independence Day	*FLOATING HOLIDAY
Labor Day	*FLOATING HOLIDAY

*The floating holiday may be used at each employees discretion, with supervisory approval. 1 Floating Holiday will not be honored for employees hired after June 30th, 2012

VACATION/SICK

Regular Full-Time Hourly:

Years of Employment	Weeks	Hours/Year
0-5 years	2	80 Hours
6-15 years	3	120 Hours
16-25 years	4	160 Hours
26+ years	4.5	180 Hours

Regular Full-Time Salary:

Years of Employment	Weeks	Hours/Year
0-5 years	3	120 Hours
6-15 years	4	160 Hours
16-25 years	4.5	180 Hours
26+ years	5	200 Hours

Sick Pay: Each employee will receive 9 sick days which accrue annually with additional vacation bonus for low to no usage of sick time.

403B

In an effort to assist our employees properly plan for the future, CNHC offers outstanding tax-deferred retirement savings plan (403b) through AIG-VALIC. Employees are eligible to contribute on the date of hire. Employer contributions are made quarterly (2% of your salary) pending that budget/productivity goals are met.

GROUP INSURANCE PROGRAMS

Selected Medical/Dental/Vision benefits will start the first day of the month following your date of hire. Bi-weekly premiums are as follows:

Medical Benefits (MMO): Generous HRA employer contribution (80/20) for premium for medical insurance through MMO for Full-time employees.

Coverage Type	Bi-Weekly Deduction
Employee Only	\$40.43
Employee + Spouse	\$88.83
Employee + Children	\$72.70
Family	\$121.10

Dental Benefits (Lincoln Financial):

Employer/Employee (50/50) split premium for Dental insurance for employees who work 30 hours a week and above.

Coverage Type	Bi-Weekly Deduction
Employee Only	\$6.47
Employee + Spouse	\$12.46
Employee + Children	\$13.02
Family	\$19.83

**Please note: explained in detail post hire. The above premiums are for Full-Time employees. For employees working 20-39 hours, your deductions will be slightly higher.*

OTHER BENEFITS:

- Vision Insurance (Avesis)
- Voluntary Life & Accident Plans
- Company paid Life, Accidental Death and Dismemberment Insurance
- Company paid Long-term and Short-term Disability Insurance
- Flexible Spending Account (Medical, Dependent care and pre-tax Spending Account Plan option also available)
- Malpractice Insurance (Providers)
- Loan Repayment (Nurse's & Providers)
- **Work/Life Balance**

AND MORE...

Questions? Contact HR 614-645-5500

EDUCATION ASSISTANCE

Columbus Neighborhood Health Center, Inc. encourages continued education for it's associates. As an employee, you are provided with the following educational assistance:

Tuition Reimbursement: Cost sharing for college credit course work related to continued employment. CNHC will reimburse 50% of tuition, books and fees up-to an annual limit of \$5,250.

PROFESSIONAL DEVELOPMENT

CNHC employees are able to use Continuing Education dollars to originate or maintain certifications & licensures, attend seminars, purchase reference material etc. The following is the allowance set forth by CNHC for full-time employees:

Physician, Dentist, Optometrist, Nurse Practitioner, Midwife:

• Annual Limit: \$3,000 and 5 days leave

RN, Optician, Hygienist, LPN

• Annual Limit: \$1,000 and 4 days leave

All other exempt/salaried staff:

• Annual Limit: \$800 and 4 days leave

Non-exempt/hourly staff:

• Annual Limit: \$300 and 3 days leave

Part-time employees are eligible for the above dollars at a pro-rated amount.

EMPLOYEE ASSISTANCE PROGRAM

CNHC employees who are covered under the healthcare plan are also eligible for a full-service Employee Assistance Program. Members can receive confidential help in coping with family problems, substance abuse, financial difficulties, legal difficulties and other concerns by calling a toll free number or scheduling a face-to-face consultation.

EMPLOYEE PERKS/DISCOUNTS

CNHC values our employee's hard work and dedication. We are in the process of adding to our Employee Perks Program so we are able to offer you savings on a variety of consumer needs! Please visit HR to obtain information on the following Perks/Discounts:

- **Worksite Wellness*
- **Direct Deposit*
- **Various discount opportunities with local banks and credit unions*
- **Mileage Reimbursement*
- * *Various family friendly events and more....*

