

Summary of Benefits

| Benefit | Contribution By | Description Of Benefit |
|---|-----------------|--|
| Medical Plan | CAMC & Employee | Choice between a PPO plan and a High Deductible Health plan with a Health Savings Account. |
| Dental Plan | CAMC & Employee | In-network preventive procedures covered twice per year. 80% coverage for basic and major procedures along with a \$2000 orthodontia allowance. |
| Vision Insurance | Employee | In-network routine vision exams covered every 12 months. Basic lenses covered every 12 months. Frames covered every 24 months. |
| Dependent Care Spending Account | Employee | Employees with eligible dependents may set aside money in a pre-tax account to cover costs for the care of dependents. |
| Health Care Flexible Spending Account | Employee | Employees may set aside money in a pre-tax account for eligible medical, dental, and vision expenses. Available to employees who enroll in the PPO medical plan or who waive health coverage. |
| Health Savings Account | Employee | Employees may set aside money in a pre-tax Health Savings Account for medical, dental, and vision expenses. Available to employees who enroll in the High Deductible Health plan. |
| Short Term Disability | CAMC | Short term income replacement plan is provided by Crete Area Medical Center to Full-time and Regular Part-time employees at no cost to the employee . |
| Long Term Disability | CAMC | Long Term Disability plan provided by Crete Area Medical Center at no cost to the employee . Eligible employees receive a benefit equal to 60% of the employee's base salary up to a maximum of \$8,000 per month. |
| Wellness Program & On-Site Fitness | CAMC & Employee | Opportunities for employees to participate, at no cost, in wellness challenges and seminars, health screening events and lifestyle management programs. Employees also have access to on-site fitness areas for a small fee. |
| Paid Time Bank | CAMC | Paid Time Bank is the paid time-off program provided by Crete Area Medical Center. Full-time and Regular Part-time employees are eligible. Hours may be used for holidays, vacations, sick days, and other personal needs. |
| Life Insurance | CAMC | Basic Life Insurance plan provided by Crete Area Medical Center at no cost to the employee . Eligible employees receive benefit equal to 1 times their annual base salary up to a maximum of \$750,000. |
| Supplemental Life Insurance | Employee | Additional life insurance for the employee can be purchased in \$10,000 increments, not to exceed \$500,000. Dependent coverage also available. |
| AD&D Insurance | Employee | Employees may purchase accidental death and dismemberment insurance for themselves and family members. |
| Tuition Reimbursement | CAMC | CAMC provides eligible employees with tuition reimbursement; up to \$5,000 per year for full-time employees and \$2,500 per year for part-time employees. |
| 401(k) and Employer Match Contribution | CAMC & Employee | Employees may contribute up to 80% of their compensation to the 401(k) plan, not to exceed IRS limits. Contributions may be pre-tax or post-tax (Roth). Crete Area Medical Center matches the employee contribution at \$0.50 on the dollar up to 5% of compensation; employees with 15 years or more of service receive a match of \$0.70 on the dollar up to 5% of compensation. |
| Year-End Employer Retirement Contribution | CAMC | Contributions are made by Crete Area Medical Center. The contribution is made on a percentage of gross wages earned by the employee upon becoming eligible. This is in addition to the 401(k) match above. |
| Cafeteria Discounts | CAMC & Employee | Employees receive a discount on most items in the cafeteria. |
| Professional Liability Insurance | CAMC | Liability insurance is provided by Crete Area Medical Center at no cost to the employee. |
| Employee Assistance Program (EAP) | CAMC | Continuum EAP is a confidential counseling service provided to employees and their immediate family members at no cost to the employee. |
| Convenience and Discount Services | Employee | Bryan has secured a variety of convenience services and discounts from local and national vendors. |