### Health Insurance
- Employees can choose from three health plan options. These plans are offered in 4 tiers: employee only, employee/children, employee/spouse and family. A significant portion of this premium is paid by SCR. **FT**

### Dental Insurance
- Comprehensive coverage for dental procedures ranging from preventive to orthodontic. This plan is offered in 3 tiers: employee only, two person, and family. A significant portion of this premium is paid by SCR for FT staff and PT staff are offered the coverage at a reduced amount. **FT & PT**

### Vision Insurance
- SCR offers voluntary vision coverage for eye exams, frames, lenses, contacts and more. This plan is offered in 4 tiers: employee only, employee/children, employee/spouse and family. **FT & PT**

### Medical Reimbursement & Dependent Care Accts
- This program provides employees with the opportunity to deduct pre-tax payroll dollars for out of pocket medical expenses and dependent daycare cost. **FT & PT**

### Retirement Plan (401K)
- SCR offers a 401(k) program that includes a discretionary SCR contribution (FY ‘17 Budgeted Target - 5%; this 5% does not apply to any portion of earnings above the IRS earnings limit, currently $265,000) for eligible employees (employee matching contribution not required). Employees also have the opportunity to add pre-tax contributions. These pre-tax elective contributions are subject to a combined (401K & 403B) maximum contribution level of $18,000 per year for employees under age 50 and $24,000 per year for employees age 50 and above. Employer contribution - age 21, one year employed, 1000+ worked hours. **FT, PT & PRN**

### PTO (Paid Time Off)
- Occasional Time Off (OTO) is a bank of time which is normally used for any occasional time off away from work; vacation days, holidays, personal days and occasional sick days. Accrued as follows:

<table>
<thead>
<tr>
<th>Years Of Service</th>
<th>Accrual Rate Per Hour of Pay</th>
<th>Max Annual OTO Accrual</th>
<th>Annual Max Accrual Based on 8 hour Days</th>
<th>Max Total OTO Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less Than 1 Yr.</td>
<td>.0616</td>
<td>128 hours</td>
<td>16 days</td>
<td>128 hours</td>
</tr>
<tr>
<td>1 – 4 Years</td>
<td>.0847</td>
<td>176 hours</td>
<td>22 days</td>
<td>352 hours</td>
</tr>
<tr>
<td>5 – 10 Years</td>
<td>.1039</td>
<td>216 hours</td>
<td>27 days</td>
<td>432 hours</td>
</tr>
<tr>
<td>10 or More years</td>
<td>.1231</td>
<td>256 hours</td>
<td>32 days</td>
<td>512 hours</td>
</tr>
</tbody>
</table>

- Personal Disability Leave (PDL) is a bank of time used for an extended approved leave for your own serious health condition.
- PDL accrual is .0462 per worked hour, up to 96 hours per year, and maximum balance of 480 hours. **FT & PT**

### Life Insurance/ADD
- SCR paid insurance benefit covering death due to accident or sickness equal to one times annual base salary to a maximum of $200,000. **FT & PT**
- Accidental Death Benefit: additional one times annual base salary (additional $200,000 maximum).
- Seatbelt/Air Bag Benefit: in event Life & Accidental Death benefit paid, if seatbelt in use an additional 10% added to death benefit; if protected by a properly functioning air bag, an additional 5% is added.

### LTD (Long Term Disability)
- SCR paid long term disability program covering disabilities caused by accident or sickness. This benefit covers sixty percent of monthly gross pay to a maximum of $6,000/month. **FT**

### Tuition Assistance
- Full-Time status employees having completed at least 6 months of FT employment are eligible for reimbursement. Up to 3 classes per year in an approved course of study towards a degree/certification program that is related to a staff member’s current job or future career paths with SCR. This assistance is provided in advance up to the funding maximum. **FT**

### Supplemental Insurance

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**Employment Status:** FT 30 or more Hrs/Week  PT 16 or more Hrs/Week  PRN “As Needed”

This Document is for informational and illustrative purposes only. All respective relevant and in effect SCR Policy & Procedures, Plan Documents and/or insurance policies govern the administration of any and all actual circumstances.
Health Benefits
Retirement Health Insurance
Retirees with 20 yrs of FT service have the option of continuing their healthcare benefits through SCR. Retirees who are under 65 may continue with their benefits as when employed. SCR does not contribute to the premium. (Age requirement applies.)

Employee Assistance Program
This program is provided free of charge to employees. Employees may meet with an EAP counselor for assistance with personal problems, including marital & family distress and alcohol & drug dependency.

Staff Wellness
Cardiac Rehab exercise equipment is available for staff use.

Health club discounts available.

Retirement
Supplemental Retirement Plan (403b)
Oppenheimer 403(b) Fund accounts are available for tax-deferred savings on a no-load basis. This 403(b) account is staff member directed, allowing for multiple investment options for individualized asset allocation. This retirement account offers the possibility of a higher contribution level since it is exempt from "highly-compensated" & "average deferral" compliance testing which may limit your 401K contribution. These elective contributions are subject to the IRS limits described above under "Retirement Plan"

SCR Staff Discounts
SCR Medical, Surgical and Dental patient costs for office-based charges are discounted by $15 (but no more than the patient’s cost) at SCR providers, including Family Medicine, Cave Run Surgical Specialists, and Morehead Medical Specialists. SCR staff, their spouse, and dependent children are eligible.

ED Discount
Fast Track Services
SCR’s Fast Track is open in the Emergency Department from 8 am to 12 am 7 days/week. All staff/family covered under the SCR insurance plan are eligible for a discounted co-pay.

Workplace Flexibility
Many SCR clinical staff members work three (3) twelve (12) hour shifts for a total of 36 hours while maintaining full-time benefits. SCR also offers Part-time status (16 or more hrs./week) and PRN schedules are available for those SCR staff requiring greater flexibility to accommodate their educational/family/personal interests/or other needs during their employment with SCR.

Additional Pay
OTO Cash Out
Staff members with 15 years of service have the opportunity to “cash-out” up to 80 hours each year of their accrued OTO time.

Premium Pay
All FT and PT hourly employees receive time and a half if working Thanksgiving, Christmas Eve/Day, and/or New Year’s.
SCR also provides shift, weekend, and on call differentials.

Market-Impacted Nursing Differentials available to RN’s and LPN’s who work in the most significantly market impacted nursing areas.

Bereavement
All FT employees receive up to a maximum total of 24 scheduled work hours of paid leave in the event of a death in their immediate family.

Military Leave
All employees of SCR are granted a leave of absence for military purposes in the event they are called to or volunteer for military duty. Employees returning from a military leave will be compensated at the same wage and salary scale position.

Educational Programs
All full-time SCR staff are eligible for consideration of SCR-funded Scholarship and Continuing Education programs. SCR currently offers scholarships in pursuit of the following programs: Nursing: RN, LPN to RN, & LPN; Laboratory: MT & MLT; Radiology: MRI, CT, CVI, Ultrasound, Mammography & Nuclear Medicine; Pharmacy: Pharmacist; and Rehab. Therapists: Physical Therapist, PTA, & Speech-Language Pathologist.

Other
Staff Recognition / Awards
Various forms of SCR staff member recognition and award programs exist. Staff members having over 10 years of continuous employment with SCR are presented service awards at the Staff Recognition Dinner.

Staff Performance Reviews
Annually staff are eligible for a salary increase (if granted by the Board) when meeting performance expectations of their position.

Staff Vendor Discounts
Some community businesses and SCR vendors offer discounts to SCR Staff.

Staff Credit Union
A credit union is available to all SCR staff members for checking, savings, Christmas Club and loans.

Parking
Free parking is provided